



# ANNOUNCING FOUNDATIONAL TEACHER FELLOWSHIP 2021–22



## OVERVIEW

The Foundational Teacher Fellowship is a cohort-based professional learning experience for seasoned teachers serving high need communities across the United States. This year-round experience is grounded in three (3) residential program sessions that will be held on the WPS campus near Boston, MA. In response to the COVID-19 pandemic, the Fellowship will place greater focus on the return to in-person school in 2021–2022.

WPS invites schools serving high-need communities to nominate teachers for this year-long immersive learning program. The Fellowship is designed for experienced teachers interested in deepening their instructional practice and building their capacity to support colleagues in their schools.

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The Foundational Teacher Fellowship seeks to shift the way teachers view their practice and purpose. WPS is committed to honoring educators through transformative professional learning experiences that reflect WPS' learning principles:

**Inductive:** learning is discovered through experience

**Peer-to-peer:** deliberation allows diverse perspectives to surface and be interrogated

**Participant-driven:** meaning-making is grounded in the lived experience of each learner

**Research-embedded:** direct access to academic literature informs how professionals examine their practice

**Metacognitive:** time and space for self-reflection are essential to graft learning onto existing practice

**Humanistic:** transformational learning occurs at the nexus of heart and mind

The Foundational Teacher Fellowship is designed for teachers who:

- have 4+ years of experience
- want to grow their practice and renew their commitment to teaching
- hold influence and informal authority in their school buildings
- are nimble, curious, open-minded and adaptive
- hold a strong belief in the ability of all students to grapple with deep learning
- are committed to challenging their own assumptions and that of others

THE LEARNING  
EXPERIENCE

The content of the Foundational Teacher Fellowship is organized into two critical domains and agnostic to any specific school design or curriculum.

**Domain 1: Teaching and Learning (Supporting Students)**

The modules contained in this domain are designed to have teachers examine their beliefs and values about students and their approach to teaching and learning. Fellows do this by applying theory and frameworks to instructional practices highlighted in case studies. Over the course of the three program sessions, the cohort will examine the following aspects of teaching and learning.

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Equity, Identity and Perspective-taking

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Critical Thinking, Discourse, Reasoning

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Self-directed Learning

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Moral, Social, Civic Roles of Schools

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Pedagogical Content Knowledge

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**Domain 2: Supporting, Influencing & Leading (Supporting Adults)**

The modules contained in this domain focus on what is commonly referred to as ‘teacher leadership.’ The following modules are designed based on the belief that strong teachers can develop the understanding and skills to support and influence their peers and school community in profound ways.

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Leadership & Influence

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Teaming

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Interpersonal Communications

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Peer Support & Professional Learning

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Organizational Development & Change

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## APPROACH TO PROFESSIONAL LEARNING

Fellows will explore real-world problems of practice facing educators as they return to in-person school. The Fellowship will employ a variety of adult-learning approaches that are employed by a range of nationally recognized programs for adult learners as diverse as Harvard Business School, Pehara, the Aspen Institute, Expeditionary Learning and others. At its core, the Fellowship reflects the belief that professional learning for educators should be rigorous and inductive, and allow teachers to step away from their daily practice in order to reflect and gain perspective on their craft. The Fellowship's approach to adult-learning includes the following:

**Case study method:** The case study method allows participants to analyze real world dilemmas through facilitated peer-to-peer exchange. Fellows draw on highly curated research and their lived experience to examine root-causes and potential solutions to problems of practice. The method sits at the intersection of theory and practice and was originally developed by the Harvard Business School as a means to cultivate analytical leaders for the world of business.

**Experiential learning experiences:** Through a set of hands-on experiences, the Fellowship will provide an opportunity for participants to experience what it feels like to be a student in an environment where one is driving his/her own learning, working with others, and being asked to do something that may be new and unfamiliar.

**Cohort model:** The design of the Fellowship reflects a strong belief in the power of peer-to-peer learning and professional networks. The group of educators in attendance will represent a variety of school models, enabling participants to gain greater insight into their practice by learning from and forging professional relationships with educators from schools other than their own.

## DETAILS & REQUIREMENTS

### Pre-Work

Prior to each program session, Fellows will be required to complete pre-reading and reflections that will ground the program experience. The readings are curated by WPS and map to each of the domains and modules.

### Program Schedule

The Foundational Teacher Fellowship consists of three residential program sessions that build upon each other and allow for the cohort to build deeper connections.

<u>Session 1</u>	<u>Session 2</u>	<u>Session 3</u>
Summer 2021	Winter 2021/22	Summer 2022
6 Days	3 Days	6 Days
<i>Option 1: July 7 to 13</i>	<i>Dates: TBA</i>	<i>Dates: TBA</i>
<i>Option 2: July 17 to 23</i>		

Fellows and schools are asked to commit to participating in all three sessions. If public health considerations do not allow us to gather in person, WPS will offer adapted online sessions.

### Nomination Process

Principals are invited to nominate 2-3 teachers to participate in the Foundational Teacher Fellowship. WPS suggests that principals consider teachers who have earned the trust and respect of their leadership team and colleagues, for both their instructional practice and for their commitment to supporting peers. Principals should view this as an opportunity to invest in teachers that play a pivotal role to support the school's advancement. Schools will also be invited to participate in WPS' Foundational School Leader Fellowship.

### Program Cost

In 2021–2022, the Foundational Teacher Fellowship will be fully subsidized by WPS, e.g. program fees, materials hotel, and food. Schools are asked to cover any travel-related expenses for their teachers.

### COVID-19 Guidelines

WPS adheres to Massachusetts state requirements and guidelines from the Center for Disease Control. In the interest of protecting our community to the greatest extent possible, teachers will be asked to provide documentation that they have received the COVID-19 vaccine prior to arriving on campus in July 2021. If you have any questions or concerns regarding this expectation, please contact our Director of K12 Partnerships.

### About WPS

WPS is grounded in the belief that teaching and learning is one of the most transformative of human endeavors. We develop inductive learning experiences for educators from across the country. Our campus is based just outside of Boston in Newton, MA with plenty of outdoor space, onsite parking, and Green Line T accessibility.

*To learn more about the Fellowship, visit [wpsinstitute.org](https://wpsinstitute.org) or email us at [info@wpsinstitute.org](mailto:info@wpsinstitute.org).*