



CONNECTICUT TEACHER RESIDENCY PROGRAM



A New Approach Towards Teacher Diversity

Does your district struggle with recruiting and retaining teachers of color?

In partnership with the RESC Alliance, the CT Teacher Residency Program (CT TRP), approved in 2019, offers a unique approach to training non-certified candidates of color with a bachelor's degree and a passion for teaching. TRP is a "grow-your-own" model that minimizes barriers to traditional certification program admission while engaging Residents in

a full-time Residency model with pay and benefits. CT TRP is currently seeking District Partners for the 23-24 class for this revolutionary method of recruiting, retaining, training and certifying elementary teachers of color. Be a part of the solution and help support candidates seeking certification in your district.

The CT Teacher Residency Program (TRP) is an alternate route to elementary certification program that embraces a different approach to attract, certify and retain teachers of color (residents) in that residents:

- » Participate in courses for 18 months (summer and evenings).
- » Work for one school year side-by-side with a mentor teacher while receiving pay and benefits.
- » Are eligible for a full-time teaching position in a partner district upon successfully completing the program and certification requirements.

Research* supports that Increasing Diversity:

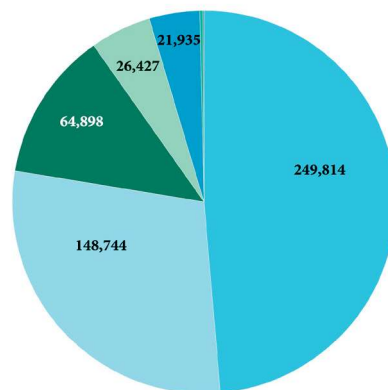
- » Improves the experiences for students of all racial backgrounds
- » Decreases drop-out rates for low income students
- » Decreases discipline actions for students of color
- » Increases expectations for all students
- » Increases student achievement
- » Creates a role model effect

*Sources: *Diversifying the Teaching Profession: How to Recruit and Retain Teachers of Color and Why We Need a Diverse Workforce*

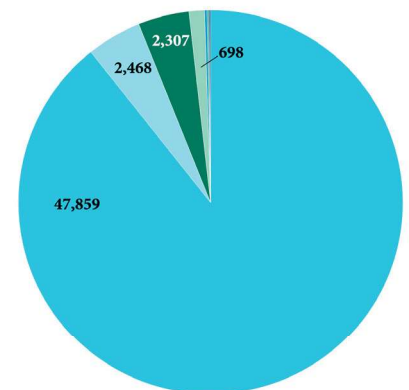
Racial Makeup of Teachers and Students in Connecticut Schools

A breakdown of the racial makeup of students and teachers in Connecticut school districts based on data from the 2021-22 school year.

■ White
 ■ Hispanic / Latino
 ■ Black or African American
 ■ Asian
 ■ Two or More Races
 ■ American Indian or Alaska Native
 ■ Native Hawaiian or Other Pacific Islander



Students



Teachers

Source: <https://public-edsight.ct.gov>

Year 3 Teachers	Year 2 Teachers	Year 1 Teachers	Class of 2023
(11 Residents)	(14 Residents)	(45 Residents)	(49 Residents)
73% Black	84% Black	64% Black	92% BIPOC
18% Latino	14% Latino	28% Latino	8% White
9% 2 or More Races		2% Asian	
		2% Native American	

Current Cohorts

Site 1 (ACES) 11

- ACES
- Cheshire
- Hamden
- Naugatuck
- Region 15
- Guilford
- Waterbury

Site 3 (CREC) 17

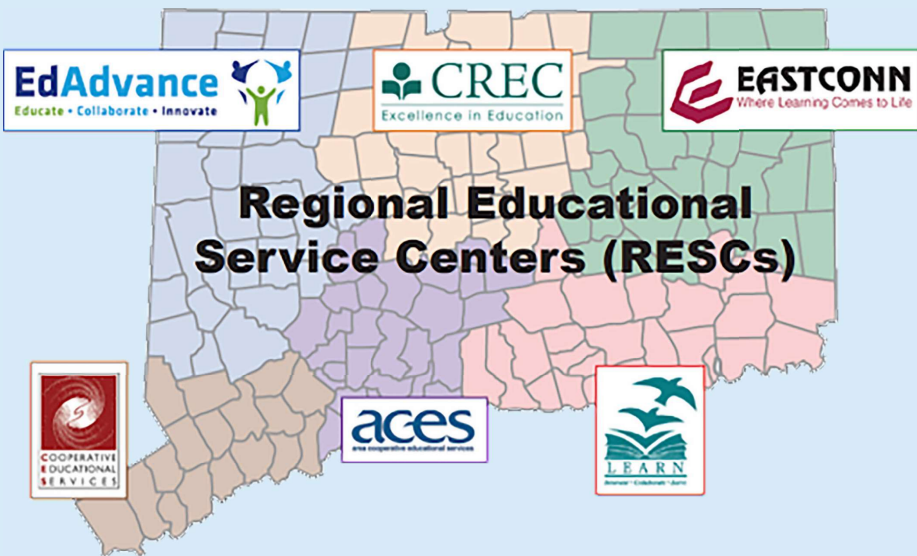
- Bristol
- CREC
- East Windsor
- Ellington
- Granby
- New Britain
- Vernon
- West Hartford
- Wethersfield

Site 2 (CES) 9

- Darien
- Fairfield
- Milford
- Stamford
- Westport

Site 4 (LEARN) 9

- Groton
- LEARN
- Ledyard
- New London
- Norwich



Locations for 23-24

In 2023, we are planning to have sites in the ACES, CES, CREC, and LEARN regions.

Plus one additional site and one pilot of a new Special Education Teacher Residency Program.

Scan for
more
information



District Participation

The cost for district participation is \$10,750 per resident plus salary and benefits and mentor stipend and includes:

Partnership fee of \$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

The cost for coursework, materials, staffing and support is spread across district, RESC and grant partners.

Additional discounts are will be applied to offset the costs for stipends and District Partnership Fees with over \$1 million in fundraising from 22-23.

For 2022 we reduced participation fees to \$8,000 because of our funder commitments.

Services

- » Resident Screening and Selection
- » Information Sessions for Potential Residents and Mentors
- » Resident coaching, evaluation and support
- » Mentor teacher coaching and support
- » 5 Days of Mentor Training
- » Three 2 hour principal training on the program and diversity, equity and inclusion strategies
- » Regular Partnership Updates
- » Monthly Residency Newsletter
- » Program management and support for central office

Benefits

- » Improves the experiences for students of all racial backgrounds
- » Resident classrooms have two adults serving one group of students.
- » Creates a pipeline to move high performing staff to certified teachers
- » Increases the diversity and inclusion of teachers of color and closes the gap between students of color and teachers of color
- » Increases the cultural competency of residents, mentors and principals.



The CT Teacher Residency Program allowed me to fully immerse myself into the role of a teacher. Unlike any other teacher certification program, working alongside my mentor teacher for an entire school year has increased my ability, confidence, and toolkit needed to be both culturally relevant and equitable. I couldn't imagine being part of any other program besides this one. TRP is committed to equipping me to be an educator that is fully invested in changing the lives of students, one classroom at a time.

—Cyemone Douglas

