

# New Way to Train Teachers: Embed Them in Schools

Hunter's School of Education, one of the nation's top education programs, joined with New Visions for Public Schools in 2009 to launch the Urban Teacher Residency (UTR) and Math and Science Teacher Education Residency (MASTER) programs. The purpose was to create teacher-training programs that integrate graduate course work with intensive, hands-on experience in New York City schools. The result resembles a medical residency more than a traditional teacher-training program.

"These programs are on the leading edge of teacher training," said David Steiner, the Klara & Larry Silverstein Dean of the School of Education, "immersing and mentoring student-teachers in New York City high schools, and ensuring they graduate as outstanding teachers serving in those schools."

For Joseph Grogan (MSEd '16), who already had an established career in nanotechnology, microfluidics, electron microscopy and radiation chemistry, the MASTER program was just what he was looking for. After earning his PhD

from University of Pennsylvania, Grogan conducted much of his post-doctoral research at the IBM T.J. Watson Research Center before working as a scientist at a West Coast technology firm. "Throughout all of these endeavors, the most gratifying experiences were those that included a teaching component," said Grogan, who is completing his residency as a 9th-grade geometry teacher at Brooklyn's High School of Telecommunication Arts and Technology. "I was aware of the burn-out rates for new teachers and didn't want to be part of that statistic," he said. "I felt Hunter's residency model would ensure my long-term success."

The programs are highly selective, drawing a wide range of applicants—from recent college graduates to professionals looking to change careers. Participants receive financial support and tuition and each is immersed as a resident in a host school alongside an experienced mentor. Upon completion, participants earn a master's in adolescent education and are eligible for the New York State initial teacher certification.



▲ MASTER resident Joseph Grogan (MSEd '16) teaching 9th-grade geometry.

In return, graduates commit to four years of teaching in high-need NYC public schools.

"This program has provided me with endless support from my mentor and fellow residents and has given me the opportunity to be part of a community of creative thinkers with a passion for science and math," said Stefani Santana Ismail (MSEd '16), MASTER resident and a 12<sup>th</sup>-grade marine biology teacher at Pelham Preparatory Academy High School in the Bronx.

UTR resident Michael Kengmana (MSEd '16), a special education teacher at Hillcrest High School in Queens, leans

on his mentor through the daily ups and downs of teaching. "What is special about the program is they support you through what can be a turbulent process of learning how to be a teacher," he said.

Together, Hunter and New Visions are pioneering a new way to train teachers, and the success of this model is clear. Hunter's UTR and MASTER graduates are teaching far longer than their New York City peers, and in their first full-time year, as a group, they are matching or out-performing the already strong veteran teachers in New Visions schools.