



Strengthening the Education Workforce of Tomorrow

Through Financially Sustainable Teacher Residency Programs



What Is a Teacher Residency Program?

A pre-service channel for future teachers to receive hands-on training to become high-quality educators who remain in the profession long-term.



Effective teacher residency programs can...



Nurture a diverse pipeline of teachers.

69% of '22-23 National Center for Teacher Residencies (NCTR) teacher residents identified as people of color, compared to only 20% of the nation's teachers.



Help schools fill hard-to-staff areas.

83% of '21-22 NCTR graduates were hired to teach in Title I schools and worked in specialized subject areas at higher rates than other teachers.



Train more effective teachers.

Nashville Teacher Residency has produced more teachers at Tennessee Value-Added Assessment System Levels 3+ and 4+ than any educator prep program in the state.



Improve teacher retention rates.

Former residents have higher retention rates than other teachers—in some cases, 20-27% higher.



Help improve student outcomes.

With reduced early-career turnover, teachers are better supported, able to hit their stride, and more equipped to lead their students to success.

THE CHALLENGE

At first glance, teacher residency programs can seem prohibitively expensive, especially within traditional funding models and for systems and schools with limited funds.

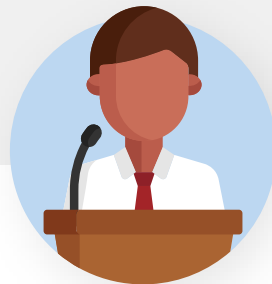
THE OPPORTUNITY

By making strategic resource tradeoffs and implementing innovative learning models, players can work together to reduce their individual costs and develop excellent teachers without requiring them to take on additional debt.

THE PLAYERS



Residents



States



Districts

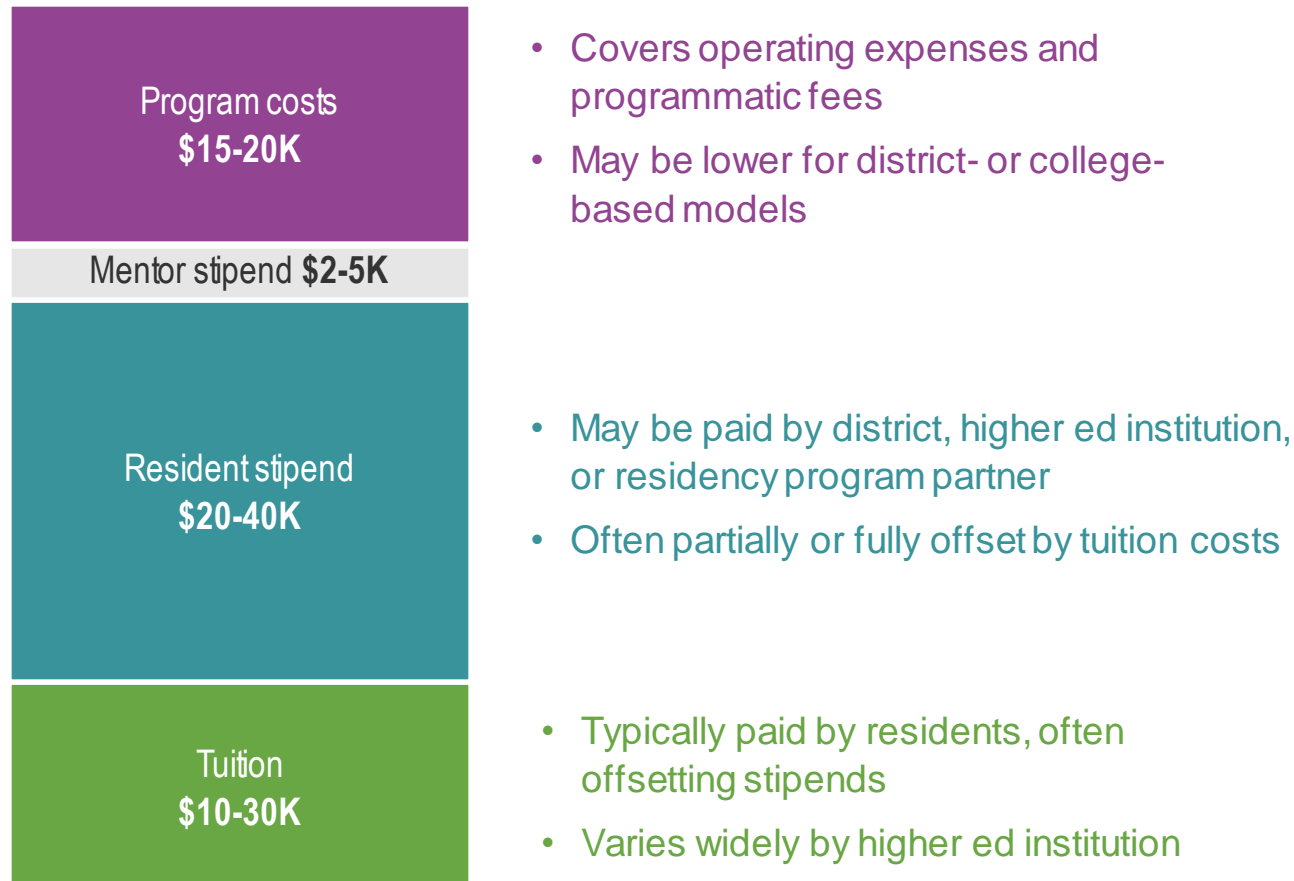


Higher Ed
Institutions



Residency
Programs

The total cost of a typical residency program is expensive



TOTAL TYPICAL COST

\$50,000 to \$80,000



But if each player implements strategic structural shifts and tradeoffs, they can collectively reduce financial barriers for residents

