

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

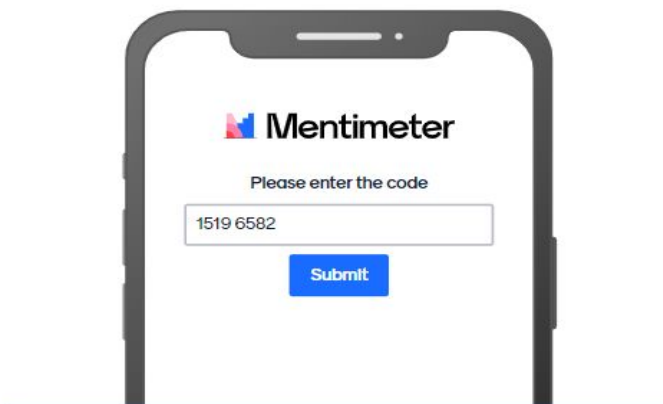
Katherine Ericson, Executive Director of LEARN

Cyemone Douglas, TRP Graduate and Teacher, Museum Academy

QUESTIONS



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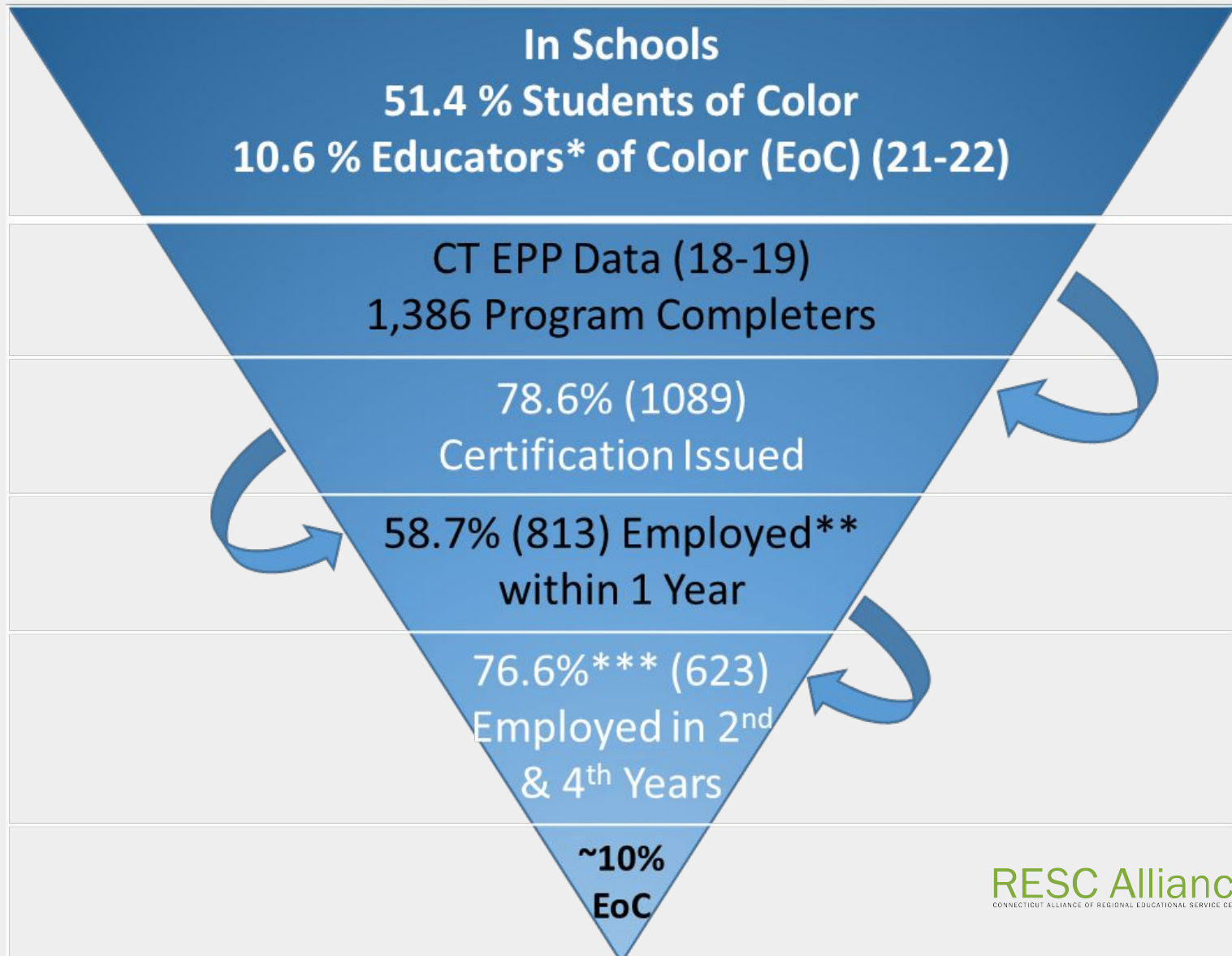


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The Teacher Prep Funnel



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:

https://rodelde.org/wp-content/uploads/2018/12/2020_Policy_Brief_Teacher_Residencies.pdf

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

[This may be the best way to train teachers – and yes, we can afford it](#)

by SARA MORRIS and MARISA BIER Hetchinger Report

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?

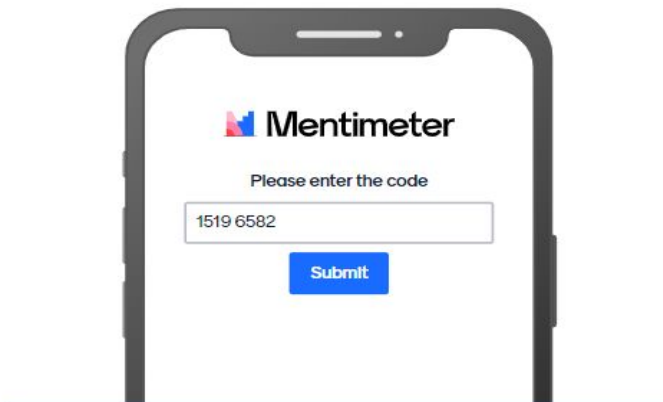
How and why should programs like these be supported in our state?



QUESTIONS

[Mentimeter Q & A Slide](#)

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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**



mmegos@crec.org

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Schedule a meeting with us:

<https://calendly.com/mmegos/45min>