

# Transforming Educator Preparation Webinar #2

Empower & Inspire Mentor Teachers through Professional Learning

January 22, 2026



Christian Watkins is a teacher resident at Memphis Teacher Residency. This picture was taken at Dunbar Elementary School.

# Welcome and Introductions



## Erica Hines

Chief Program Officer  
NCTR



## Jill Harvieux Pitner

Chief Growth Officer  
NCTR

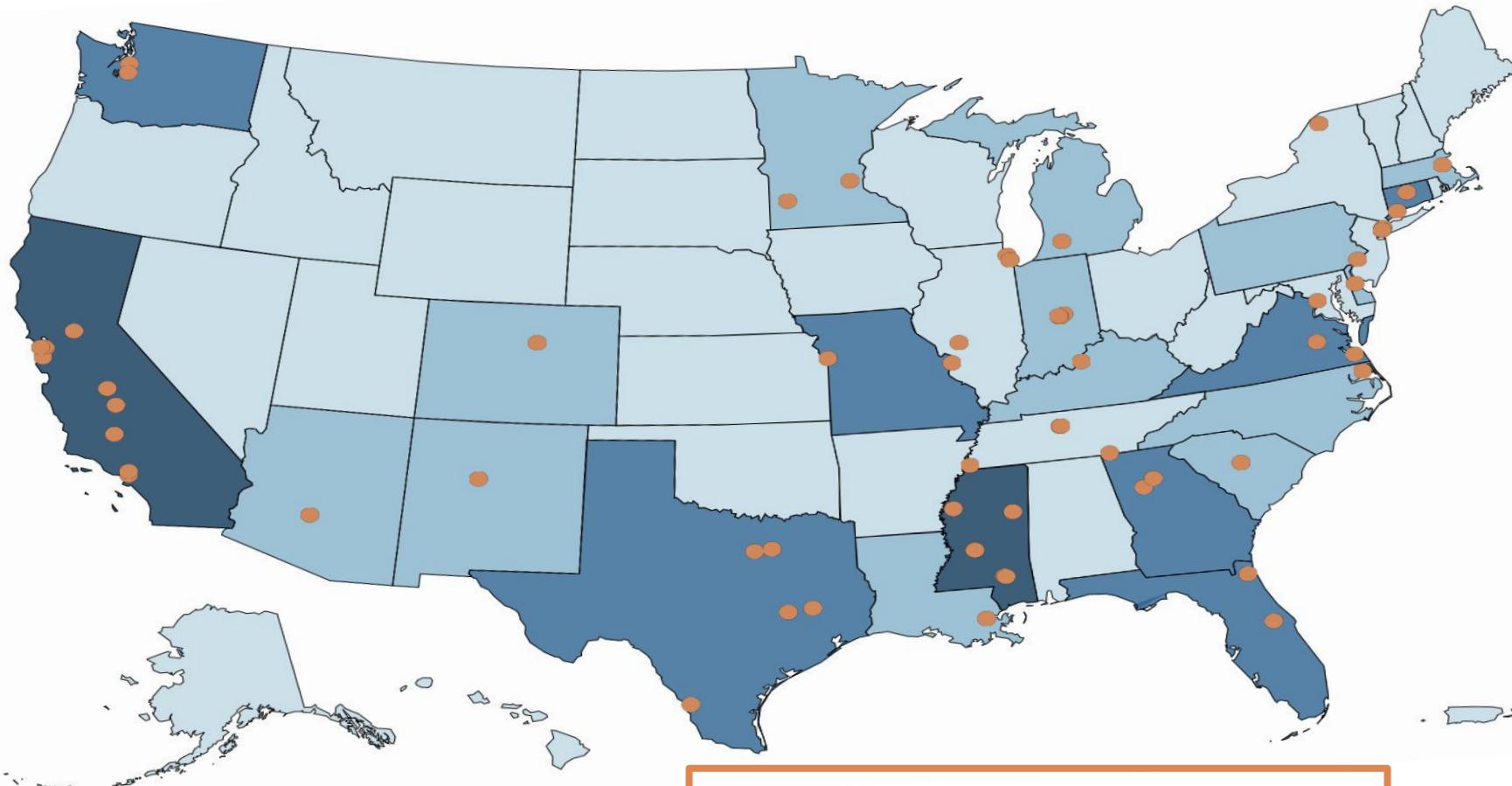


## Elizabeth Hearn

Director of Programs  
NCTR

*Share your name,  
organization/institution,  
and your role in the  
chat*

# Learning Lessons from the Field



**65**  
NCTR Network Members

**75**  
Established teacher residency  
or registered apprenticeship  
programs

**27**  
States  
*including*  
Washington D.C.

**2,571**  
Teacher residents enrolled in  
Network member programs for  
2024-2025

\*Based on 2024-2025 Annual Report data

## Partnership & Design

**Resident Recruitment & Selection**

**Residency Year Experience**

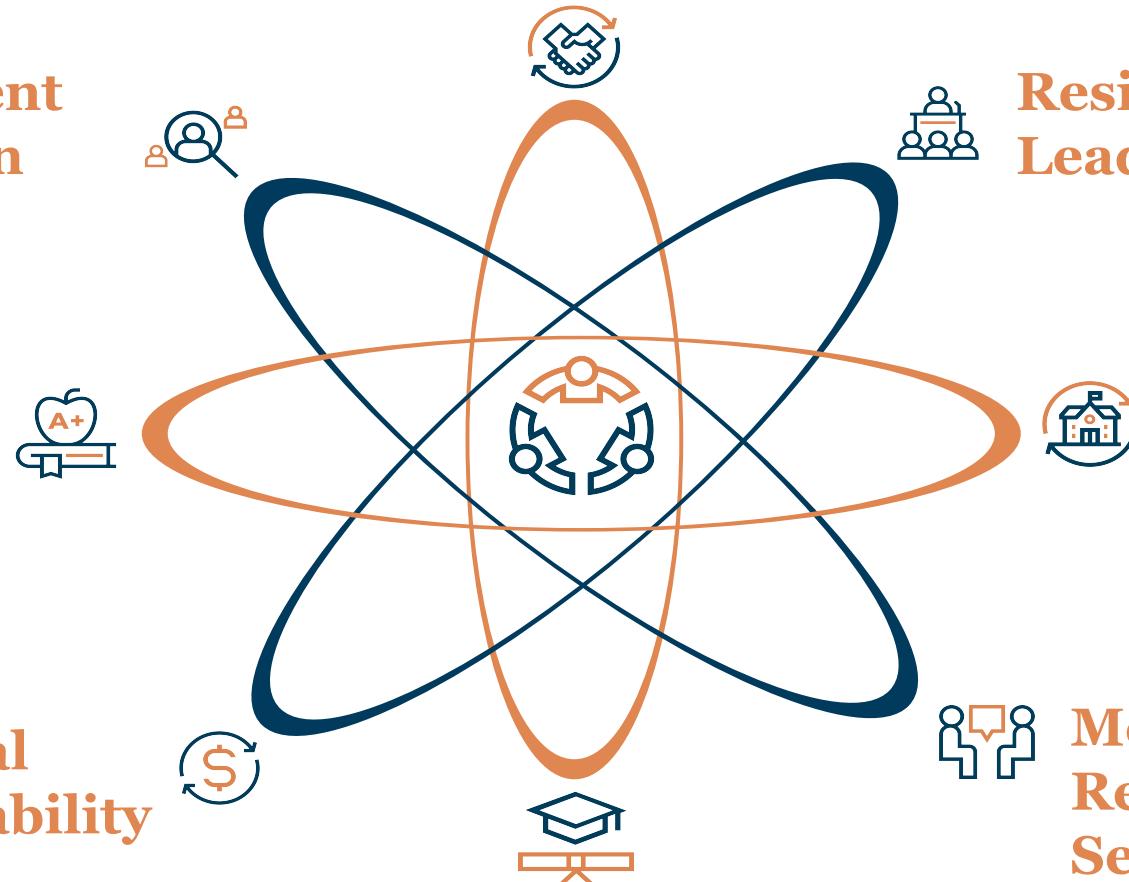
**Financial Sustainability**

**Residency Leadership**

**Training Site Recruitment, Selection, & Support**

**Mentor Recruitment, Selection, & Support**

**Graduate Support**



## **FACULTY / FIELD SUPERVISOR**

*“This is what works in schools. This is how my course works. I’ll grade your work, support you through observations, and monitor requirements.”*

## **MENTOR TEACHER**

*“This is what works with kids. This is how I run my classroom. I’ll support you in learning these skills.”*

## **PRE-SERVICE TEACHER**

*“What should I do in the classroom? And how do I do it in order to learn the most and get certified?”*

# Mentor as a Bridge



Institutional credit requirements for degree/program

Research & Experience; Theories about what works

## COURSE PROVIDER / EDUCATOR PREP PROGRAM

### FACULTY / FIELD SUPERVISOR

*"This is what works in schools. This is how my course works. I'll grade your work, support you through observations, and monitor requirements."*

## STATE EDUCATION AGENCY / DEPARTMENT OF LABOR

Data collection, program approval, certification reqs., teaching standards, policies, and funding



**DISTRICT**

**SCHOOL LEADER**

### MENTOR TEACHER

*"This is what works with kids. This is how I run my classroom. I'll support you in learning these skills."*

