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

Program Overview –

Thank you for your interest in the Wipro Science Education Fellowship! 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. Your district will be hosting an information session for all interested teachers shortly.

During the meeting, we will discuss details of the program and the application process. You will hear from your district coordinator and current Fellows from your district. We hope you can make the session.

Included in this packet is a description of the Wipro Science Education Fellowship (SEF) program, eligibility requirements, and information on how to request an application. All application materials, including online submission, must be received by Colette Killian at killianco@mail.montclair.edu no later than 11:59 PM on February 27, 2015. All Fellowship recipients will be notified by April 24, 2015. There will be a Welcome Celebration scheduled for Tuesday, May 26th from 4:30 PM -6:30 PM at Montclair State University for all Fellows; please make arrangements now to be available at that time in anticipation of your Fellowship acceptance.

The 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 the September 1, 2015-August 31, 2017 term.
**Wipro SEF: Internationally funded, Locally practiced**

The Wipro Science Education Fellowship 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 teachers and 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:** 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 videotapes of their teaching. Fellows will be asked to videotape 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:** 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. Each Fellow 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 Wipro Science Education Fellowship 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 work that all Fellows must participate in during each year.

<table>
<thead>
<tr>
<th>Collaborative Work</th>
<th>Individual Work</th>
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<tr>
<td>• Develop relationships with teachers across content areas and levels</td>
<td>• Develop and carry out an individualized growth plan that has a clear vision and identifiable benchmarks</td>
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<td>• Participate in the SEF adapted CCLS model based on the group’s schedule</td>
<td>• Meet regularly with your advisor</td>
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<td>• Observe other teachers’ lessons and give feedback; receive peer feedback on your lessons</td>
<td>• Reflect weekly</td>
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<td>• Anchor feedback and reflections in research</td>
<td>• Monthly assignments for each Fellows’ meeting</td>
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<tr>
<td>• Look at teaching and learning across content areas and levels</td>
<td>• Videotape 3 lessons</td>
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<td>• Lead and videotape a professional development opportunity</td>
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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). These small professional learning communities determine their own schedules, courses of study, and the lessons they will all be taping 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 headmaster/principal to determine how to be a leader while still being in the classroom. Each Fellow will have a small fund to purchase support materials or attend professional development. 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 regards to the Wipro Science Education Fellowship are not part of any official evaluation mechanism. All materials are kept under the property of Montclair State University, 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.

**Timeline**
December/January District Informal Fellow Info Sessions
February 27, 2015 APPLICATIONS DUE
April 24, 2015 Fellows notified
May 26, 2015 SEF Welcome Celebration & Induction
Sept 2015-Aug 2017 Cohort 3 Fellowship Term

**Eligibility**
All teachers of science in grades K-12 who have taught science for at least three years¹ 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](#) and scan and email the [signed Wipro contract](#) to Colette Killian [killianco@mail.montclair.edu](mailto:killianco@mail.montclair.edu). All materials must be received by 11:59 PM on February 27, 2015.

**Compensation**
Fellows who successfully complete their Fellowship term will receive a $10,000 stipend. This will be paid in installments throughout the two years.

**Contact Information** For more information please contact your district coordinator.

Clifton –Gary Frankel GFrankel@cliftonschools.net
Kearny – Mary Goffredo mgoffredo@kearnyschools.com
Montclair – Alyson Wasko AWasko@montclair.k12.nj.us
Orange – Erika Hackett- HacketEr@mail.orange.k12.nj.us
Paramus - Dr. Michael Pilacik mpilacik@paramus.k12.nj.us

¹ Note: Applicants must complete a full three years of teaching at the end of the school year in order to be considered for a Fellowship.