

Urban Teacher Residency United (UTRU)

Anissa Listak, Founder & Executive Director, alistak@utrunity.org

2015 SEED Proposal ABSTRACT

Teacher Residencies: Redefining Preparation for High-Need School Districts

Building upon the promising evidence of the effectiveness of the teacher residency model in preparing, supporting and retaining highly effective teachers in high-needs areas, UTRU proposes a three-year residency expansion, research, and dissemination initiative to establish a professional teaching trajectory spanning numerous partnership models across several states, preparing up to 450 high quality teachers to enter and stay in high need schools.

Absolute Priority 1: Supporting Practices and Strategies for Which There Is Moderate Evidence of Effectiveness

Absolute Priority 2: Teacher or Principal Recruitment, Selection, and Preparation

Competitive Preference Priority 3: Promoting STEM Education

Competitive Preference Priority 4: Supporting High-Need Students

UTRU's *Redefining Preparation* project **will increase the number of effective new teachers prepared for high-need schools and in high-need areas such as STEM and ELL** by:

- 1) Engaging nine new programs in UTRU's New Site Development Program, which includes:
 - **A rigorous, competitive resident recruitment & selection process;**
 - A process for developing and/or ensuring **induction support for teachers in at least their first two years**
 - Tailored professional development for experienced teachers that **recruits, selects, and supports effective teacher educators to act as mentors** to emerging teachers
 - An innovative **teacher preparation curriculum integrating the practicum** with university coursework
- 2) Advancing the quality and impact of new teacher residency programs by engaging them in UTRU's thriving Next Generation Network, facilitating an in-person and virtual professional learning community that:
 - **Examines problems of practice** related to short- and long-term implementation and impact;
 - **Identifies barriers to success** by focusing on financial and programmatic sustainability challenges;
 - **Uses data and assessments** to improve and measure program impact;
 - **Shares innovations** in the residency model and clinical preparation more broadly; and,
 - **Solves challenges** related to program implementation.
- 3) Conducting a rigorous evaluation on the residency programs' implementation and impact and distribute findings to a broad stakeholder audience The evaluation will look at **impact of residency graduates on student achievement; examine teacher performance** and overall school impact; and **assess program implementation**, analyzing survey, interview, and extant data.
- 4) Improving and expanding the reach and impact of the residency program model through the **curation and dissemination of shared learnings with a virtual library of high quality video and other resources**, which will enable teacher preparation programs to understand and access best practices in clinically rich preparation.

Partnering with these nine programs over the course of the three-year SEED grant period, UTRU will train up to 450 novice teachers to become effective, long-term educators in the highest-need areas through the residency programs and continued graduate induction support. UTRU and partners will also train up to 450 effective, experienced teachers as resident mentors, coached and supported as they understand and execute the principles of adult learning; approximately 117,000 students in nine high-need districts across the country will directly benefit from the new teachers prepared in the proposed UTRU SEED residencies.