Together, they can take decisive action to offset costs

COST DRIVERS

Tuition
Resident stipend
Mentor stipend
Program costs/
overhead

POTENTIAL OFFSETS

In order of relative magnitude

Additional revenue from the state
School-level staffing adjustments
District-level budget tradeoffs
Residency program cost savings and scaling
Tuition reductions
Grants and scholarships

States can...

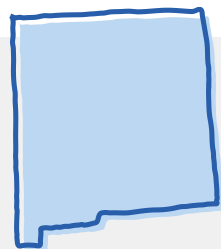
1. **Subsidize resident stipends by funding university-based residency programs.**
2. **Subsidize resident stipends by funding districts.**
3. **Provide start-up funds for new residency programs.**
4. **Promote or require residencies as part of educator preparation.**
5. **Indirectly support residencies by funding public higher ed institutions, including community colleges.**

THE RESULT

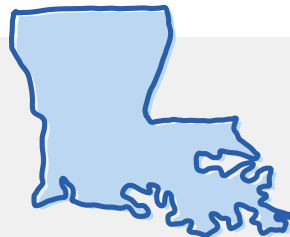
Better funded, more sustainable residency programs and stronger pathways into the profession that foster long-term retention.

SEE IT IN ACTION

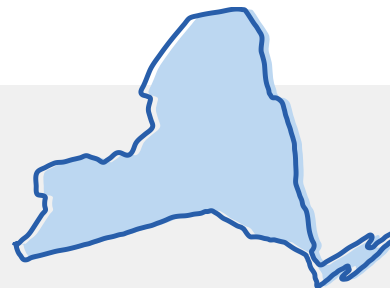
Click each state to learn more



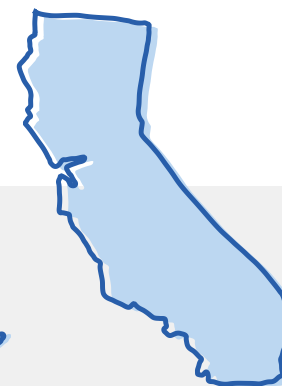
New Mexico



Louisiana



New York



California



Districts can...

1. **Adjust their staffing plan to include residents.**

Residents can replace TA positions, serve as substitutes, or become part of a teaming model. The more the district spends on these staffing investments, the greater their long-term return will be.

2. **Make budget tradeoffs to free up funds for residencies.**

By freeing up a small percentage of their budget, districts can better support residencies and glean a greater return on their investment.

THE RESULT

Sustainable, team-based staffing models that support resident training and improve instruction.

THE RESULT

A sufficient supply of well-prepared new teachers that matches the school's hiring needs, especially in hard-to-staff subjects.



Higher ed institutions can...

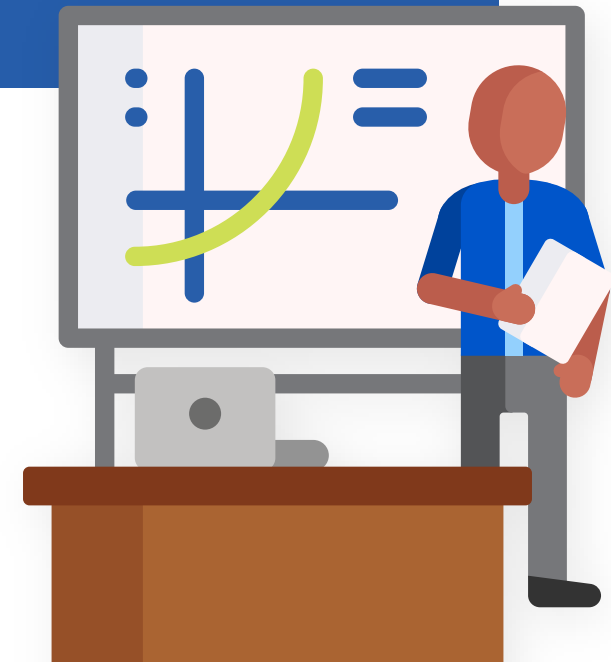
1. Lower tuition through scholarships or tuition discounts.
2. Increase the number of students per faculty member
3. Strategically change the mix of adjunct and full-time professors.

