

Fresno Teacher Residency Program

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Organization: Fresno Unified School District

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Priorities: AP2, CP1, CP2

Award Amount: \$7,795,066.00

Abstract: Fresno Unified School District (Fresno Unified) in partnership with California State University, Fresno (Fresno State), desire to establish the ***Fresno Teacher Residency Program (FTRP)*** with an emphasis on STEM (Science, Technology, Engineering & Math) education. FTRP will provide highly effective teachers who will be recruited, selected, and trained to address the specific needs of the school district. Fresno Unified faces a variety of challenges in recruitment and hiring of highly effective teachers, especially in STEM subject areas. Additionally, the district has difficulty in attracting teachers from underrepresented groups and other diverse backgrounds. This is relevant as the district is ethnically diverse and predominantly minority (84% non-white) student population. Therefore, the overarching goal of this project is to improve student academic achievement by improving the effectiveness of new teachers in high demand STEM subject areas in advanced content knowledge and effective instructional strategies using the Common Core State Standards (CCSS) and Next Generation Science Standards (NGSS). The partnership proposes to implement Absolute Priority 2 – the *establishment of Teacher Residency Programs*.

Central to the needs of Fresno Unified are two Competitive Preference Priorities (CPPs) which includes: 1) Promoting STEM education; and 2) Implementing College and Career Ready (CCR) elementary and secondary common core academic standards through rigorous teacher preparation course design and training activities in the proposed TRP. The FTRP is five years of teacher residencies that prepare 300 teachers (K-12) to provide exemplary pedagogy. Residencies will be developed to include initial certification and a MA degree which will be obtainable in 18 months. The grade span for the three residencies are Grades 4-8; Grades K-3; and Grades 9-12. All residencies will have a STEM focus and will be designed to support the implementation of K-12 College and Career CCSS and NGSS

The FTRP has three key objectives that will deliver measurable performance outcomes: 1) Recruitment and selection of diverse talent; 2) Fresno Unified and Fresno State faculty collaboratively reform the K-12 curriculum to train highly effective teacher residents; and 3) Induction and retention of highly trained new teachers at Fresno Unified. The total number of teachers to be served in the project is 300 residents; and 65% from underrepresented populations. Co-teaching and curriculum reform will dramatically change teacher preparation. Exceptional mentors will be assigned to every teacher resident before the school year begins and through the 18 months program. Integration of technology applications in the curriculum and class instruction will align to the delivery of College and Career Ready CCSS and NGSS. To increase residency success, induction support begins during the residency and is facilitated for three years after degree completion to increase retention and sustain highly effective teachers in the classroom.

The leading partners include Fresno Unified located in Fresno, California and the Fresno State – Kremen School of Education and Human Development. Supporting partners include WestED, MSTI – Math Science Teacher Initiative, Community-based Learning, CSU, Fresno - College of Math and Science, CSU, Fresno - Lyles College of Engineering, California State University

Chancellors Office, CORE, Teaching Channel, Science and Math Education Center, Teaching Fellows Foundation, the community, and large foundational partners who support the FTRP success committing time, resources, and guidance for the five year TRP establishment.