

# Annual Report 2022-2023

The **National Center for Teacher Residencies'** (NCTR) latest annual data collection indicates that the teacher residency movement is growing in scale and influence with teacher residency graduates of NCTR Network members now serving over half a million students across the United States. NCTR's **Black Educators Initiative** (BEI) is making a significant impact on recruiting and preparing teachers of color in teacher residency programs as NCTR reports the highest ever percentage of teachers of color enrolled at 69%.

For the 2022-2023 academic year, NCTR surveyed 739 teacher residents, 438 graduates, 721 mentor teachers, 274 principals who hosted teacher residents, and 225 principals who have recently hired graduates for over 30 NCTR Network programs.

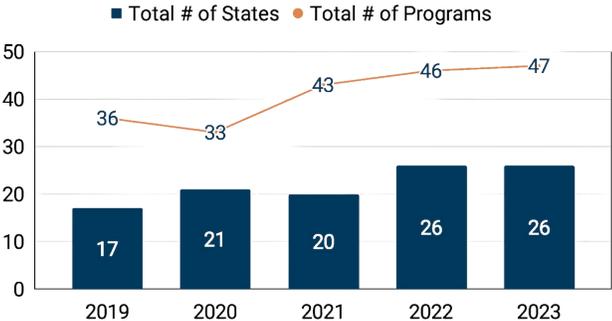
## Growth in the development of new programs & existing programs' graduates are strengthening the national teacher residency movement.

NCTR Network teacher residency programs have seen an increase in the total number of teacher residents enrolled for the 2022-2023 academic year for the second consecutive year.

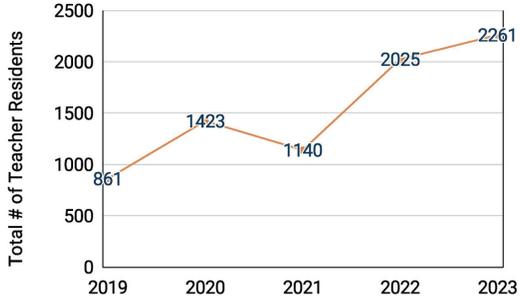
Also, in 2022, NCTR welcomed 22 aspiring teacher residency programs (as compared to 14 programs last year) into its nationally known **Residency Design Academy** (RDA).

The NCTR Network's collective impact continues to grow having graduated over 9,000 teacher residents who are positively impacting their students and school communities.

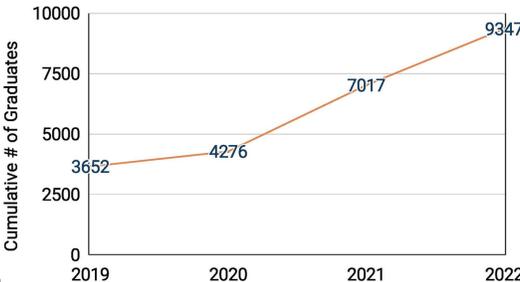
### Size & Geography of NCTR Network



### Enrollment in NCTR Network Programs



### NCTR Network Program Graduates



## NCTR At A Glance

**47**

Network Programs

**22**

Residency Design Academy (RDA) Programs

**26**

States where Network & RDA programs are located

**393**

Partner districts and CMOs

**1,090**

Training sites

**2,261**

Residents enrolled in NCTR programs

**9,347**

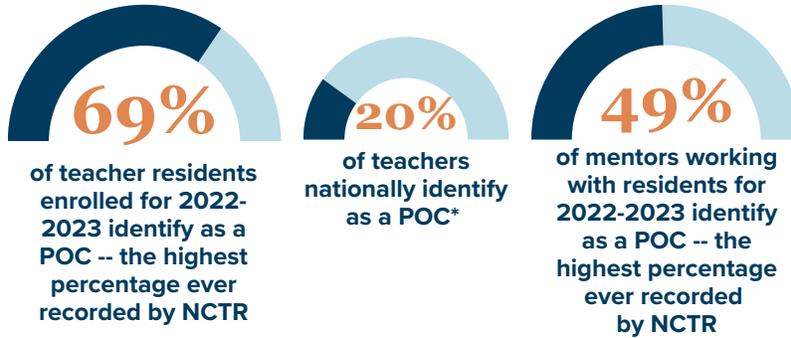
graduates of current NCTR programs (cumulative)

**500,000+**

Students estimated to be taught by Network graduates (cumulative)

