The University of Baltimore School of Law Clinical Fellows program trains fellows to become expert clinical teachers, social justice lawyers, and scholars over a three year period. Each fellow teaches with at least one tenured or tenure-track faculty member. Fellows co-teach seminars, engage in curricular development, supervise their own teams of student attorneys, manage clinic dockets over academic breaks, engage in scholarship, and participate in the life of the law school. The program and goals for each year are as follows:

**YEAR ONE:** Fellows become immersed in clinical pedagogy and supervision, and they begin to develop a scholarly agenda. All fellows are part of an extensive orientation before their first semester begins. Fellows are exposed to core concepts in clinical pedagogy with regard to supervision, seminars, and case rounds. Fellows co-teach clinic seminars. They directly supervise two students in their first semester and four students each semester thereafter. They have opportunities to observe experienced clinical faculty in supervision and seminar sessions and be observed in their own teaching. Experienced faculty provide fellows with detailed feedback. Fellows also attend bi-weekly supervision roundtables, where fellows meet with an experienced clinical faculty member to discuss and address challenging issues arising in supervision sessions. In addition, fellows develop their scholarship by focusing on topic selection and research strategies. Fellows are invited and encouraged to attend scholarly workshops at the law school.

**YEAR TWO:** Fellows work on expanding their pedagogical tools and strategies and further developing their scholarship. In terms of teaching, fellows are encouraged to present on pedagogical topics of their interest at the weekly brown bags. They continue to receive feedback on their development as teachers from the director of their substantive clinic, and they have additional teaching responsibilities in terms of the weekly seminars, including opportunities to design seminar classes and components. They continue to attend the bi-weekly supervision roundtable. In terms of scholarship, fellows are supported in the writing projects of their choice, including law review articles, practitioner articles, and editorials and op-eds. Fellows have opportunities to brainstorm about scholarly ideas, to develop research strategies, to adopt a writing methodology, and to present works-in-progress at weekly clinic brown bag meetings. Faculty provide ongoing feedback on scholarly projects and prepare fellows to share their work outside the clinic, such as at conferences and external workshops.

**YEAR THREE:** The focus of the third year is on assisting fellows in obtaining academic or lawyering jobs. For fellows pursuing academic careers, the clinic faculty provide extensive, practical information about the range of law teaching positions and how to succeed on the legal, academic job market. Faculty review fellow application materials, such as CVs and research agendas, and they also moot fellows for the different phases of the interviewing process. For fellows pursuing lawyering jobs, the faculty will similarly assist in reviewing application materials and mooting fellows for job interviews. In this third year, fellows have additional opportunities to present their scholarly works, and the faculty support them throughout the law review article placement process. Some fellows may have opportunities to teach other classes in the law school outside the clinical curriculum, as well as additional opportunities to engage in curricular design within their specific clinic. Fellows continue to attend the bi-weekly supervision roundtable, and are in a position to mentor newer fellows.