



Hub School Partnership Description (2016)

Led by Mayor Bill de Blasio's Young Men's Initiative, NYC Men Teach is an engagement and recruitment effort that aims to inspire more men of color to become teachers in New York City. By increasing the diversity of New York City public schools through recruiting and retaining teachers that reflect the enormous diversity of the city, we can make a difference in the lives of young people who are not accustomed to seeing themselves represented in the front of the class. NYC Men Teach is tasked with recruiting more teacher applicants to join NYC public schools, assisting interested candidates in finding the pathway to certification that is best for them, as well as providing hiring, mentoring, and teaching supports.

In collaboration with the Department of Education, the City University of New York, and Teach for America, NYC Men Teach will bring more diverse cultures and perspectives into our classrooms by increasing the number of male educators of color in schools. Much research has pointed to how a well-supported educator results in a better learning experience for all students. This is why we need you to join our NYC Men Teach network as a Hub school.

What is an NYC Men Teach "Hub school"? Hub schools are NYC public schools that have proven success in making learning responsive, engaging and accessible. These schools can demonstrate a commitment to achievement in at least one of the following key education needs: **restorative justice practices, culturally responsive education, and mastery-based teaching and learning.**

With these experiences, and an eagerness to share and continually learn and grow, Hub schools will serve as an advisory and professional development network of schools for NYC Men Teach

participants and other interested parties, such as school leaders, college partners, and prospective teacher applicants. Hub school principals agree to become a part of a principal network that meets periodically throughout the school year to discuss and collaborate on key happenings related to NYC Men Teach as well as share “school climate” best practices with other participating schools.

These schools are hubs of innovation to support the professional development of NYC Men Teach participants. They will host workshops and other professional development opportunities and events and provide Mentors and Ambassadors to support program participants.

There are many benefits to being a Hub school. Hub principals will become a part of a network of principals that are aligned under a common mission, and support each other and NYC Men Teach in important work around support for male teachers of color, restorative justice, development of culturally responsive classrooms, and mastery-based teaching and learning. Also, they will have Mentor teachers in their school trained in key pedagogical and mentoring strategies. Hub schools will also receive up-to-date information regarding NYC Men Teach participants as they become available for hire and will be invited to hiring events designed exclusively for NYC Men Teach participants.

If you have any questions, feel free to email nycmenteach@schools.nyc.gov.

Agreements

The Training Site Agrees To:

1. Provide qualified faculty/staff who could serve as mentors.

Qualifications may include but are not limited to:

- experience as a male teacher of color and/or experience supporting male teachers of color
- collaboration and problem solving skills
- prior leadership or mentoring experience
- mindsets that promote strong student outcomes

- strong pedagogical understanding
- develops positive relationships with students
- open to feedback and seeks new ways of improving practice

2. Encourage interested teachers and staff to serve as Ambassadors to:

- Attend recruitment events and speak to interested participants about teaching in NYC
- Attend training and events related to restorative justice, culturally relevant education, and/or mastery based learning
 - possibly share learning with others in the NYCMT network
- Possibly support teachers during a summer teaching experience
- Attend NYCMT events

3. Maintain a positive school culture

- School wide expectations and practices that reflect the school mission
- Collaboration amongst staff
- Parent and community involvement
- Encouragement of culturally relevant planning
- Restorative justice approach to management

4. Investment in learning and sharing

- Supportive work environment where teachers and staff share best practices and support each other
 - support Mentor professional growth and development by providing them with time to visit one another's classrooms to observe colleagues
- Encouragement of staff members to open their doors to NYC Men Teach participants and visitors
 - with NYCMT Staff, coordinating and hosting school and classroom observations
 - hosting professional development session and Q&As
- Allow for photographers and videographers to capture best practices
- Principals agree to attend/host Principal Network meetings

5. Support the mission of NYC Men Teach by:

- Meeting with NYC Men Teach staff to discuss program highlights, planning for the upcoming month and brainstorm around challenge areas as necessary (approximately 2-3 this spring, with additional dates in the 2016-2017 school year TBD)
- Sharing feedback about program components or staff openly and directly
- Foster a culture of continuous growth and openness to feedback amongst staff members school wide
- Giving strong consideration to NYC Men Teach members when making hiring decisions

NYC Men Teach Agrees To:

- Recruit and select high quality candidates, committed to working in high need areas, who demonstrate leadership, critical thinking, and personal responsibility, to participate in the NYC Men Teach
- Provide paid training for Mentors as well as sponsored networking events
- Share out the credentials of Make NYC Men Teach teachers as they are available for hire
- Assist with the creation of promotional materials to highlight best practices at your school