Tampa Bay Wipro Science Education Fellowship

*“I have been a part of many valuable PD programs and activities, but SEF is the only one that has positively impacted my teaching in the classroom almost immediately. And the support and guidance I have been given by my SEF mentor have helped me to identify and prioritize professional goals that I am truly excited about. This program is unique and, in a word, awesome!”*

*--2009 SEF Fellow*

*--2009 SEF Fellow, HS Chemistry*

Program Overview –

Thank you for your interest in the Tampa Bay Wipro Science Education Fellowship (TB Wipro SEF) program! We hope that you will consider applying for this opportunity in order to grow professionally as a classroom teacher and as an instructional teacher leader during your two-year term as a Wipro Science Education Fellow.

Included in this packet is a description of the TB Wipro SEF program, eligibility requirements, and information on how to apply. **All application materials, including online submission, are due no later than 11:59 PM on Monday, June 1, 2020.** All Fellowship recipients will be notified by June 20, 2020. There is a required Welcome and Induction Celebration that will take place in at a time to be determined, for all Fellows and their families.

The TB Wipro SEF program is designed to foster teaching and leadership skills in those who have a minimum of three years of teaching experience and are committed to staying in the classroom within their school district for the next two years. Applicants do not need to have prior leadership experience. While many teachers may find these skills to be helpful for other avenues of leadership in the district, this program is not designed to facilitate the transition of a classroom teacher to becoming a school-based or district-based leader, such as a principal or superintendent. Up to twenty teachers from grades K-12 representing areas of biology, chemistry, physics, and earth/environmental science will be selected to be a Fellow for two years beginning in August 1, 2020.

Wipro SEF: Internationally funded, Locally practiced

The TB Wipro SEF is a program sponsored by Wipro (www.wipro.com) and based upon the success of the Boston Science Partnership’s Science Education Fellowship, which was supported through the National Science Foundation from 2009 to 2012. The Fellowship is a two-year-long program for experienced teachers who use a model of teacher support and development to increase the quality of teaching and leadership in science throughout several districts. This model includes a comprehensive set of activities designed to improve teacher practice, focusing on the outcome of increased achievement in science for all students.

The goals of the program are:

* To create and support a corps of science teachers and science teacher leaders
* To institute a culture of active and reflective instruction
* To improve teacher quality through vertical alignment within content and horizontal alignment within grade bands, meeting in small groups, and professional development in order to increase student achievement

These goals will be met by focusing the professional development in three specific areas:

**Thinking about Teaching:** During the first year of the fellowship teachers will be involved in structured inquiry into their own teaching and growth using tools developed through educational research. As a cohort they will meet regularly to discuss core topics of teaching and learning using current video recordings of their teaching. Fellows will be asked to video record specific lessons in order to see one another teaching a similar concept across grade levels and content areas. Monthly meetings will support the work Fellows are doing in their Collaborative Coaching and Learning of Science (CCLS) groups and on their individual plans.

**Leadership to Peers:** In the second year Fellows will be asked to identify opportunities for themselves to take a leadership role within the district or with their peers. To facilitate this, Fellows will work with experts in adult learning and leadership in order to develop the skills that will allow them to help other teachers to become leaders, to be able to motivate other teachers, and to bring other teachers along the professional continuum.

**Individual Growth** **Opportunities:** Teachers have areas of their professional lives that they hope to grow to meet a need they see in themselves or their students. Also in the second year Fellows will identify and pursue opportunities for growth based on their own professional growth plans. These might include working with a university professor, becoming a mentor to other teachers, or improving presentation skills.

Fellowship Program Description

The TB Wipro SEF year is a two-year program for science teachers who are dedicated to learning and growing as a teacher and as a leader. The Fellowship has a core set of activities that all Fellows must participate in during each year.

**The Wipro Science Education Fellowship Program (250 hours) 2 years**

**Compensation - $8,000 + 3 credit graduate course**

**Collaborative Work**

* Develop relationships with teachers across content areas and levels
* Participate in the SEF adapted CCLS model based on the group’s schedule
* Observe other teachers’ lessons and give feedback; receive peer feedback on your lessons
* Anchor feedback and reflections in research
* Look at teaching and learning across content areas and levels

**Individual Work**

* Develop and carry out an individualized growth plan that has a clear vision and identifiable benchmarks
* Meet regularly with your mentor
* Reflect weekly
* Monthly assignments for each Fellows’ meeting
* Videotape 3 lessons
* Lead and videotape a professional development opportunity

During Year 1, Fellows will meet monthly as a group and engage in deep, meaningful professional development in the areas of instruction, reflective practice, adult learning, and leadership. These meetings are used to develop skills that will benefit all Fellows. The other major part of collaborative work is done in Collaborative Coaching and Learning of Science (CCLS) groups, which has grown out of the work of the Boston Science Partnership (www.bostonscience.org). During the fall semester, Fellows will be in vertically aligned teams across the K-12 spectrum, while during the spring semester, Fellows will be in horizontally aligned teams with common grade level bands (elementary, middle, high). These small professional learning communities determine their own schedules, courses of study, and the lessons they will all be recording and observing. These video observations, research, and student work will anchor the teams’ conversations in teaching and learning across science content areas and levels.