# Teacher residency programs are preparing an unprecedented number of teachers of color.

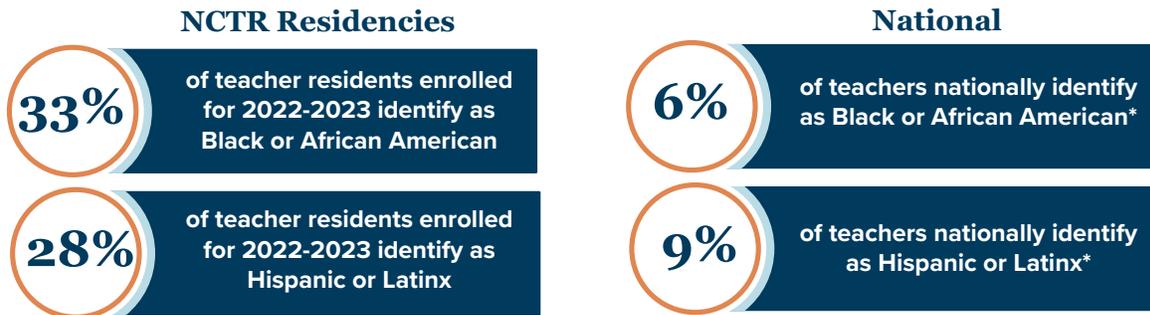
NCTR Network teacher residency programs are more diverse than ever with 69% of teacher residents and 49% of mentor teachers identifying as a person of color (POC). This far surpasses the national percentage of teachers who identify as a person of color.\*



**BLACK EDUCATORS INITIATIVE™**  
EMPOWER. TRANSFORM. INSPIRE.

**27** teacher residency programs received BEI grants (2022-2023)

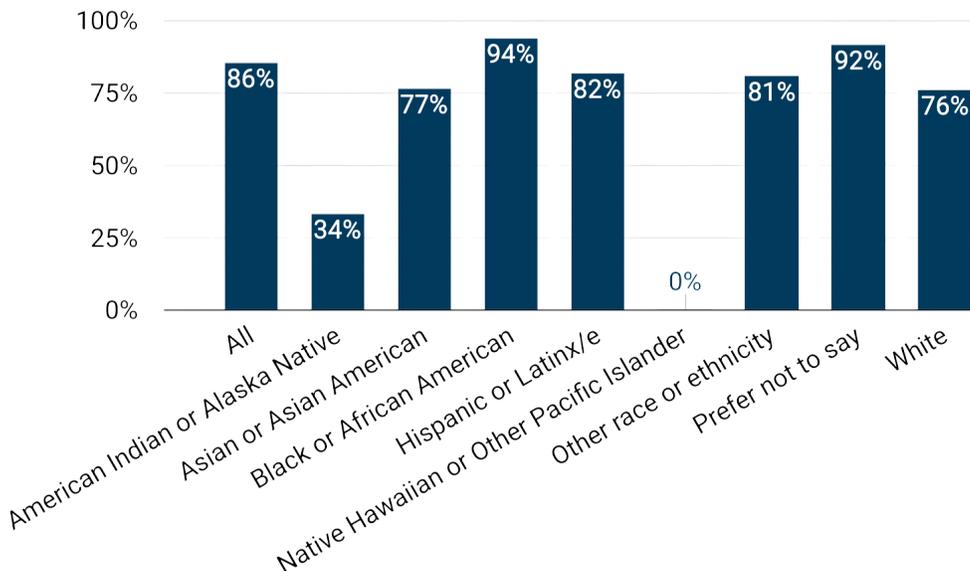
## National Comparison on Diversity



## Black Graduate Retention Rate

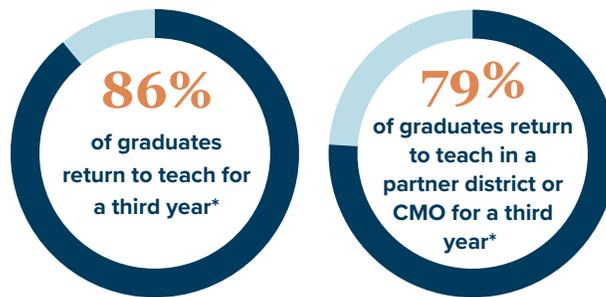
For the first time ever, the graduate retention rate for Black teacher residents is the highest among all other racial groups. NCTR's data is especially notable because national data reports that 10% of all Black teachers leave the profession entirely each year -- the highest percentage among all racial and ethnic groups.^

### Retention by Race and Ethnicity



## Teacher residencies continue to prepare effective teachers who stay in the classroom.

Principals, teacher residents, and teacher residency graduates that were surveyed indicate that NCTR Network teacher residency programs effectively prepare teacher residents for their roles in the classroom in addition to preparing them to stay in the field after graduation, especially at a time when it is critical to not only recruit, but also retain effective, diverse, and culturally responsive educators.