Move to reduce cost	From per credit cost	To per credit cost	% reduction in cost	\$ reduction total tuition Assuming 30 credits
Increase students per faculty member by 1.5	\$500	\$430	14%	\$2,100
Increase adjuncts from 30% to 50%	\$500	\$460	8%	\$1,200
Both	\$500	\$400	20%	\$3,000

Assumptions: Typical cost of \$500 per credit (\$210 in variable costs, \$290 in fixed costs), \$3k per course for adjuncts, \$105k annual professor salary, 16 students per faculty member in base case, 30 credit hours to complete program

THE RESULT

Well-funded training pathways that address candidate and district demand.



Residency programs can...

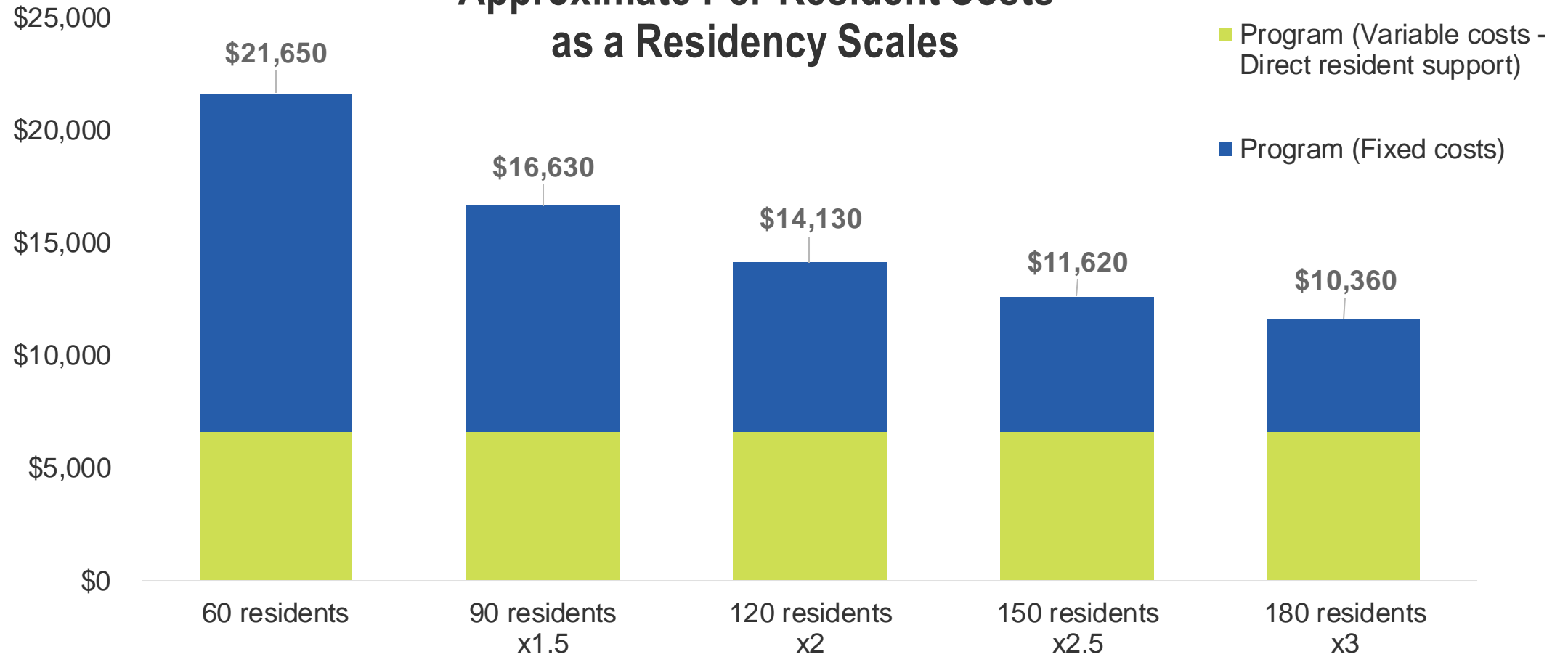
1. **Change resident support structures by increasing the number of residents per support staff or adjusting the type of resident support.**
2. **Outsource responsibilities, such as resident support or organizational needs (like human resources).**
3. **Bolster recruitment efforts to ensure programs operate at capacity.**
4. **Scale programs to reduce fixed costs per resident, such as rent or operations.**

THE RESULT

A sustainable program that can scale over time without requiring additional funding sources or philanthropic investments.



Approximate Per-Resident Costs as a Residency Scales

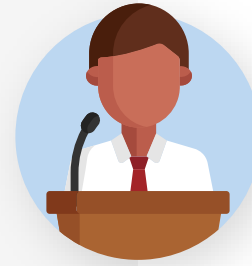


Pct of cost for 60 residents	100%	77%	65%	54%	48%
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In a sustainable model...



Residents get better, more affordable shelter-and-develop support that enables them to avoid burnout and feel more satisfied in their future teaching roles.



States can more effectively prevent or address teacher shortages and fill the most-needed roles in their region.



Districts get an affordable pipeline of well-trained teachers who are more likely to stay in their roles long-term.



Higher ed institutions get a steady flow of tuition and candidates for the next generation of educators.



Residency programs can catalyze change and ensure teachers in their communities are trained effectively.

References

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Interviews with residency program and NCTR leaders, program budget documents, and ERS analysis.