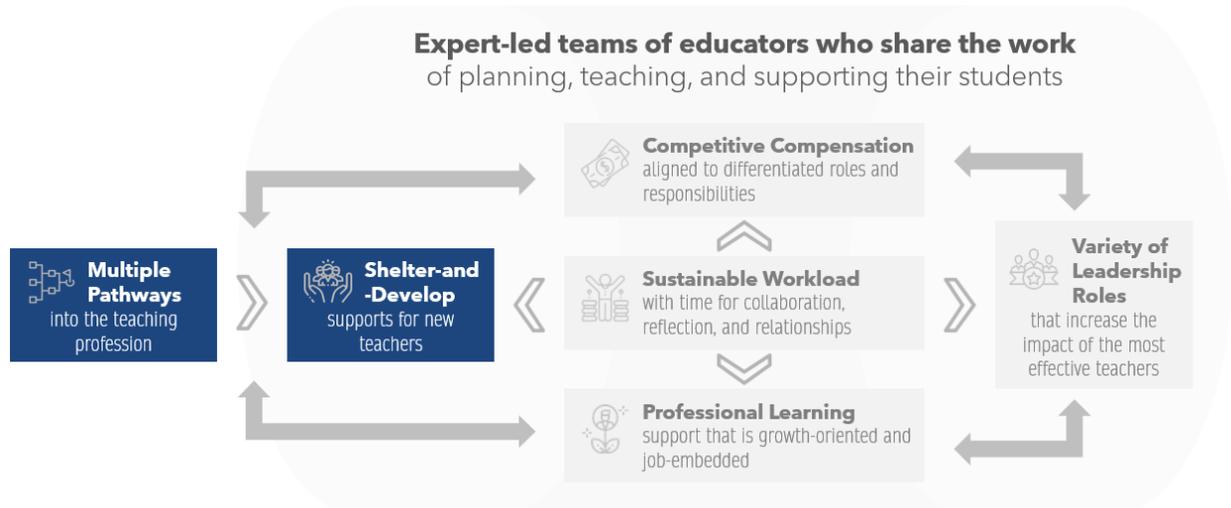




Examples from the Field

Kansas City Teacher Residency



Situation: What was the problem the organization was trying to solve?

In Kansas City there is a need for more teachers that are highly effective and representative of the community to address historical inequities in schools that impact the quality of education students receive today. Kansas City Teacher Residency (KCTR) was founded in 2015 to recruit, prepare, develop, place, and retain a highly skilled, diverse teacher workforce in Kansas City metro public schools, focused particularly on Title I Schools that serve culturally and linguistically diverse communities. KCTR offers an affordable and accelerated pathway into teaching and prepares teachers to be highly effective. In doing so, they aim to increase the diversity of the teaching workforce while providing a high-quality, equitable education for all children. They envision a Kansas City education system that has dedicated, diverse, and prepared teachers who understand and meet the needs of all students, so that quality education is guaranteed for all kids.

Approach: How has the organization worked on solving this challenge?

Kansas City Teacher Residency was modeled after the concept of a medical residency, combining coursework and clinical practice for aspiring teachers. KCTR accomplishes this through a cohort model that provides rich curriculum and coaching for all four years of the program. Each participant who enters the program makes a four-year commitment to KCTR, including a residency year in year one and three additional years of teaching in a Kansas City Title I school. Each cohort is composed of both recent college graduates and career changers all seeking to



become educators and build a community of support for one another during the program. KCTR focuses on preparing teachers for areas of specific need, including PreK, STEM, and special education.

During the Residency year (year one), aspiring teachers work toward earning a Master’s degree through a partnership with the University of Missouri-Kansas City’s School of Education (UMKC) and a teaching certificate through KCTR. The Residents also engage in practical learning by working in the classroom under a mentor teacher, where they receive deep support from their mentor teacher and weekly support from an instructional coach. In addition to the training that KCTR provides, each resident receives a \$20,000 living stipend and is eligible for education awards through AmeriCorps.

After completing their residency year, program participants begin working as full-time teachers of record in a Kansas City metro public school while completing the second year of their two-year master’s coursework. During years two through four of the program, participants continue to benefit from direct support from KCTR instructional coaches and collaboration with their KCTR cohort community.

Sample Resident Schedule

Monday	Tuesday	Wednesday	Thursday	Friday
	In the classroom with their mentor teacher , which includes a mix of observing their mentor teacher, co-teaching, and leading instruction. Residents also meet with their coach once a week.			
Attend full-day Seminar courses	Homework for certification coursework; attend meetings at clinical site; prepare for Methods course	Attend Methods course	Study for certification test; complete Methods coursework	Finalize lesson plans for the following week; attend school-based professional development

Resource shifts: What shifts did the organization make to people, time, and money?

KCTR pays costs related to Programming, Recruitment, and General & Administrative, which are *partially* offset by the fee of \$15,000 per resident that district partners contribute. There may be additional costs for the partner schools to integrate the Resident into their school, such as to provide release time in mentor teacher schedules to meet with the Resident.

Stakeholder	Invests...	Receives...
Kansas City Teacher Residency	Recruitment, training and ongoing support of Residents, including stipends for Residents and Mentor Teachers	\$15,000 partnership fee per resident from the partner district



Partner districts	\$15,000 partnership fee per resident	<i>KCTR covers the costs of recruitment, training, and ongoing support of Residents</i>
Residents	Tuition for the Master’s program and certification fees	Stipend of \$20,000, as well as eligibility for education awards through AmeriCorps and access to aid
Mentor Teachers	Time for mentorship training and direct support of Resident(s)	\$3,300 annual stipend

Results: What have been the impacts to date?

As of 2022, 47 teachers have completed KCTR’s four-year program and 126 participants are currently active in the program – impacting more than 11,000 students since the launch of KCTR. In 2019, KCTR was the second largest source of teachers in metro Kansas City. [Early data](#) demonstrates strong outcomes in teacher retention and student achievement. KCTR’s retention rate for teachers after 3 years is 70%, compared to an average of 64% in the state of Missouri (which drops to 48% after 5 years). KCTR has a strong focus on diversity; 45% of residents are people of color and 35% are male. In 2021 KCTR received additional funding to bring more residents into the program (increasing from about 45 in 2021 to a target of 65 in 2022), expand to more partner schools, and expand from Missouri into Kansas.

Sources

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³ Charlie Keegan. *Checking in with KC Teacher Residency and its solution to teacher shortages*. KSHB 41 Kansas City, 2021. <https://www.kshb.com/news/local-news/checking-in-with-kc-teacher-residency-and-its-solution-to-teacher-shortages>

⁴ Charlie Keegan. *New grant helps Kansas City Teachers Residency expand*. KSHB 41 Kansas City, 2021. <https://www.kshb.com/news/local-news/new-grant-helps-kansas-city-teachers-residency-expand>

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