

NATIONAL CENTER FOR

# TEACHER RESIDENCIES

Transforming Teacher Preparation Webinar

## Setting the Foundation: Exploring the Teacher Residency & Teacher Apprenticeship Pathways

October 9, 2025



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

# Agenda

1. Welcome
2. Reimagining Teacher Preparation
3. Getting Results
4. Lessons Learned
5. Panel Discussion
6. Closing



Kaori Anderson-Walker is a teacher resident at Philadelphia Teacher Residency. This picture was taken at Boys Latin Charter School.

# Engagement Today!

- Use the chat feature to communicate with hosts and for technology support.
- Use the Q&A feature to ask questions of NCTR or our panelists. If your question is not answered in real time, please check back on our website and we will include an FAQ.
- The webinar today will not be recorded, and AI bots are not allowed. However, resources will be provided following the webinar.



A teacher resident works in a classroom with students as part of the Arizona Teacher Residency Program.



**Jill Pitner**

Chief Growth Officer



**Krystian Palmero**

Director of Programs



**Eduardo Lara**

Director of Programs



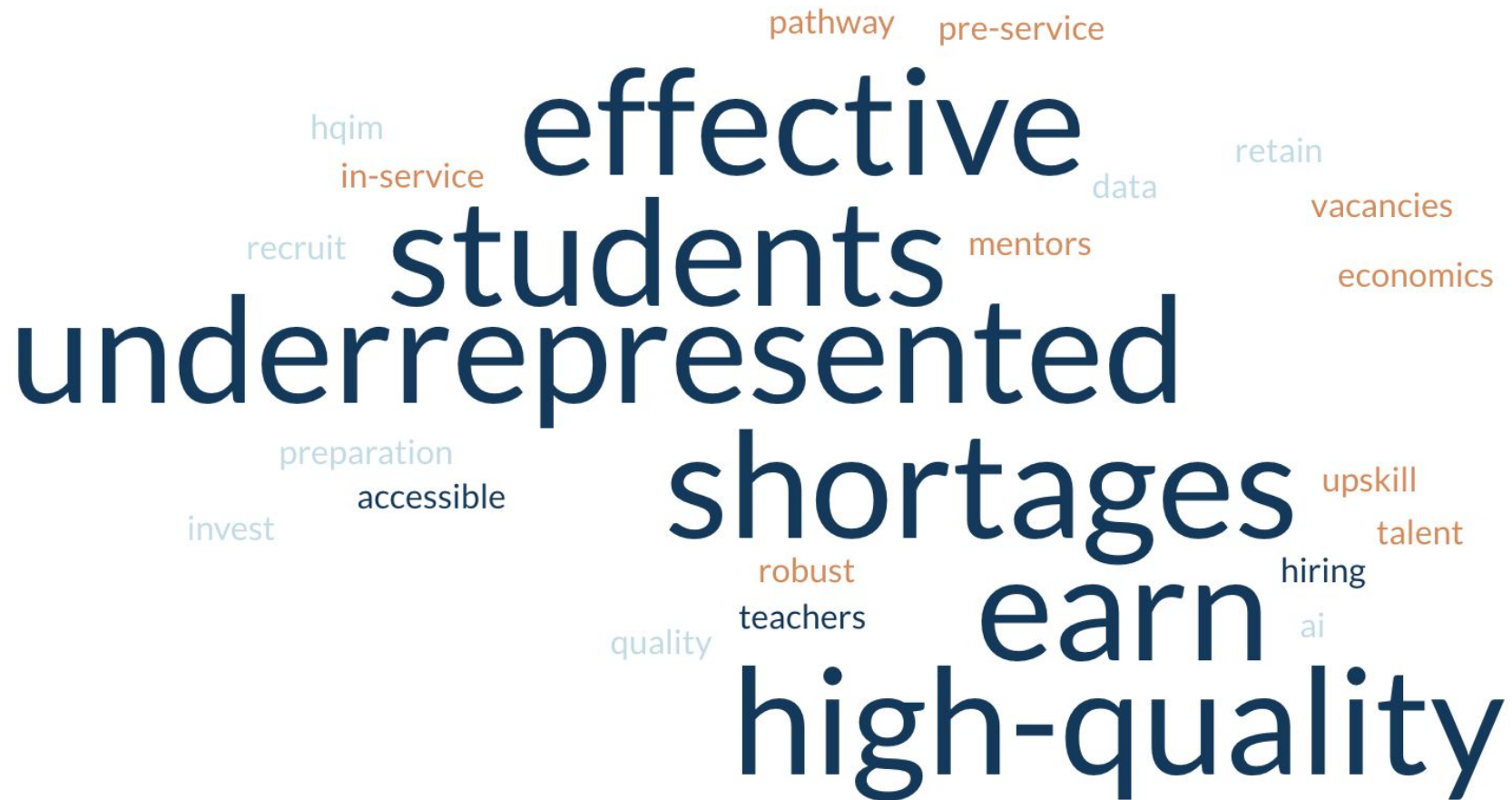
# Reimagining Teacher Preparation

---

***What are the current conditions driving innovation?***



Use the Chat feature to share  
your thinking



# Reimagining Teacher Preparation

## Partnership



## Coursework



## P12 Classroom-Based Learning Experience



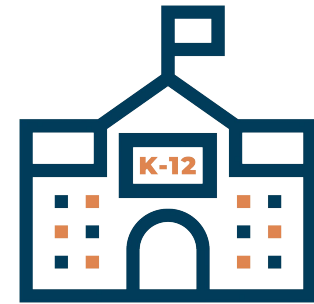
## Certification



## Compensation



# The Teacher Residency Model



Partnership

Strategic  
Recruitment and  
Selection

Classroom-Based  
Learning  
Experiences &  
Coursework

Graduate Hiring  
and Support

# Getting Results Across the NCTR Network



NCTR Network of teacher residency and apprenticeship programs prepare effective teachers who stay!

