

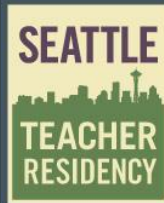


Teacher Preparation Challenges

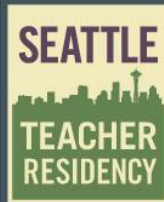


Michael Nguyen
Recruitment and Retention Manager
Seattle Teacher Residency

Seattle Teacher Residency: A Partnership



Theory of Change



Partnership Collaboration

Recruitment
of a diverse
workforce

Mentor & Resident Development

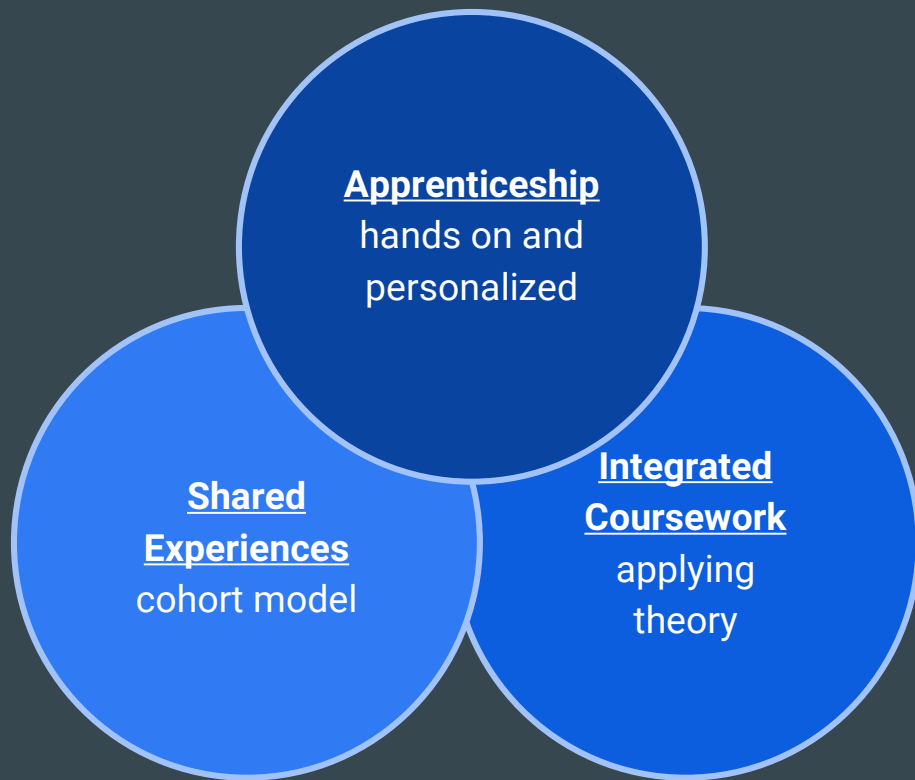
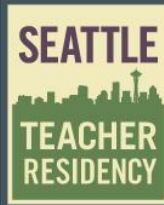
Integrated,
rigorous,
context-
specific
preparation

Retention

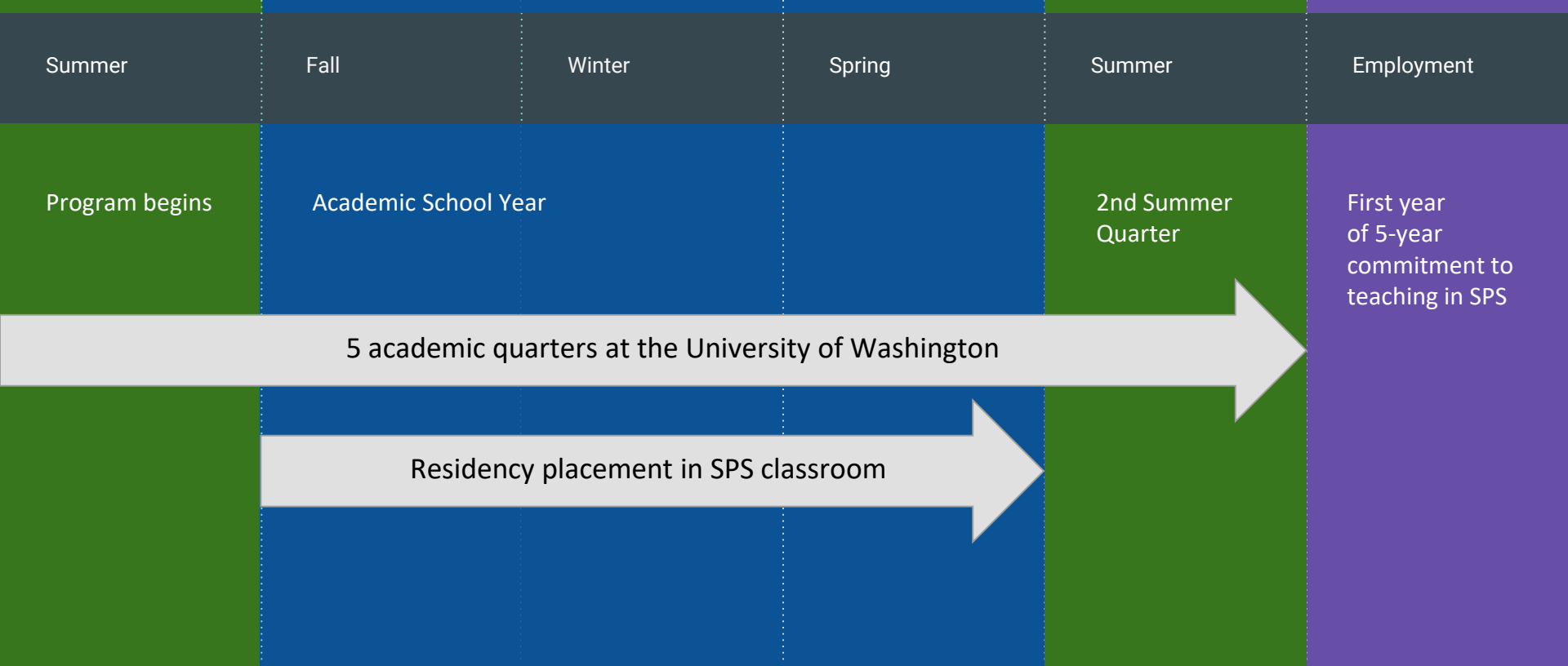
Resident
commitment
with district-
aligned
induction
support

**Improved
academic
outcomes**

The Residency Model



What is STR?





