Creating Opportunities through Teacher Residency Partnerships

2022 CABE/CAPSS Convention
Saturday, November 19
Our Moderators and Panelists

Moderator:

Marlene Megos, Director, CT Teacher Residency Program

Panelists:

Dr. Scott Nicol, Superintendent of Ellington Public Schools

Gary Highsmith, Superintendent of Hamden Public Schools

Dr. Nicole Sanders, Director of Talent and Equity, Consolidated School District of New Britain

Katherine Ericson, Executive Director of LEARN

Cyemone Douglas, TRP Graduate and Teacher, Museum Academy
Go to www.menti.com

Enter the code 1519 6582

Or use QR code
The Teacher Prep Funnel

In Schools
51.4% Students of Color
10.6% Educators* of Color (EoC) (21-22)

CT EPP Data (18-19)
1,386 Program Completers

78.6% (1089)
Certification Issued

58.7% (813) Employed**
within 1 Year

76.6%*** (623)
Employed in 2nd & 4th Years

~10%
EoC

* Educators
** Within 1 Year
*** Within 2nd & 4th Years
Introducing CT TRP

TRP, an alternate route to elementary certification, embraces a different approach to attract and retain teachers of color:

- TRP Partners with local school districts in a “grow your own” model
- TRP minimizes barriers to traditional certification program admission
- TRP is a full-time Residency model with pay and benefits
TRP Background and the Teacher Pipeline Funnel

What is your experience and background regarding diversifying the workforce?

What is your why?

What efforts do you employ?
Teacher Residency

“Residencies are seen as the ‘gold-standard’ for teacher preparation because of the in-depth, immersive experience they provide candidates. The benefits of this route are best seen through improved recruitment and retention efforts of candidates.”

Source:
The Cost and Benefits of a Full-time Residency

Why is this a beneficial program?

What are the benefits of a residency program for teacher training?
The TRP Experience

18 Month Program
➔ No cost plus pay and benefits
➔ June - July 2022: 6 Weeks of Summer Courses
➔ Aug 22 - June 23: 1 year Residency and Evening Courses with:
   ◆ Mentor
   ◆ Cohort Meetings every other Friday
   ◆ Dedicated TRP Coach
➔ June 23 - July 23: 6 weeks of Summer Courses
➔ Apply for a Residency Educator Certificate (REC)
➔ Aug 23 - Dec 23 Planning Seminar (Overlaps with Teaching Year 2)

Teaching Years 2-4
● 3 year Commitment to District
● Teacher of Record under a REC for a min. of 10 Mos.
● Move from REC to Initial Educator Certificate
Grow your Own and Supports for Growth and Retention

What are the advantages and disadvantages of a grow your own program?

Why is support for candidates of color important in the training, hiring and retention?
Results and Impact of TRP

Class of 2020
11 Residents
73% Black
18% Latino
9% 2 or More Races

Class of 2021
14 Residents
86% Black
14% Latino

Class of 2022
45 Residents
64% Black
28% Latino
2% Asian
2% Native American
2% White

Class of 2023
49 Residents
59% Black
16% Latino
6% Asian
8% 2 or More Races
8% White
2% Other

Currently four cohorts in 4 RESCs and 24 partner districts across the state
Creating Inclusive and ABAR Communities

How do you overcome the opposition for programs and initiatives that are focused on Diversity, Equity and Inclusion?
This may be the best way to train teachers – and yes, we can afford it

**CT TRP Costs**

- District participation $10,750  
  (includes resident and mentor recruitment, evaluation, training, coaching and support)
- Mentor stipend $6,000
- Resident salary and benefits of about $49K:
  - Hourly equivalent of $28k for 1 year
  - Two $2000 resident summer stipends
  - District benefits package
Funding Strategies to Support Residency Partnerships

What funding opportunities do you use to support candidate recruitment and training?

How and why should programs like these be supported in our state?
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Resources

FACT SHEET: The U.S. Department of Education Announces Partnerships Across States, School Districts, and Colleges of Education to Meet Secretary Cardona's Call to Action to Address the Teacher Shortage

Brooking Institute Teacher Diversity and Student Success

CT TRP Executive Summary

Diversifying the Teaching Profession: How to Recruit and Retain Teachers of Color

Creating a District Plan to Increase the Racial, Ethnic and Linguistic Diversity of Your Educator Workforce: A Guidebook for Hir

Great Schools Partnership Equity-Pulse-Check

Why School Board Diversity Matters
Important Dates:

Applications for Elementary TRP
Open through March 3rd

District Partnerships open through February

Schedule a meeting with us:
https://calendly.com/mmegos/45min

Follow us!

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