We have a department full of mathematically talented graduate students. This exceptional pool of talent has not always translated neatly into a department full of exceptional Teaching Fellows. As our program of support for developing teachers has evolved we have kept our sights focused on excellence in pedagogy; on engaging, student-centered instruction. Over the years we have developed a collection of paths that lead much more reliably to excellence in the classroom. We will tell you how our program evolved, how we assessed our challenges, and how we came up with ways to conquer them. (Received September 09, 2016)