What Residents Receive

- Financial stipend (\$15,000 anticipated)
- Masters in Teaching from University of Washington
- Initial WA State Residency Teaching Certificate - Elementary K-8
 - Dual endorsement in ELL or SPED (or bilingual)
- Priority hiring in Seattle Public Schools
 - With successful completion of the residency year
 - Starting salary (first year teacher with masters) is about \$67,000
- Support during the induction year (and beyond)
- Access to STR network: faculty, principals, alumni

Recruitment Strategies

- Website/social media
- Grad/career fairs
- Campus orgs
- Community orgs
- Information sessions
- Alumni
- Partner referrals



Eligibility

- Bachelor's degree (3.0 GPA)
- Legal work authorization
- State basic skills test (WEST-B)
- Background check

NOT required:

- Specific undergraduate major/coursework
- Prerequisite courses
- Classroom volunteer/observation hours

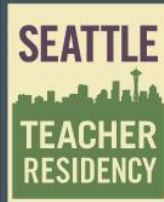


Recruitment: Knowledge, Skills, Dispositions

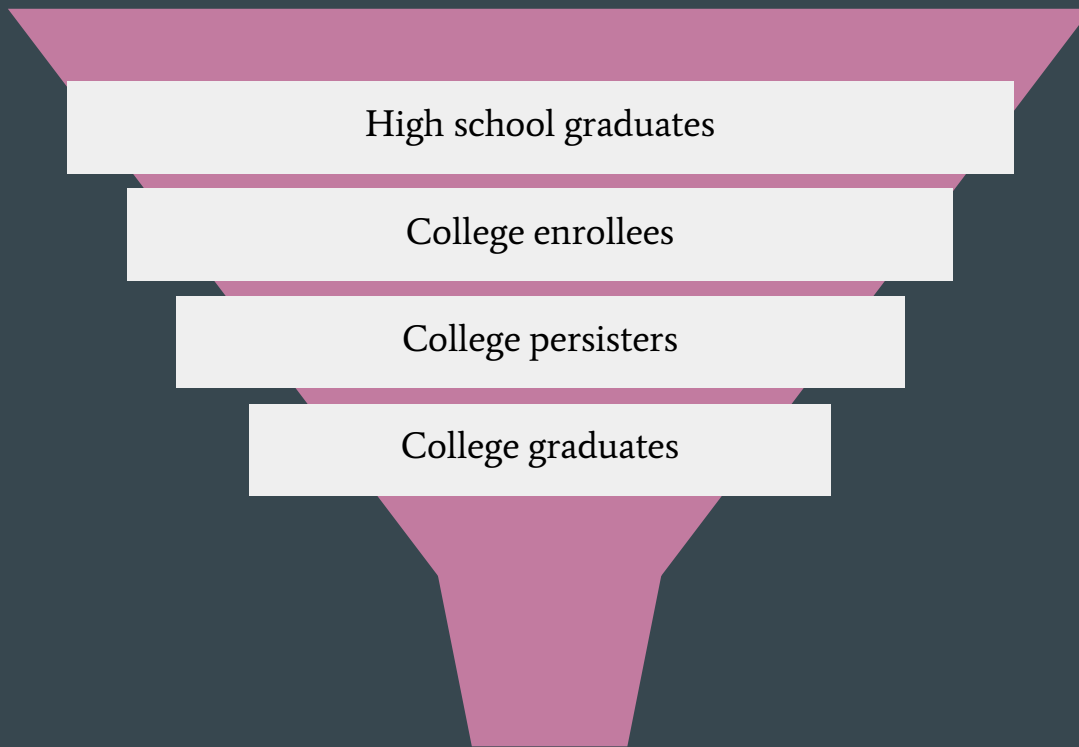


Commitment to social justice and equity
Passion for service in urban schools
Strong leadership abilities
Perseverance, resilience, grit
Prior experience with youth
Academic success and content knowledge

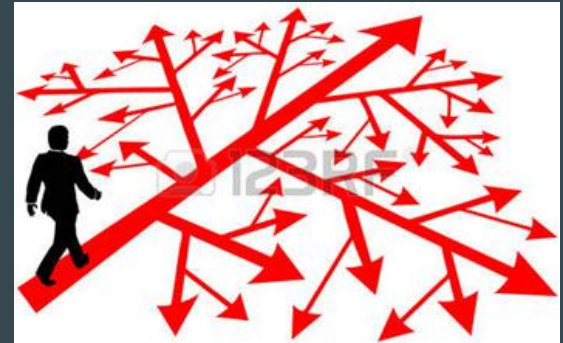
Recruitment: “High Touch” strategies



Challenges



Challenges





Additional Challenges

- Financial aid/student loan system
- Mismatch between “eligibility” and required skills/dispositions??
- Retention, particularly due to building/system culture

Questions?

Michael Nguyen

Seattle Teacher Residency

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