**94%** of mentor teachers agreed that being a teacher residency program mentor makes them a more effective teacher

**94%** of principals reported that participation in the residency programs improves student learning and achievement at their school

**93%** of principals reported that residency graduates are more effective than a typical new teacher



\*Based on 2024-2025 NCTR Annual Report data



*"I feel like my success as a teacher is directly related to my participation in this residency program... I started my first year teaching confident and have continued to hold that confidence throughout my years of teaching."*

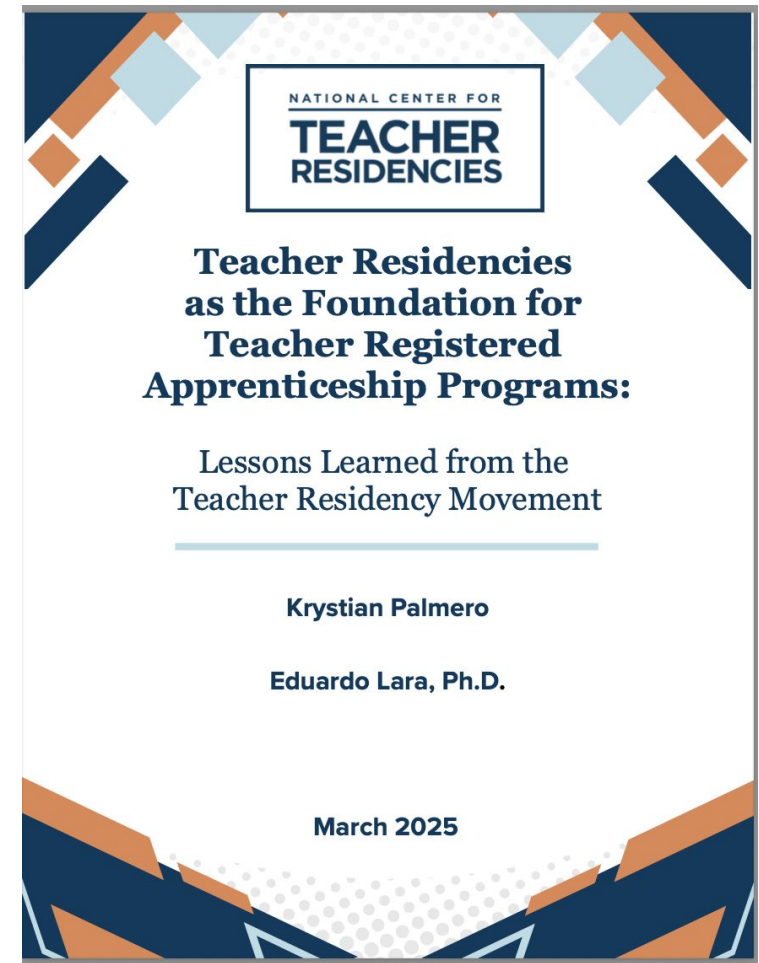
**NCTR Network Program Graduate**

# Teacher Residencies and Registered Apprenticeships



	TEACHER RESIDENCIES	TEACHER REGISTERED APPRENTICESHIP PROGRAMS
Partnership	P-12 schools, districts, Educator Preparation Provider (EPP), and other community-based organizations	<b>Employers</b> , workforce development boards and apprenticeship offices, instruction providers, collective bargaining units, <b>sponsors</b> and other groups
Classroom - Based Learning Experience	Yearlong classroom apprenticeship with a mentor teacher	On-the-Job learning with a journey worker
Coursework	Coursework	Related instruction
Certification	Licensure and/or a bachelor's or master's degree	Licensure and apprenticeship degree and/or a bachelor's or master's degree
Compensation	Stipend, salary or scholarship	Progressive wage schedule

- ❑ Partnerships are essential
- ❑ Quality preparation is the goal
  - ❑ Center the aspiring teacher
  - ❑ Mentor teachers are critical
- ❑ Finances matter
  - ❑ Compensation during teacher preparation matters
  - ❑ Classroom-based teacher preparation relies on braided funding





# Expert Panelists

---

# Panel of Experts



**Kathlene Campbell, Ph.D.**

CEO

*National Center for Teacher Residencies*



**Afra Hersi, Ph.D.**

Dean of the School of Education  
& Professor of Literacy  
*Loyola University Maryland*



**Erin Mote**

CEO

*InnovateEDU*



**Marla Sanders, Ph.D.**

Professor of Education &  
Director of APEC  
*Columbia College*



**Carla Simons**

Manager of Educator Licensure  
*Baltimore County Public Schools (BCPS)*



# Closing

---

# Applying the Lessons Learned



- ❑ Partnerships are essential
- ❑ Quality preparation is the goal
  - ❑ Center the aspiring teacher
  - ❑ Mentor teachers are critical
- ❑ Finances matter
  - ❑ Compensation during teacher preparation matters
- ❑ Classroom-based teacher preparation relies on braided funding

# THANK YOU!

---

To learn more, please contact...

Jill Pitner

[jpitner@nctresidencies.org](mailto:jpitner@nctresidencies.org)