



Making Teacher Residencies More Sustainable and Affordable

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SUSTAINABLE FUNDING FOR QUALITY TEACHER PREPARATION



Agenda

- Introductions
- Strategies for Sustainable Residencies
 - Reallocation
 - Reduction
 - Reinvestment
- P-12 Funding Tool + Discussion
- Closing



The 3 R's



Partnerships explore how existing roles can be redesigned to maximize benefits for all



Universities commit to maximizing financial aid and trimming unnecessary costs



Districts explore their funding streams and priorities to (re)invest in preparation that benefits students

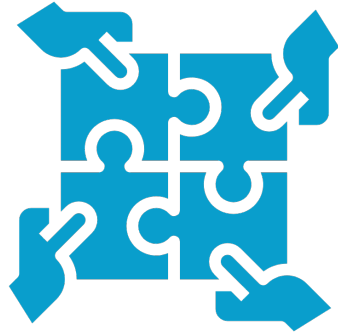
Reallocation: *Simple Shifts*

To maximize reallocation possibilities, partnerships see teacher preparation as the shared responsibility of both teacher preparation programs and P-12 schools and districts.

<https://tiny.cc/simpleshifts>



Key Learnings



Partnerships work together to reallocate roles

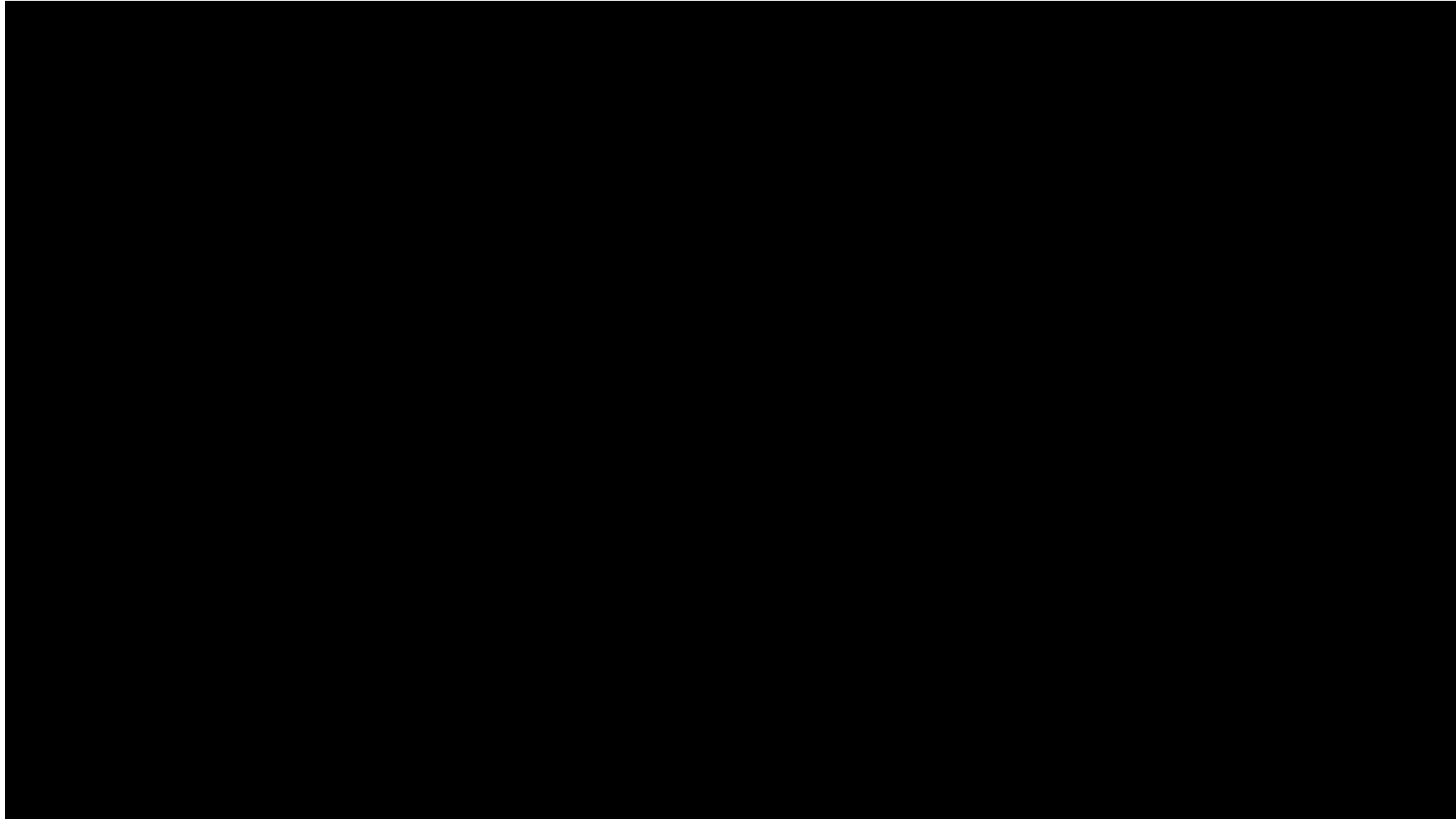


3 Key Roles:
Mentors
Liaisons
Candidates



Both district and university roles can be reallocated

Roles for Candidates Video



Reduction: *The Affordability Imperative*

Universities have an important role to play in affordability—and nothing about creating a more affordable program requires reducing quality.

<https://tiny.cc/affordabilityimperative>



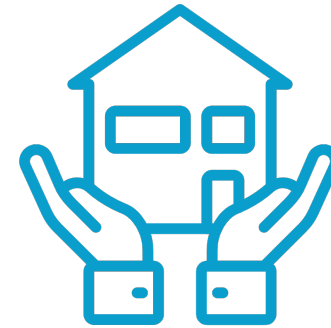
Key Learnings



Maximize Access
to Financial
Resources



Reduce Tuition
and Related Costs



Provide
Supports
for Basic
Needs

(Re)Investment: *The Residency Revolution*

Districts can move beyond human resources funding for residencies, strengthen their educator workforce, and improve outcomes for all students by permanently embedding residency funding into local instructional and human resources budgets.

<http://tiny.cc/residencyrevolution>



Key Learnings



Teaching and Learning Impacts



Human Resources Impacts



Identifying Funding Streams

Residencies help create strong, stable schools which in turn reduce costs in...