At the end of Year 1, Fellows will design an individualized growth plan. This plan should consist of a clear vision that will help lead them to where they would like to be at the end of Year 2, and it needs to consist of work that they feel like he or she would not have an opportunity to do otherwise. The plan should focus on ways to improve their own instruction and leadership skills. Accordingly, this work should tie in to what type of professional development the Fellow would like to either develop or lead for other science teachers. Fellows will work with an advisor who will help them to develop their own professional growth plan and will meet with their principal or other district administrators to determine how to be a leader while still being in the classroom. Each Fellow will have a small fund to purchase support materials, attend professional development, or present at local professional meetings (e.g., FAST). Fellows will also meet in district groups with their science coordinator to talk about how their work will go on to support district initiatives.

Although the Fellowship was not designed with your district’s teacher evaluation protocol in mind, you may use any of your work as evidence that you are meeting professional standards, though you do not have to. It is important to reiterate that the application, videos, portfolio, forms, feedback and content in regard to the TB Wipro SEF are not part of any official evaluation mechanism. All materials are kept under the University of South Florida, and not with any district office. The program is designed for growth and reflection; the work that you do will never be shared by us with your administrators.

Primary Responsibilities of Fellows

* Complete all core activities
* Be reflective, open-minded, committed, and supportive in order to grow
* Participate in evaluation and research, such as surveys and interviews, during and after your time as a Fellow
* Implement the district science curriculum in your classroom
* Attend conferences, monthly Saturday meetings, and scheduled PLC small group meetings

Primary Responsibilities of School Administrators

* Support Fellows’ work
* Allow the Fellow’s classroom are to be video recorded three times during the 2020-2021 school year and once during Fall 2020; only students who have returned the Agreement for Media Appearances form will be seen on the video; videos are being viewed by peer teachers as a vehicle for discussion and will not be used to evaluate individual students
* There may be opportunities for the Fellows to participate in national and local conferences. Be open to securing substitutes for up to 3 days during the school year (with at least 2 weeks of advance notice given)
* Permit other Fellows to observe your school’s Fellow’s classroom
* Assist Fellows as they continue to seek leadership opportunities
* The superintendent or representative of the superintendent is expected to attend the spring induction ceremony and conferences, and one other yearly meeting

Primary Responsibilities of District Coordinators

* Recruit eligible teachers to apply for program
* Help select teachers
* Attend monthly meetings with SEF Fellows
* Lead some monthly meetings during the first year of the Fellowship
* Lead quarterly district meetings with Fellows during the second year of the Fellowship
* Attend district coordinator meetings
* Be actively engaged in the planning of the program

Primary Responsibilities of Wipro Program

* Be supportive
* Provide video equipment and support
* Provide professional development that is stimulating, current, and pertinent
* Be responsive to Fellows’ suggestions as much as possible
* Assist Fellows as they continue to seek leadership opportunities
* Provide training and support of individualized professional development plan
* Compensate in a timely manner; Fellows will earn a total of $8,000 for completion of all components of the Science Education Fellowship, as well as 3 graduate credits from USF. Fellows will receive stipends over the course of the Fellowship upon completion of their requirements.
* Provide feedback on Fellows’ progress in the program throughout the Fellowship
* Be realistic

Timeline  
January 6, 2020 Application opens

January/February 2020 Informal Info Sessions for Potential Fellows

June 1, 2020 Applications Due

June 20, 2020 Fellows notified

TBD SEF Welcome Celebration & Induction

TBD TB Wipro SEF Year 2 End of Year Conference

Aug 2020-May 2021 Cohort 3 Year 1 Fellowship period

Eligibility  
All teachers of science in grades K-12 who have taught science for at least three years and been employed by their current district for at least two years are invited to apply; teachers must hold a valid license to teach a science subject; this can be an elementary license at the elementary level. Teachers should be able to describe past professional leadership experiences and must be able to demonstrate how they have been successful in the classroom. Teachers also must have the support of their school administrator to apply due to the extra commitments you will have during the school year. Furthermore, teachers who become Fellows are committing to remain in the classroom for the entire term of their Fellowship. Please note that Wipro SEF is an intensive program that will require an average of 125 hours of your time each year, and applicants should carefully consider their other teaching and professional obligations before applying.

How to Apply  
Please submit completed application online. **All materials must be received by 11:59 PM on June 1, 2020.**

Compensation  
Fellows who successfully complete their Fellowship term will receive an $8,000 stipend. This will be paid in installments throughout the two years. In addition to the stipend, all Fellows will be enrolled in a 3 credit, graduate level course, paid for by the TB Wipro SEF project.

Contact Information For more information please contact your district coordinator.

Hillsborough – Larry Plank (larry.plank@sdhc.k12.fl.us)

Pasco – Lesley Kirkley (lwade@pasco.k12.fl.us)

Pinellas – Fawnia Schultz (schultzf@pcsb.org)