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

- **Apprenticeship**: hands on and personalized
- **Shared Experiences**: cohort model
- **Integrated Coursework**: applying theory
What is STR?

<table>
<thead>
<tr>
<th>Summer</th>
<th>Fall</th>
<th>Winter</th>
<th>Spring</th>
<th>Summer</th>
<th>Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program begins</td>
<td>Academic School Year</td>
<td></td>
<td></td>
<td>2nd Summer Quarter</td>
<td>First year of 5-year commitment to teaching in SPS</td>
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5 academic quarters at the University of Washington

Residency placement in SPS classroom
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

- High school graduates
- College enrollees
- College persisters
- College graduates
Challenges
Additional Challenges

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

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