

Teacher Residency Toolkit

Education Resource Strategies

Interested in launching a teacher residency in your school or district? Start here!

What is a teacher residency?

A teacher residency is a period of pre-service training where teacher candidates have sheltered, simplified roles and ample practice-based development opportunities. This allows them to a period of preparation that aims to *increase their effectiveness* before they become teachers of record, and, by setting them up to be effective in their roles, *increases the likelihood of their retention*.

What do great teacher residencies need to be successful?

Great teacher residencies need to both shelter the candidate by providing him or her with a simplified teaching role. They also provide increased development opportunities to help the candidate grow more rapidly in the craft of teaching.

ERS has created the following framework to explain why both of these elements are so crucial to the design of a successful residency:

A FRAMEWORK FOR AN OUTSTANDING RESIDENCY				
	SHELTER		DEVELOPMENT	
Definition	Simplifying the job		Training and learning	
Leads to	Retention		Effectiveness	
Why does it work?	Teachers will stay if their workload is manageable while they improve their craft		Teachers will become more effective with increased coaching and professional learning opportunities	
Example approaches	<ul style="list-style-type: none"> • Candidate teaches a reduced schedule, leading to a lighter student load and more free periods • Candidate has reduced lesson planning responsibilities 		<ul style="list-style-type: none"> • Candidate receives a high volume of cycles of observation, feedback, and coaching from instructional experts • Candidate has protected time to observe a mentor teacher model excellent teaching 	

Why do teacher residencies need to involve both shelter AND development?

Both sheltering candidates and providing them with increased professional learning opportunities is key to reducing burnout.

The benefits of providing shelter			
The benefits of providing development		WITH	WITHOUT
	YES	Less burnout → less attrition Increased PD → increased effectiveness	May improve in practice, but teachers still at high risk for burning out early, especially since the time that professional learning opportunities take will be additive on top of teaching responsibilities.
	NO	Less burnout, but practice alone may not improve teacher skill	Status quo – teachers have full load with no increased development opportunities

Interested? Here’s some tools to help you get started:

Tool	Description	File Name
Residency Design Workbook	Start here! This workbook includes three potential approaches to designing a residency and helps you explore how a teacher candidate might experience each model.	Residency Design Workbook
Sample Residency Plans	Explore how two real districts designed cost-neutral residency plans to provide shelter and development opportunities to their teaching candidates.	Richland Parish Schools Catahoula Parish Schools
Residency Design Tool	Ready to start planning? Download our residency planning tool to help you decide what shelter and development opportunities you should give your candidates and what shifts you can make in your school design to ensure your strategy is cost-neutral.	Residency Design Modeling Tool and User Manual