Overview: Teacher Residencies
2020

A teacher residency is a teacher preparation model where a district or school partners with a university to provide coursework and real-life teaching experience to pre-service teachers. Once they are accepted into a program, a teacher resident works as an apprentice for one year in a classroom with an expert teacher while simultaneously engaging in coursework at an affiliated college or university. Residents typically receive a stipend and a scholarship during their apprenticeship year in exchange for their commitment to teach in the same district for a two to four years beyond the year of apprenticeship.

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. Below is a brief summary of the research that highlights these benefits.

Teacher residencies can lead to high rates of teacher retention

- *High retention rates after three or more years:* Graduates of residency programs in Boston, Memphis, San Francisco, Chicago, and Denver have reported retention rates of 80 percent or higher after three or more years in the classroom\(^1\)
- *Higher retention rates than their non-residency peers:* Residencies in Boston, Memphis, and New York City graduates had a higher retention rate compared to non-residency teachers in the same district after three or more years\(^2\)
- *High retention rate at partner districts:* 86 percent of graduates continue to teach in partner districts after three years\(^3\)
- *High retention of novice teachers:* novice teachers that graduated from a residency program were more likely than other novice teachers to remain teaching in their districts\(^4\)
- Residency programs connect new teachers to mentors that help keep them in the profession\(^5\)
- Residencies provide financial incentives that keep residents in the districts they taught in\(^6\)

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Teacher residencies can help recruit teachers, specifically for high-needs subjects and schools

- **Recruit racially diverse cohorts**: Novice teachers who graduated from the Boston Teacher Residency program were more racially diverse than other new Boston Public School teachers.7
- **Recruit and include more people of color**: Within the National Center for Teacher Residencies’ network, 55 percent of the residents identify as a person of color and 42 percent of the mentor teachers training residents in programs within their network were also people of color.8
- **Recruit and include more people of color**: Based on a case study of the Boston Teacher Residency, about half of Boston Teacher residents are people of Color since their first cohort in 2004.9
- **More people of color in residency programs compared to novice teaching force**: 45 percent of residents were people of color nationally from 2015 to 2016, which is more than double the national average of teachers of color who entered the field in the same year.10 The same can be said for 2014 to 2015, where more than a third of residents were people of color, double the national average of teachers of color.11

**Additional Resources**


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