Teaching and Learning \$\$\$

Need for supplemental supports including summer school, tutoring

Special needs referrals

Remediation needs including grade retention

On the job training for underprepared novice teachers

Behavioral Issues including attendance

Human Resources \$\$\$

Teacher turnover

Recruitment dollars

Hiring and Onboarding

New Teacher Induction

Mentorship and other programs specific to new teachers Training

Termination/separation for non-retirement leavers

Reduced costs



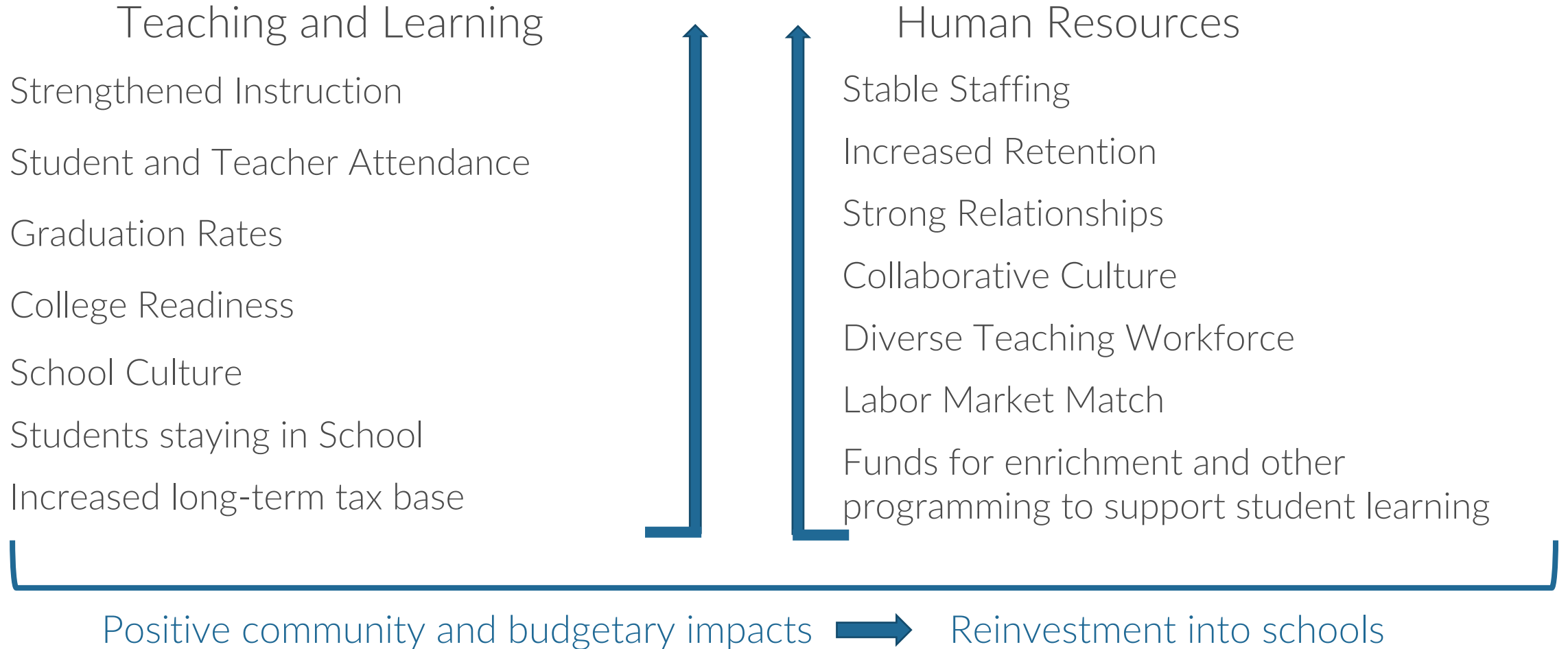
Savings



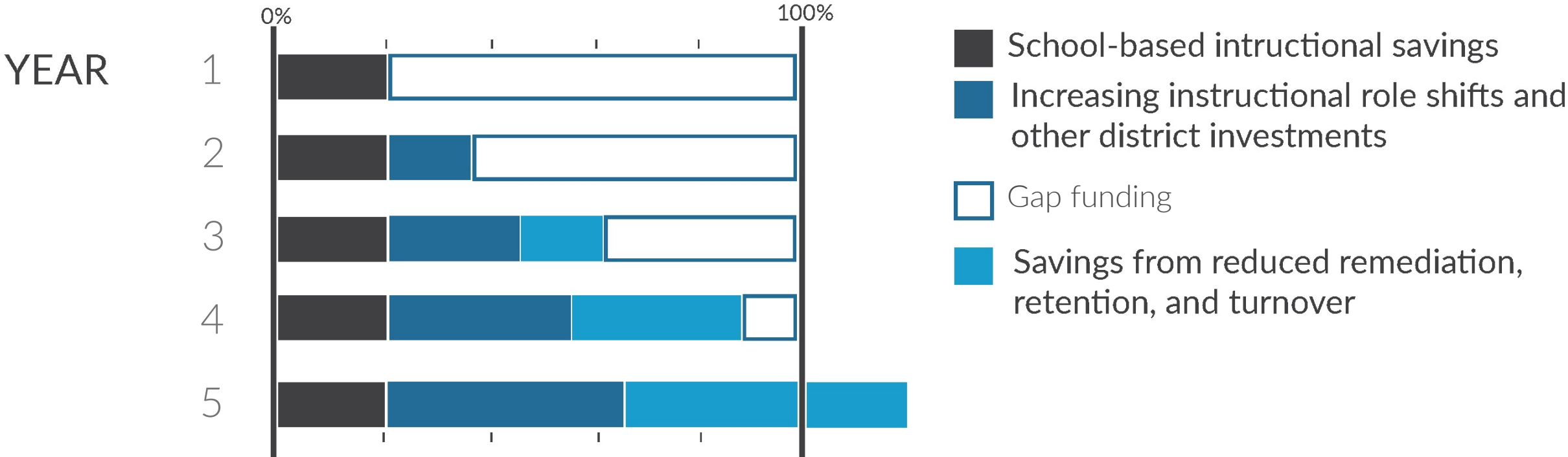
Reinvestment into schools



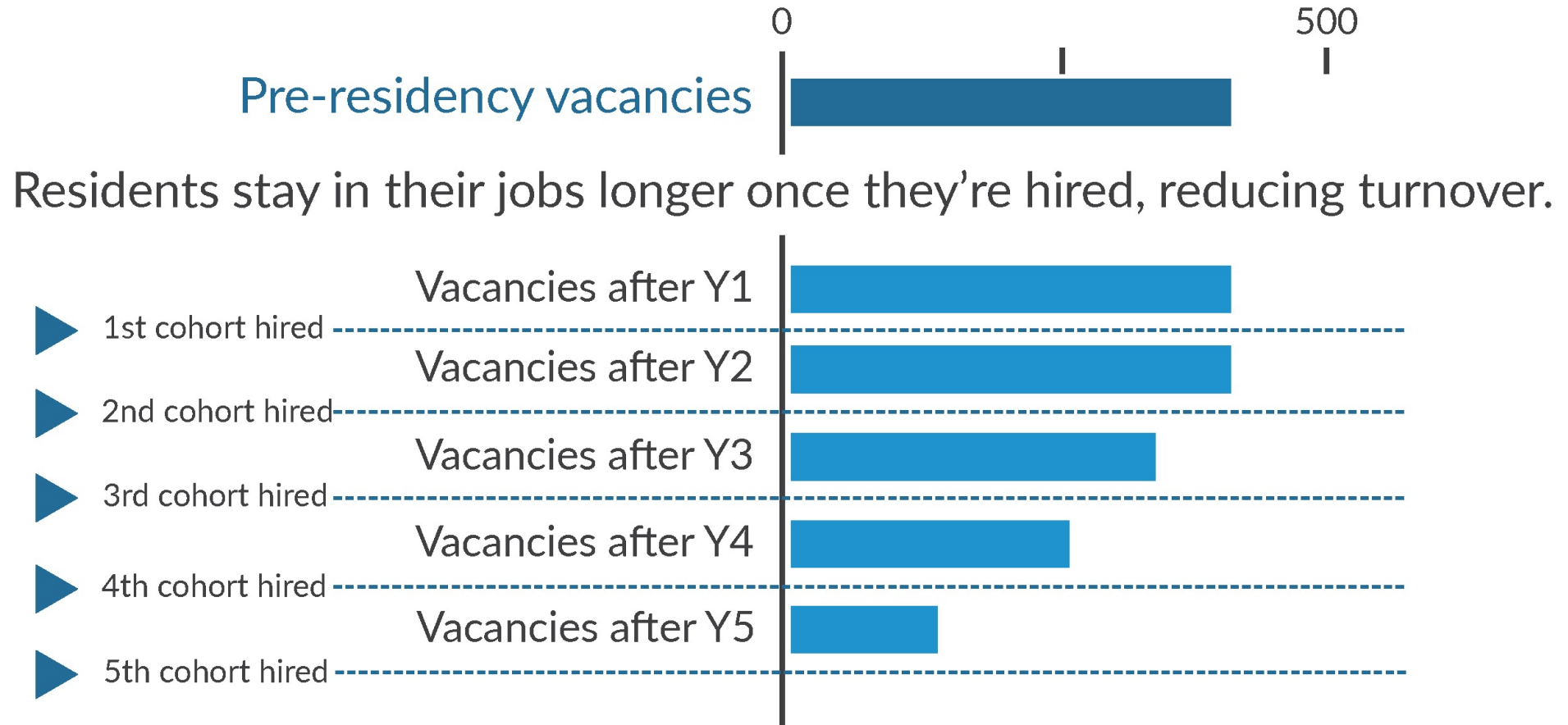
...and create broader positive impacts for communities



How Initial Investments Can Translate into Long-Term Sustainability



Turnover drives the number of hires needed each year.



Federal Dollars

IDEA

ESSA Titles

ESSER



ESSER: How Residencies Fit



P-12 Residency Funding Tool

- <https://tinyurl.com/p12residencyfunding>