### RESIDENT-APPRENTICE

*"What should I do in the classroom? And how do I do it in order to learn the most and get certified?"*

# Promising Practices in Mentor Professional Learning



## Practice 1: Intentionally shape a culture of learning

*“That the activities and time to share with one another was invaluable. Being able to talk with others who are also mentoring these amazing residents is not only a blessing, but a reminder that grace should be given to both mentor and residents.”*

## Practice 2: Center active learning and reflection

*“I have started... moving away from a "fix-it" mentality toward a coaching approach. Rather than providing immediate solutions, I've learned to ask reflective questions that encourage new teachers to analyze their own practice and generate their own insights.*

## Practice 3: Utilize models

*“...the discussions and videos are very helpful in helping us to bring real scenarios and problem solving to light.”*

## Practice 4: Deepen learning through the coaching of mentors

*“Learning a new skill during a PD session can feel helpful, in concept; practicing that skill (with a mentoring coach present), helps me build confidence to use the new skill.”*

# Panel of Experts



## Dr. Karen Wright

Director of Residencies and Clinical Experiences  
*Marian University*



## Bailey Rager

3rd Grade Master Teacher & Mentor  
*Enlace Academy,  
Neighborhood Charter Network  
The Klipsch Educators College residency  
program at Marian University*



## Ashley Vierra

Program Manager  
*IGNITE DeKalb Teacher Residency  
DeKalb County Public Schools*



## Ericka Francois

3rd Grade Teacher and Mentor  
Pleasantdale Elementary  
*DeKalb County Public Schools  
IGNITE DeKalb Teacher Residency*



## Ann Akens

4th Grade Dual Language Teacher & Mentor  
Clarendon School  
*Osborn School District  
Arizona Teacher Residency/Apprenticeship*

# Lessons Learned from Today



- ❑ Carefully select and strategically develop mentor teachers
- ❑ Every stakeholder across the teacher preparation ecosystem has a role to play to support the mentor teacher

# THANK YOU!

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To learn more, please visit our website.



NCTR  
[www.nctresidencies.org](http://www.nctresidencies.org)