The Martinez Fellowship Program is TAF’s early career educator support. We want teachers of color to come into and stay in education. 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.

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.

The MFP is one component of the Network for EdWork, which also houses the Educators of Color Leadership Collective—our support for veteran Fellows and other leaders. Both Network for EdWork programs are grounded in a decolonized approach to teaching and leadership called Liberation Pedagogy (see reverse).

**SAMPLE SEMINAR TOPICS**

- Effectively challenge and respond to microaggressions
- Awareness of oppressive systems
- Racial Capitalism
- Racial identity development (teachers, students)
- Implementing culturally responsive theories into practice + tools for engaging with peers, admin, and students
- Navigating predominantly White spaces
- Teacher leadership

**BENEFITS OF BECOMING A FELLOW**

- 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
- Once a Fellow, always a Fellow!
The foundation of the Network for EdWork’s programming at TAF will be to dismantle and replace institutionalized racist structures and practices within and around us with tools and behaviors that help sustain inclusive and equitable schools and spaces that push all stakeholders to provide for all students at all times. To live out our mission and one day achieve this change, the heart of the program of both the Martinez Fellowship and the Educators of Color Leadership Collective will be grounded in what we are calling Liberation Pedagogy. Liberation Pedagogy is an approach that will support educators to notice oppression within and around us and replace related actions and behaviors with self-empowered expressions of teaching and leading. Liberation Pedagogy is the heartwork we need to operate from a truly antiracist and anti oppressive mind. To lead liberated is unique to each person and an ongoing question we will encourage participants to ask themselves. We will support them to reflect and respond meaningfully this question. Subsequently, the four main components of Liberation Pedagogy are: RECOGNIZE, UNDO, REPLACE, ENGAGE. These are some key characteristics of a liberated teacher we support Fellows to strive for:

- 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 and for how to engage others
- Cultivate community to challenge injustice* Commit to continual racial identity development
- Continually grow understanding of various forms of oppression

**Liberation Pedagogy in Seminars**

**New & Returning Fellows** (years 1-3)

**Essential Questions**
- 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?

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

**Tools & Deliverables**
- List of questions to self-reflect on for each component
- Teaching resources

**Veteran Fellows** (years 3+)

**Essential Questions**
- 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?
- 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
- Feel confident to engage in conversation in conversation with others about my liberation process and help them think about theirs

**Tools & Deliverables**
- List of questions to self-reflect on for each component
- Teaching resources
- Skills & Competencies list/rubric
- Action plan for engaging other teachers and students

**CONTACT**

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