

TAF | Martinez Fellowship Program

Program Overview

The Martinez Fellowship Program (MFP) is TAF's early career educator support. We want teachers of color to not only come into and stay in education, but to thrive. The rewards are endless but the challenges are also real.

The Martinez Fellowship provides early career coaching, ongoing professional development, and networking opportunities grounded in racial identity development for Fellows as they navigate the transition from teacher preparation program to their own classroom.

Sample Seminar Topics

- Challenging & responding to micro aggressions
- Awareness of oppressive systems
- Racial Capitalism
- Racial identity development in teachers and students
- Implementing culturally responsive theories into practice
- Navigating predominantly White spaces

Benefits of Becoming a Fellow

The MFP team provides programmatic support through five bi-monthly seminars and social/community building events per year, a three day annual Summit, leadership support and development, and classroom/site visits.



Support through a community collective



Access to resources specifically designed for teachers of color



Opportunities to engage with seasoned educators and leaders of color



Supplemental support to partner teacher preparation programs in navigating systems



The Martinez Fellowship has really given me a space to come back to, to remind me why I'm doing this. It's more than for the kids, it's more than for your own career. As an educator of color, you are making space for the next teacher to come in, for the next kid in the classroom that is interested in becoming a teacher.



- Julia Rodriguez, 4th Grade Teacher & MFP Fellow

MFP Mission

The Martinez Fellowship is changing the culture of education by prioritizing the professional growth and sustainability of teachers of color and maximizing opportunities to increase the overall number of teachers of color in Washington State.

Martinez Fellowship Program (MFP) Continued

How to Apply

The Martinez Fellowship is for candidates of color admitted into Teaching program(s) at one of our partner Universities.

1 IDENTIFY A UNIVERSITY PROGRAM AND APPLY

Submit an application to any of the university partners, teaching programs (see list below)

2 NOTIFY UNIVERSITY OF YOUR INTEREST

You can either notify the university of your interest in becoming a Martinez Fellow, or, the university will identify you as a candidate that meets the criteria of a Martinez Fellow. The university will send you directions to apply.

3 SUBMIT YOUR APPLICATION MATERIALS

- **Essay:** All applicants write an essay (2 page limit/typed), addressing these topics:
 - As a Martinez Fellow, you will have access to a vibrant community of educators/leaders of color. What will it mean to you personally and professionally to become a Martinez Fellow?
 - Describe an experience where you gained a deeper understanding of your cultural identity. How will this moment impact you as a professional educator?
- **Resume:** A current resume must be submitted with your essay.

Criteria to Qualify as a Fellowship Candidate:

- ✓ Successful admission to a partner university's teaching program
- ✓ Self-identify racially as non-white
- ✓ Demonstrate a commitment to social justice
- ✓ Willingness to sign a contract agreeing to (1) teach for 3 years in a Washington state public school (preferably a diverse, high-needs school) and (2) participate in Martinez Fellowship program for 2 years
- ✓ Experience with school age youth, education, youth development, social services or related field
- ✓ Demonstration of financial need (preferred)

Have questions? Want to learn more?

Contact Saara Kamal, Martinez Fellowship Program Manager at saarak@techaccess.org



Current Martinez Fellowship University Partners



ANTIOCH UNIVERSITY



SEATTLE UNIVERSITY



CENTRAL WASHINGTON UNIVERSITY



SEATTLE PACIFIC UNIVERSITY



EVERGREEN STATE COLLEGE



UNIVERSITY OF WASHINGTON, SEATTLE



HERITAGE UNIVERSITY



UNIVERSITY OF WASHINGTON, BOTHELL



PACIFIC LUTHERAN UNIVERSITY



WESTERN WASHINGTON UNIVERSITY

Martinez Fellowship Program (MFP) Continued

Liberation Pedagogy

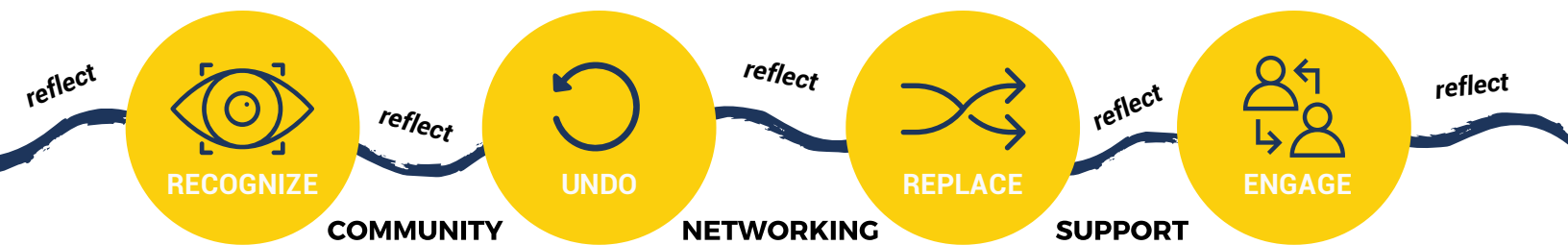
The foundation of the Martinez Fellowship Program is based in liberation pedagogy, an educational framework that supports educators to notice oppression both within and around us, and replace related actions and behaviors with self-empowered expressions of teaching and leading. Building on this framework, we provide educators of color with tools and behaviors that help sustain inclusive and equitable spaces that push all stakeholders to provide for all students at all times.

Liberation Pedagogy is the cornerstone we need to operate from a truly antiracist and liberated mind. To lead liberated is unique to each person and an ongoing question we encourage participants to ask themselves as we grow and learn together in community. We relentlessly support them to reflect and respond meaningfully to this question.

Key Characteristics of a Liberated Fellow:

- ✓ Thriving in predominantly White spaces
- ✓ Readily recognizing when to step in and respond to injustice and when to self-preserve
- ✓ Have a storehouse of tools, resources, and activities for improvement and celebration of personal growth
- ✓ Cultivate community to challenge injustice
- ✓ Commit to continual racial identity development
- ✓ Continually grow understanding of various forms of oppression

The Four Components of Liberation Pedagogy



Liberation Pedagogy in Seminars

ESSENTIAL QUESTIONS

New & Returning Fellows (years 1-3)

- What is liberation pedagogy?
- What does it mean (in my own words) to lead liberated?
- Why is liberation pedagogy an essential tool for me as an educator?

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Veteran Fellows (3+ years)

- What am I doing to help other teachers build their knowledge and capacity to teach and lead liberated?

OUTCOMES

- Fellows will understand broadly what liberation pedagogy is
- Fellows can name the components and briefly explain each component with fidelity

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- Fellows feel confident to engage in conversation with others about their personal liberation process

TOOLS & DELIVERABLES

- List of self-reflection questions for each component of liberation pedagogy
- Teaching resources

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- Skills & Competencies list/rubric
- Action plan for engaging other teachers and students