\*Three-year retention rate for 2022-2023

## Teacher residencies create opportunities for mentor teachers to improve their own practice.

A significant percentage of mentor teachers indicate that serving as a mentor has positively impacted their work.

*"My mentor teacher taught me absolutely everything I know. Her classroom management style allowed for mutual respect and safety."*

NCTR Network Residency Graduate

*"I'm genuinely proud to be a mentor in this program and continue to support our future teachers as they develop into successful educators."*

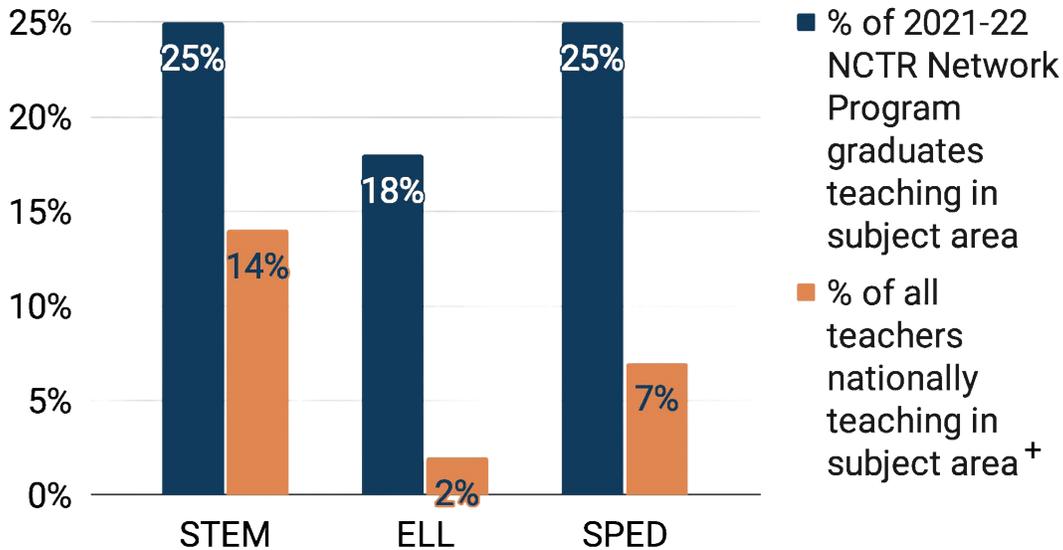
NCTR Network Residency Mentor Teacher



## Teacher residents continue to serve in high-need areas.

Teacher residency programs use data from their partner school district(s) to identify shortage areas and collaboratively prepare teacher residents to fill those open positions.

### Teaching in Specialized Subject Areas



**83%** of 2021-2022 teacher graduates were hired to teach in Title I schools



**1,341** classrooms in Title I schools were filled by 2021-2022 graduates

## Principals understand the value of teacher residencies.

A significant percentage of principals surveyed indicate that teacher residents are positively contributing to the school's culture and student learning.

*"Having a teacher resident in our school adds value to our classroom... Our students benefit from having another teacher in the classroom, while at the same time, our mentor teacher is developing her leadership, instructional, and mentor skills."*

**NCTR Network Residency Principal**

**91%**

of hosting principals report that having a teacher resident positively impacted student learning and achievement

**97%**

of hosting principals report that graduates positively impacted school culture

## Resources

\*National Center for Education Statistics. (2023). Characteristics of Public School Teachers. Condition of Education. U.S. Department of Education, Institute of Education Sciences. Retrieved May 26, 2023, from <https://nces.ed.gov/programs/coe/indicator/clr>

^National Center for Education Statistics. (2022). Teacher Turnover: Stayers, Movers, and Leavers. Condition of Education. U.S. Department of Education, Institute of Education Sciences. Retrieved [date], from <https://nces.ed.gov/programs/coe/indicator/slc>

+U.S. Department of Education, National Center for Education Statistics, Schools and Staffing Survey (SASS), "Public School Teacher Data File" and "Private School Teacher Data File," 1987-88 through 2011-12; SASS, "Charter School Teacher Data File," 1999-2000; and National Teacher and Principal Survey (NTPS), "Public School Teacher Data File" 2015-16, 2017-18, and 2020-21; and "Private School Teacher Data File," 2017-18 and 2020-21.