Katrina Nelson is a teacher resident at RTR Teacher Residency. This picture was taken at Ettrick Elementary School.
About NCTR

NCTR is a 501(c)(3) nonprofit and the only organization in the nation dedicated to developing and supporting teacher residency programs that are equity-focused, community-driven, and evidence-based.

NCTR partners with school districts, charter schools, nonprofit organizations, state education agencies (SEAs), and institutions of higher education (IHEs) across the country to build, scale, and improve teacher residency programs that prepare educators who reflect the communities they serve, educating students from underserved and historically marginalized communities.

“This experience helped me gain a more realistic view of the demands and rigors of being an educator. I have a better perspective of teaching and understand the benefits of integrating culturally responsive teaching in learning.”

— Ting Phonsanam, Teacher Resident at Seattle Teacher Residency

Learn About Our Consulting Services

National Center for Teacher Residencies

www.nctresidencies.org
Our History

NCTR was founded in 2007 to develop, support, and promote teacher residencies as a lever to address the enduring and systemic inequities in school districts serving children from historically marginalized communities.

Since our inception, NCTR has helped launch more than 100 teacher residency programs across the country.

Mission

NCTR disrupts historic educational inequities by developing and supporting high-quality teacher residency programs to prepare effective, diverse, and culturally responsive educators.

Vision

Students of color and low-income students have equitable access to effective, diverse, and culturally responsive educators.

Armani Alexander is a teacher resident at Memphis Teacher Residency. This picture was taken at Treadwell Elementary School.
What is a Teacher Residency?

Teacher residency pathways lower historical barriers to entry into the profession and provide extended clinical training with the focus of retaining teachers in the schools where they train.

With a priority on recruiting and preparing candidates of color, NCTR’s teacher residency model is widely recognized as an effective strategy for preparing teachers for schools and school districts.

NCTR offers opportunities to design a new teacher residency program through its nationally known Residency Design Academy (RDA) as well as opportunities to strengthen an existing teacher residency program through the NCTR Network.

The residency model provides teacher residents with:

- Training as a cohort of peers with coursework that integrates theory and practice
- Guidance from an experienced teacher throughout their residency experience

Unique Teacher Residency Model

- Graduate support to ensure they are successful in their first year of teaching
- The opportunity to work at the school where they trained with a commitment to serve for a specified time after residency completion
- A stipend for living expenses to support teacher residents in their training year

www.nctresidencies.org
NCTR’s core commitment is to address the enduring and systemic inequities in school systems and create more equitable access into the profession for teachers of color through our unique cohort teacher residency model. Through collaboration, NCTR can support school districts toward creating a more equitable teaching workforce to meet districts' hiring needs, and ultimately, provide its students with the effective, diverse, and culturally responsive educators they need to succeed in the classroom.

Our team of consultants facilitates research- and practice-based programming that contributes to the design, launch, and strength of teacher residency programs to achieve the following results:

- cultivate and strengthen partnerships among school districts, charter schools, nonprofit organizations, state education agencies (SEAs), and institutions of higher education (IHEs);
- increase the diversity and teacher retention of the local teaching workforce;
- effectively prepare teachers to teach in shortage areas and high-need schools;
- provide impactful, job-embedded professional development for mentor teachers as they guide teacher residents throughout their residency year;
- generate high principal satisfaction rates for the integration of teacher residents; and last, and possibly most important,
- increase student achievement in the classroom.

“[Teacher residencies] are an excellent pipeline for educators who know and understand our school culture and expectations.”

NCTR Network Residency Principal
NCTR is steadfast in its commitment to building and sustaining high-quality teacher residency programs and ensuring that these pathways are accessible to aspiring teachers, particularly teacher residents of color. We remain committed to dismantling systemic inequalities in our public school systems.

NCTR’s consulting for emerging and existing teacher residency programs is based on its Levers for Equitable Teacher Residencies and designed to ensure successful implementation of programs.

- **Partnering & Designing for Equity**: Establish and sustain diverse organizational partnerships with community stakeholders. Design for equity from a clear, shared mission and vision.

- **Training Site Recruitment, Selection & Support**: Recruit and select training sites that value equity and SEL for staff and students. Provide ongoing support to training sites to link clinical experience to academic curriculum.

