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| PR Award # | U350A110056 |
| Name of Organization | University of San Francisco |
| Name of Project | The San Francisco Teacher Residency (SFTR) |
| City, State | San Francisco, California |

PROJECT ABSTRACT

The San Francisco Teacher Residency (SFTR) aims to recruit, prepare, and retain teachers, who are able to improve equity and achievement for historically underserved students in San Francisco’s highest-needs schools in the high needs subject areas of math, science and bilingual Spanish. SFTR provides a rigorous yet expedited route into the classroom for highly qualified individuals, and focuses recruitment on mid-career professionals, including highly qualified paraprofessionals and talented college graduates. The program builds upon models of successful urban residencies in other cities. SFTR is a unique partnership between the San Francisco Unified School District (SFUSD), the University of San Francisco (USF), the Stanford University Teacher Education Program (STEP), the United Educators of San Francisco (UESF), and the San Francisco Education Fund (SF Ed Fund). Our partnership is special in that it draws upon the strengths of the various partners: SFUSD’s vital commitment to narrowing the equity and achievement and gap; USF’s connections with local schools and curricula; STEP’s proven teacher preparation model involving intensive, year-long clinical experiences with highly structured supervision; the UESF’s strong presence in San Francisco’s schools and its understanding of teachers’ needs; and the SF Ed Fund’s history of garnering resources and brokering relationships in support of San Francisco’s public schools. Across partner institutions, the rigorous Performance Assessment for California Teachers (PACT) is used to evaluate teacher practice while providing educators with frameworks and common language for giving feedback to new teachers from their pre-service year through induction and beyond. As in other urban residency models, SFTR integrates masters’ level coursework with a year-long apprenticeship under the guidance of highly skilled demonstration teachers. Cohorts of candidates known as residents are placed in targeted, well-supported Teaching Academies. A specially designed SFTR seminar that is context-specific to SFUSD is a core component of the credentialing coursework. In return for financial support for the credential and MA program, residents commit to teaching in San Francisco for a minimum of three years.

Summary of goals and expected outcomes for the program:

1. Recruitment and preparation of 150 highly skilled candidates for SFUSD’s hard-to-staff subjects of math, science and other district identified high-need subject areas over the course of five years (30 candidates a year for 5 years);
2. Increased retention in SFUSD’s high needs schools and subjects;
3. Development of professional development schools, known as Teaching Academies – as models of good teaching in SFUSD;
4. Development of new career pathways for effective teachers;
5. Development of teacher education curriculum that is more responsive to the needs of urban educators in SFUSD.