

## National Center for Teacher Residencies

### *At a Glance*

#### OVERVIEW

NCTR launched in 2007 to address the growing need to develop, launch, and sustain high quality teacher residency programs in urban districts nationwide. Through four key strategies, NCTR addresses the growing need to develop, innovate, and sustain high-quality teacher residency programs nationwide:

- *Strategic Consulting:* Develop and support highly effective, performance-based residency programs through research based technical assistance.
- *Next Generation Network:* Offer and facilitate responsive, innovative programming to improve impact and outcomes for a growing network of high quality residency programs.
- *Practice to Policy:* Bridge the gap between practice and policy by focusing on state and federal level reform initiatives, financial sustainability, and program scale.
- *Research & Evaluation:* Identify, explore, and disseminate best practices and lessons learned from residencies to influence teacher preparation practices nationwide, and to support the continuous improvement of other core strategy areas.

Across these strategies, NCTR strives to build and support teacher residencies that are in service to school districts, building their capacity to overcome student achievement challenges in their communities.

#### The Residency Model

Teacher residencies are the most comprehensive model of teacher preparation in the nation. Residencies play an increasingly important role in designing human capital strategies by creating a pathway that responds directly to the hiring needs of school districts. In addition, residencies provide career advancement for experienced teachers to act as mentors, while developing highly effective new teachers that are capable of impacting student achievement from the moment they enter the classroom as a teacher of record.

The residency model blends a rigorous full-year classroom apprenticeship for emerging teachers with a carefully aligned sequence of academic coursework, either through an institution of higher education or other certification provider. Teacher residents experience extensive opportunities to learn how to teach by working alongside a mentor/master teacher in the district in which he/she will eventually work. Coursework is tailored to district context, with residents learning the district's core instructional initiatives and curriculum during the training year. Teacher residency programs typically require candidates commit to teach for a minimum of 3 years, and often 4 years.

Data from NCTR network partners indicates that the residency model:

- ✓ Increases student achievement with residency-trained teachers outperforming their peers
- ✓ Improves teacher retention (5-year teacher retention rates of 85%)
- ✓ Boasts principal satisfaction rates of over 90%
- ✓ Improves the diversity of the local teacher workforce

## OFFERINGS

NCTR offers programs and services to meet the needs of residency programs at all phases of their development. Bringing a data-driven culture to the programming, the goal of all NCTR offerings is to improve the quality and effectiveness of residency trained teachers to impact student achievement.

### New Site Development Program

NCTR's signature initiative, the New Site Development Program (NSDP), capitalizes on the knowledge gained from years of developing effective, clinically-rich residency programs that prepare teachers committed to working in high-need schools and to improving student achievement. The NSDP provides new and emerging residency programs with differentiated consulting and support services to serve the unique needs and goals of the program's local context.

The NSDP spans two full years of content and programming, with year 1 culminating in the launch of a residency program. If a participating program meets NCTR's quality standards after the launch year, NCTR will invite the program into a second year of programming. Both years are built upon NCTR's research-based *Standards for Effective Residency Programs*. The *Standards* define the design and implementation targets of an effectiveness-driven residency model, and identify benchmarks for program development. To date, NCTR has supported the development of more than 18 residency programs through the NSDP.

We received tremendous support from NCTR throughout the design of our residency program. Their ongoing support has been invaluable.  
– NSDP participant

### Residency Foundations

Over the last several years, NCTR has found that many district, university, and non-profit partnerships require early support and guidance as they explore the development of a residency program. Often cities have learned about teacher residencies and their impact through news articles and literature or at national conferences, and have strong interest in developing a program, but need assistance in building the necessary foundations for success. The Residency Foundations program provides this support to new and aspiring programs.

Residency Foundations combines an intensive series of virtual learning institutes along with site-based, individualized consulting services. Like the NSDP, the curriculum is built from and mapped to NCTR's *Standards* and leverages the learning and experiences of our Network partners in building and sustaining residency programs. It is designed to guide aspiring programs to make critical partnership, program management, and staffing decisions that will position them for long-term success.

In addition to Residency Foundations and the NSDP, other NCTR offerings include a Program Inventory for existing residency programs, a Program Assessment Toolkit, and Financial Modeling support and development.

### **NCTR Network**

Since NCTR's inception, it has operated and facilitated a network of some of the nation's highest quality residency programs. Currently NCTR has 20 programs in the network, with new sites joining every year. Partnership in the NCTR network is by invitation only, with all participating programs fulfilling committing to locally transform the way that teachers are prepared and supported for high-need urban schools.

NCTR provides cutting-edge services to partners in order to increase program scale and improve student achievement outcomes. These include a Critical Learning Initiative on topics such as data assessment and literacy and college and career ready standards, quarterly webinars on problems of practice related to residency program implementation, and national and state advocacy support. In addition, NCTR works to capitalize on the research and best practices that emerge from teacher residency programs to influence teacher education reform policy; innovates the teacher residency model using data- and research-based strategies; and develops a movement of clinically-based teacher preparation programs.

### **Policy and Advocacy**

NCTR has a robust "Practice to Policy" agenda to build the movement around teacher residencies and highlight the core elements and data-driven best practices of high performing residency programs. NCTR works to (1) identify core policy issues that impact the field of teacher preparation; (2) coalition-build to impact policy and bring systemic change in teacher preparation; and (3) disseminate research on key findings and promote best practices from teacher residencies to the broader field of teacher preparation.

### **Research and Evaluation**

NCTR's newly developed Research and Evaluation department focuses on the identification and dissemination of best and promising practices from teacher residencies. Recent publications include, *Building Effective Teacher Residencies* and *Clinically Oriented Teacher Preparation*, and capture the most effective components of the residency model and other kinds of clinical teacher preparation.

For more information about NCTR, or to learn about the cost to participate in NCTR programming, please contact Anissa Listak, NCTR's Executive Director at [alistak@nctresidencies.org](mailto:alistak@nctresidencies.org) or 312-397-8878 x114 or visit our website at [www.nctresidencies.org](http://www.nctresidencies.org).