



Project SEMBRAR

Transforming Bilingual Teacher Preparation

NDLC Faculty and Mentor Leaders
MABE Annual Conference - March 8, 2025





Sustaining Equity through Mentorship for Bilingual Teacher Recruitment & Retention

A five-year project to strengthen and expand

Grow-Your-Own *Teacher Pipelines for Dual Language
Bilingual Educators in Northern New Mexico & New England.*

Our Agenda

Introductions

- Summary Goals of Project Sembrar
- Engagement Process
- NDLC Faculty
- Mentor Leader Benefits and Expectations
- Bilingual PreService Teacher
- EMMA Standards and Modules

Introductions

Project SEMBRAR

- Project Coordinators
 - Phyllis Hardy, MABE region
 - Joan Lachance, New Mexico region
- Project Administrator
 - David Rogers
- NDLC Faculty Coordinator
 - Meg Burns

Mentor Leader Candidates

Project SEMBRAR Aims to ...

1. **Improve Teacher Recruitment.**

Improve DLBE teacher recruitment efforts for students from first-generation and/or low-income backgrounds in participating districts in MA, RI, CT, and NM through robust relationships to develop and strengthen pathways for Dual Language Bilingual Education (DLBE) certification.

2. **Develop Targeted DLBE Professional Learning.**

Develop and enhance state-level pathways for DLBE teacher learning through alignment with EMMA Standards.

3. **Build Teacher Collaboration and Retention.**

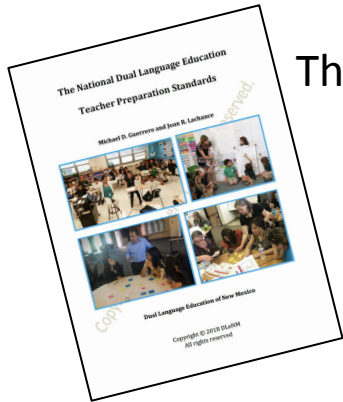
Build local and regional capacity within participating districts to train and retain uniquely qualified DLBE teachers.

Engagement Process

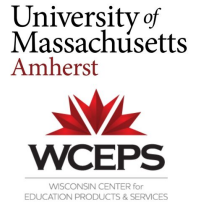


This process guided and supported by

The **EMMA Standards** - EMMAStandards.org



The Promise of NPD



A resounding strength of Project SEMBRAR is its structure of multifaceted collaboration. This dynamic partnership joins five Project SEMBRAR faculty, multiple institutions of higher education, leading professional organizations, and identified school districts.

Together the innovative scope reaches:

- **80 Mentor Leaders,**
- **400 Bilingual PreService Teacher Participants,** and
- shapes higher education DLBE teacher preparation programs within the regions and beyond.

Project SEMBRAR Timeline

Year One

- Preparation of National Dual Language Certificate Modules
- Identification of Mentor Leaders and Bilingual Preservice Teachers
- NDLC Faculty and Mentor Leaders begin working together

Year Two – Five

- NDLC Faculty engage Mentor Leaders in communities of practice
- Mentor Leaders earn the NDLC
- Mentor Leaders mentor Bilingual PST individually and through communities of practice
- Bilingual PST are enrolled in a Educator Preparation Program and on the pathway to a Bilingual license/endorsement
- Bilingual PST earn their Bilingual license/endorsement

*NDLC Faculty

- Dr. Elena Schmidt, Southern Connecticut State University
- Dr. Marialuisa DiStefano, University of Massachusetts, Amherst
- Dr. Laura Hamann-Ortiz, University of Rhode Island
- Dr. Meg Burns, MABE
- Dr. Elisabeth Valenzuela, New Mexico Highlands University
- Dr. Seonsook Park, New Mexico Highlands University

*National Dual Language Certificate

Support to Mentor Leaders

- **Financial support** - flexible use of stipends
- **Pedagogical support** - Obtain a **National Dual Language Certificate** upon completion of the year-long NDLC Professional Learning Program
- **Academic support** - Facilitate mentor sessions for Bilingual Pre-Service Teachers
- **Social supports** - Contribute to the growth of future bilingual teachers and build capacity for Dual Language Bilingual Ed in the MABE region (CT, MA, RI) and New Mexico.

Mentor Leaders will expand the Grow-Your-Own experience by contextualizing the NDLC Professional Learning Program competencies with pinpointed mentoring with the Bilingual PST Participants.

Stipend: \$3,500

Expectations of Mentor Leaders

1. Dedicate 5-8 hours/week for one full year to online collaborative work by completing the National Dual Language Certificate Professional Learning Program (six EMMA Modules/Standards).
2. Attend monthly Community of Practice session with assigned NDLC Faculty
3. Facilitate a COP monthly session with your assigned 4-5 Bilingual PSTs
4. Attend two annual 2-day in-person NDLC Summer Mentorship Institutes
 - Jumpstart Orientation 2025 - June 24-25 (tentative dates)
 - Day 1: Introductions, Building Communities of Practice
 - Day 2: NDLC Specifics - EMMA Modules
 - Culminating Meeting 2026

Support to Bilingual PreService Teachers (PST)

- ***Financial support*** - flexible use of stipend
- ***Academic support*** - mentors trained in EMMA modules & earned National Dual Language Certificate
- ***Social supports*** - participate in a Community of Practice
- ***Pedagogical support*** - site-based application
- ***Linguistic support*** - guidance towards resources

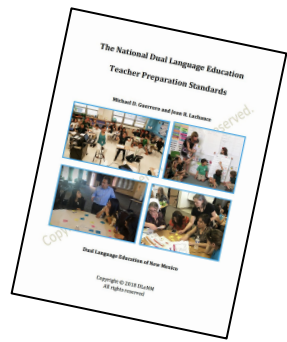
Teacher candidates will expand their DLBE competencies in current PK-12 classroom roles and complete (or make progress towards) requirements for licensure and/or bilingual credentialing/endorsement.

Stipend: \$1,750

EMMA Standards: The Modules

There are six EMMA Standards, each with their own components.

- There are modules, for each of the six EMMA Standards.
- The modules are divided into approximately six week increments.
- Each module has recurring activity formats to guide the Mentor Leader in their learning, and connect to their own contexts, and then share through their Community of Practice with their Bilingual PSTs.
- The formats include analyzing resources and key readings, reflective Discussion Forums, co-creating applications, and *Mentor Moments*.
- Each module concludes with a shared reflection that represents the overall takeaways and prepares for the next module.
- Toolkit development.



Project Acronyms

NPD	National Professional Development	Federal Title III Grant Program
EMMA	Educators for a Multilingual Multicultural America	National <i>Standards</i> for Dual Language Teacher Preparation & <i>Modules</i> to support the standards
SEMBRAR	Sustaining Equity through Mentorship for Bilingual Teacher Recruitment and Retention	Our project title
NDLC	National Dual Language Certificate	Program of completing the EMMA Modules
MLs	Mentor Leaders	Coaches going through the NDLC program
BPSTs	Bilingual Pre Service Teachers	Anyone still needing to earn Bilingual credential
COP	Community of Practice	A group of people who share a passion or concern and learn together (Lave & Wenger, 1991).
GYO	Grow Your Own	Approach for building teacher pipelines within communities



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EMMAStandards.org