- [Tool Guide](#)



What discussions does your partnership need in order to explore ways the residency can become part of districts' funded instructional priorities?

For partnership design considerations, explore school improvement possibilities, mentor teachers as teacher leaders and/or program faculty, licensure and recruitment shifts

For funding streams, consider sub teaching, including long-term positions, professional development, unfilled positions, tutoring, summer school, supports for students who are retained and those who are inappropriately identified for special education services



Some Questions to Consider

- Who is not yet in your residency partnership discussions who should be?
- What kind of research, evidence, logic model for change, and/or long-term plan might be helpful to have on hand?
- What do you know about current HR and/or instructional impacts of different pathways in your district?
- How can your discussions move from one-off ideas into vehicles for planning and acting on long-term shifts?



National Learning Discussions

- Mentor Teachers
 - Identity and Relationships
 - Selection *and* Development
 - Mentor Academies
 - Structural Considerations -roles
- Curriculum
 - Structural Considerations – shared language
 - Coursework Alignment
 - Deepening Curricular Integration
 - Coteaching
- Advisory Groups
 - Reclaiming Public Education
 - Networks, Relationships, and System Change
 - Reframing the Narrative
 - Advocacy
- Staff Structures
 - Grow Your Own
 - Resource Reallocation
 - Making Programs More Affordable
 - Reinvestment to Support District Goals



Opportunities for Further Engagement

- Inaugural “Office Hours: Website Effective Practices for Residency Recruitment”
 - July 1 12-1 ET
 - [Eventbrite Registration](#)
- Additional Office Hours during the year TBD
- [Sign up](#) for our newsletter

And take the [session survey](#)!



Publications and Resources

- QR code to publications



- QR code to resources

