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PRESS RELEASE

STUDY IDENTIFIES THE CHARACTERISTICS OF HIGH-QUALITY RESIDENCY PROGRAM IMPLEMENTATION

Chicago, IL—A new study identifies five components essential to the implementation of a highly-effective urban teacher residency program. The study, by [Urban Teacher Residency United](#), a national nonprofit dedicated to the launch, support, and expansion of the teacher residency model, examines how two programs, [Aspire Teacher Residency](#) and [Denver Teacher Residency](#) prepare new teachers to be classroom ready on day one. Through a year of extensive observations and interviews with staff, residents, mentors, principals and other stakeholders, [Building Effective Teacher Residencies](#) offers the most comprehensive look at the inner workings of a successful residency program to date.

Applying principles of the medical residency model, urban teacher residency programs place high-potential candidates as apprentices in the classrooms of experienced educators. Residencies shape the classroom experience so candidates can apply learning from graduate-level coursework and gain experience practicing the moves of highly successful teachers.

“We have been so fortunate to work with UTRU and residency program leaders at Boston Teacher Residency, Academy for Urban School Leadership, and Denver Teacher Residency. Through these collaborations we have built a program to prepare first-year teachers so that they are ready to teach on their first day of their first year,” said Heather Kirkpatrick, Aspire Public Schools’ Chief People Office. “Nobody matters more to our students’ futures than the teachers we put in front of them and the Residency program has made it possible for us to be sure our students’ futures are in the best hands.”

The research project sought to answer key questions about the launch and scale of residency programs: Which of the elements in the UTRU residency model are the most important? How, precisely, do the most effective programs translate good ideas into good implementation? What conditions—in a school and in a district—foster a residency program’s success? The project was funded with the generous support of the Bill & Melinda Gates Foundation.

The report identifies the following characteristics found in highly successful residency programs:

- **A selection process for residents and mentors** that assesses them not only on characteristics known to produce strong outcomes for students, such as perseverance, but also on their ability to accept constructive criticism.
- **Coursework for residents and mentors** that is aligned with district standards and can be immediately applied in the classroom.
- A structure for providing residents with **effective coaching and feedback** as they learn to teach.
- An **evaluation system that focuses on continual improvement**—for residents, mentors, and the residency program itself.
- **Host school systems with the same values and practices** as the residency programs: a collaborative culture, clear teacher effectiveness rubrics, alignment between destination and learning, and a commitment to professional growth.

“Teacher residencies are the most comprehensive model of teacher preparation in the nation. They play an increasingly important role in human capital strategies and reform efforts by responding directly to the hiring needs of school districts” UTRU Executive Director, Anissa Listak, said. “The exemplary practices found in Aspire and Denver can help to transform teacher preparation across the nation and lead a movement toward preparing excellent new teachers from inside the classroom.”

To read the report and for more information about Urban Teacher Residency United, the UTRU Network, and the residency model, please visit our website, <http://www.utrunited.org>.

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About UTRU:

Founded in 2007, Urban Teacher Residency United (UTRU) is a not-for-profit organization created to help expand teacher residencies. Based in Chicago, UTRU’s mission is to build and manage a national network of high performing teacher residencies dedicated to accelerating student achievement through the training, support, and retention of excellent urban teachers. UTRU is a vital resource for emerging residency programs and has evolved as a national entity from which information, assistance and the expertise necessary to plan and launch an urban teacher residency can be gained. UTRU is a dynamic and coordinated network of urban teacher residencies which synthesizes and communicates residency best practices, partners with emerging residency programs to ensure success via innovative technical assistance, develops and implements common program evaluations, and pursues national policy initiatives to support the introduction and ongoing support of high-quality teacher residencies.