- **Mentor Recruitment, Selection & Support**: Recruit, select and train mentors who reflect the diverse identities of students and the community. Support mentors to advance as teacher leaders.

- **Resident Recruitment & Selection**: Recruit, select and onboard a diverse cohort of residents who reflect the diverse identities of the students in the community.

- **Residency Leadership**: Make clear decisions, collaborate with stakeholders, advocate for the residency model at all organizational levels, elevate the voice of the marginalized, and focus on a mission and vision in the service of disrupting inequities.

- **Residency Year Experience**: Identify, teach and assess culturally sustaining high priority resident practices, designed to affirm and engage all students. Utilize a gradual release model focused on increasing resident responsibilities.

- **Financial Sustainability**: Develop a sustainable financial model that will ensure programmatic sustainability. Develop a financial package that is equitable and enticing to residents.

- **Graduate Support**: Support and coach graduates to ensure they work in safe and supportive environments. Coach and mentor graduates after they have left the program.
Our Impact

Our network of teacher residency programs positively impact high-need schools in under-resourced districts with students from historically marginalized communities. In addition, the teacher residency programs contribute to diversifying its own local and regional teacher workforce and helping to combat the national teacher shortage.

NCTR By The Numbers

NCTR’s 2022-2023 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.

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)
Our Impact

We impact teacher resident recruitment.
The number of applicants, teacher residents, and graduates of NCTR’s residency programs have increased over the years, solidifying the growth and impact of the NCTR Network.

We impact teacher quality.
More than 90% of principals reported that teacher residents are more effective than the typical first-year teacher. Eighty-eight percent of graduates and teacher residents in NCTR's Network residency programs report that the program prepared them to be effective teachers.

"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
Our Impact

We impact teacher diversity.

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.*

I recommend [the teacher residency program] to everyone wishing to be a teacher. They are supportive, humanistic, challenging, engaging, brilliant, and truly, truly equity driven. They push us to become the best teachers and humans possible.

Mikayla Curry is a teacher resident at Project Inspire. This picture was taken at The Howard School.

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Mikayla Curry is a teacher resident at Project Inspire. This picture was taken at The Howard School.

NCTR Network Teacher Resident

Our Impact

We impact teacher retention.
NCTR Network teacher residency programs prepare teacher residents 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.

86% of graduates return to teach for a third year*
79% of graduates return to teach in a partner district or CMO for a third year*
*Three-year retention rate for 2022-2023

Our teacher residencies impact the schools and communities they serve.
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.

80% of 2020-2021 teacher graduates were hired to teach in Title I schools
800 classrooms in Title I schools were filled by 2020-2021 graduates

Abigail Broughton is a teacher resident at RTR Teacher Residency. This picture was taken at Ettrick Elementary School.

View Our Annual Report
Network Consulting

NCTR's Network consulting services are aligned with the organization's research-based Levers for Equitable Teacher Residencies, which define the design and implementation of high-quality teacher residency programs and identify benchmarks for program development.

<table>
<thead>
<tr>
<th>NCTR Network Foundations</th>
<th>NCTR Network</th>
<th>NCTR Network Plus</th>
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<tbody>
<tr>
<td>Designed to support teacher residency programs needing minimal consulting to meet their goals for improvement and center equity within their design and implementation.</td>
<td>Designed to provide comprehensive programmatic support to deepen and sustain the complex work of all teacher residency staff.</td>
<td>Enhanced facilitation of NCTR Network programming with additional consulting services and extra seating opportunities at NCTR's Symposium.</td>
</tr>
</tbody>
</table>

**Includes:**

- ✔ Two virtual consulting sessions (data oriented, fall and spring)
- ✔ Network director participation in all professional learning community meetings (also known as Pods)
- ✔ Access to all Community Learning Experiences (CLEs)
- ✔ Full participation in the Evaluation Suite
- ✔ One complimentary seat at NCTR's Symposium

- ✔ Five virtual consulting sessions
- ✔ Network director participation in all professional learning community meetings (also known as Pods)
- ✔ Access to all Community Learning Experiences (CLEs)
- ✔ Full participation in the Evaluation Suite
- ✔ Two complimentary seats at NCTR's Symposium
- ✔ Two seats at the NCTR Network Site Visit
- ✔ Eligible to apply for a funding grant for the Black Educators Initiative (BEI)

