

# TEACHER RESIDENCY PROGRAM

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HB 2885 (2014)

# Teacher Residency Program

- In consultation with the Office of Educational Quality and Accountability, teacher education institutions, and district boards of education
- Program shall include
  - Guidelines and assignments for resident teacher positions in school districts
  - Requirements and guidelines for selection and appointment for mentor teachers
  - Guidelines for the appointment and functions of a residency committee
  - Appropriate professional development, support, mentorship and coaching for resident (new) teachers

# Teacher Residency Program

## New Teacher Center

Elements of high quality induction programs:

- accelerates development of new teacher effectiveness
- improves teacher retention
- strengthens teacher leadership
- increases student learning

# Teacher Residency Program

“Teacher” defined as any duly certified person who is employed to serve as a counselor, librarian, or school nurse or in any instructional capacity

# Program Standards

- District School Boards will appoint the residency committee.
- The committee may include:
  - Mentor, principal or assistant principal, administrator designated by the district board of education, or teacher educator/representative from higher education

# Program Standards

- Orientation
- Support from a mentor
- Observation and co-teaching opportunities
- Professional Development
- Formative review of new teacher performance
- Participation by all new teachers
- Reduced workload for new teachers and mentors  
*(if fiscal and staffing needs are practical)*

# Mentor Selection

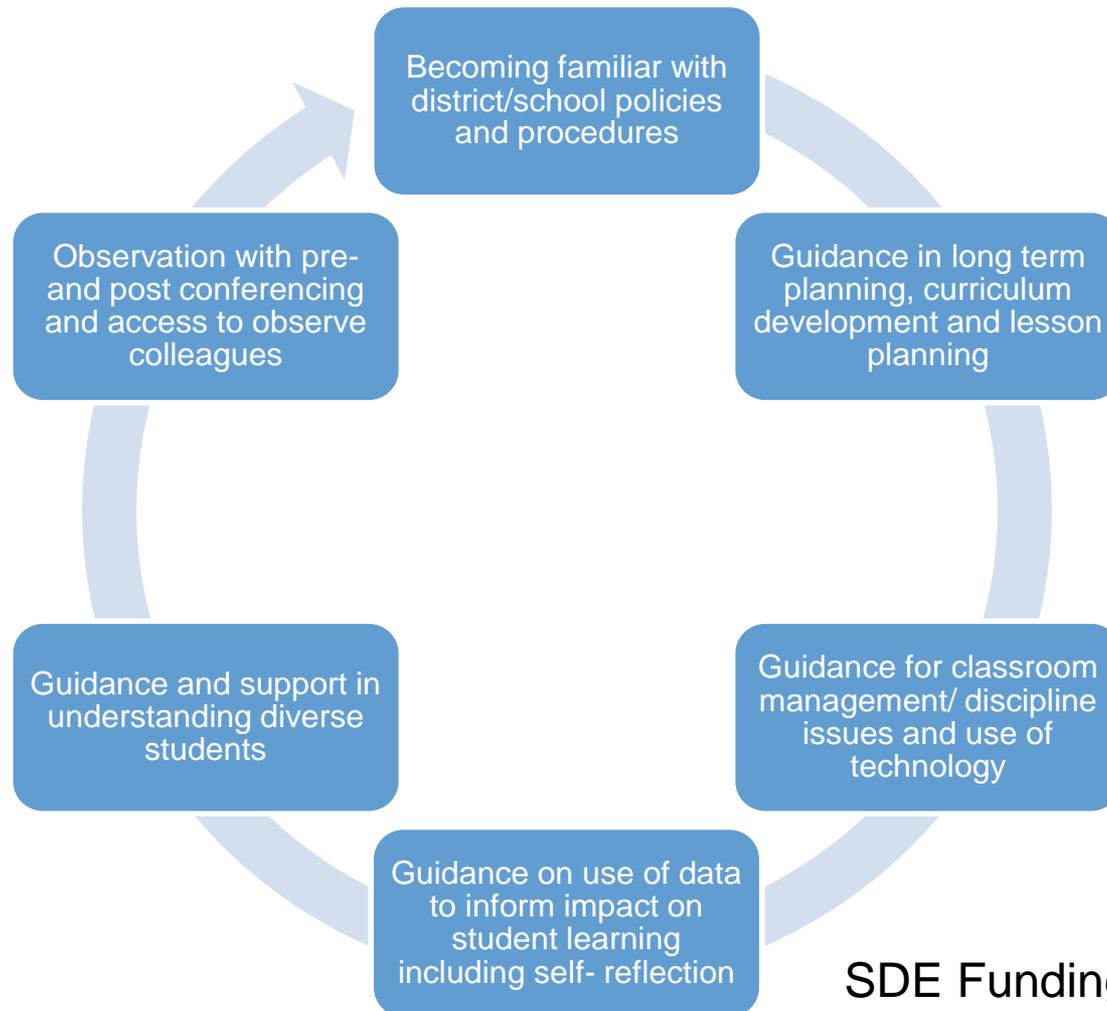
- At least two years of teaching experience in compatible field
- Selected by the principal from a list of qualified teacher volunteers who have submitted their names for that purpose.
- Principals shall provide opportunity for input from bargaining agency *(membership or non-membership shall not be included as a factor for selection)*

# Mentor Training

Foundational training and ongoing professional development

- Mentoring as feedback and not as evaluative
- Includes cognitive coaching skills
- Observation and feedback training skills
- Awareness of first year teacher traits and needs

# Program Elements



SDE Funding - \$250,000

# Educator Accountability

- New teachers must participate in a residency program
- Acknowledgment made by new teacher of his/her effectiveness and impact on student learning
  - \* Possible participation in Communities of Practice
  - \* Possible Self Inquiry Plan

# Program Accountability

## School Reporting