- ✔ Up to nine virtual consulting sessions
- ✔ Network director participation in all professional learning community meetings (also known as Pods)
- ✔ Access to all Community Learning Experiences (CLEs)
- ✔ Full participation in the Evaluation Suite
- ✔ Four complimentary seats at NCTR's Symposium
- ✔ Two seats at the NCTR Network Site Visit
- ✔ Eligible to apply for a funding grant for the Black Educators Initiative (BEI)
NCTR supports the design and launch of high-quality teacher residency programs through its RDA consulting services that are aligned with NCTR's *Levers for Equitable Teacher Residencies* and are designed to meet the needs of school districts, charter schools, and/or institutions of higher education (IHEs).

<table>
<thead>
<tr>
<th>Residency Foundations (RF)</th>
<th>Residency Design Academy Prep (RDA Prep)</th>
<th>Residency Design Academy (RDA)</th>
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<tbody>
<tr>
<td>An exploratory phase designed to help school districts, charter schools, and/or IHEs determine if a teacher residency program meets their needs.</td>
<td>A preparatory version of RDA that lays the groundwork of the process toward building a high-quality teacher residency program.</td>
<td>Full immersion of our nationally known consulting service with access to a full suite of codified tools and systems designed to build and launch a high-quality teacher residency program.</td>
</tr>
</tbody>
</table>

## Includes:

- ☑️ Five virtual, monthly consulting sessions
- ☑️ Participation in cohort-based learning
- ☑️ Learning modules include:
  - Landscape Analysis
  - Value Proposition
  - Partner Selection and Strategy
  - Staffing Roles and Responsibilities
  - Designing for Financial Sustainability
- ☑️ Up to five virtual, monthly consulting sessions
- ☑️ Participation in cohort-based learning
- ☑️ Up to three applicable, levers-aligned learning modules:
  - Partnering and Designing for Equity/Residency Leadership
  - Resident Recruitment and Selection
  - Residency Year Experience
  - Mentor and Training Site Recruitment and Selection
  - Mentor Support
- ☑️ Eight virtual, monthly consulting sessions
- ☑️ Participation in cohort-based learning
- ☑️ Learning modules include:
  - Partnering and Designing for Equity/Residency Leadership
  - Resident Recruitment and Selection
  - Residency Year Experience
  - Mentor and Training Site Recruitment and Selection
  - Mentor Support
- ☑️ In-person RDA Kickoff
- ☑️ Site Visit (paired with the Residency Year Experience module)
- ☑️ Program Showcase (during NCTR’s Symposium)
- ☑️ Two complimentary seats at NCTR’s Symposium
Tailored Consulting

NCTR works closely with its teacher residency programs to collaboratively develop a tailored and context-driven consulting package that directly meets their needs. Tailored consulting improves the understanding and implementation of one or more of the following elements related to the teacher residency model:

- **Collaboration**
  - Collaboration opportunities through one-on-one consulting sessions, invitations to webinars, and other group learning experiences, residency program site visits, customized resources, interactive tools, and/or in-person meeting facilitation

- **Partnership**
  - Strengthening equity-driven partnerships among university, district, and/or nonprofits to prepare effective and diverse teachers
  - Building and implementing a sustainable financial model for a teacher residency program

- **Resident Recruitment and Selection**
  - Recruiting and selecting teachers of color
  - Developing a review process to examine bias in the recruitment process

- **Residency Year Experience**
  - Creating a coherent teacher resident learning experience through the integration of the clinical experience and course curriculum
  - Conducting equity and alignment audits of course curricula

- **Graduate Support**
  - Analyzing graduate retention and performance data to inform continuous improvement
  - Designing induction programs that support program graduates

- **Mentor Recruitment, Selection, and Support**
  - Implementing strategies for recruiting and selecting mentor teachers
  - Developing mentor and resident matching systems
  - Supporting the design of coherent mentor professional development

Consulting support is also available for two of our most-requested services:

**Research and Evaluation**

NCTR collects a variety of data from and for our Network members. NCTR uses these data to understand and demonstrate the impact of NCTR and our Network members; and advocate for funding and policies that support teacher residency programs.

**Policy and Advocacy**

NCTR offers policy and advocacy support to state policymakers as well as teacher residency programs looking to develop an advocacy plan for members of Congress and their state legislators.