

Your Question:

You asked about teacher residencies.

Our Response:

Teacher residencies are a form of teacher preparation that place emphasis on clinical experience by integrating teacher coursework and classroom experience. Residencies typically require candidates to teach alongside a mentor teacher for at least one full year, though requirements vary. [Research](#) demonstrates that teacher residencies are effective in recruiting and retaining diverse teachers, and [some data](#) suggest that teachers trained through residencies improve student achievement in various subject areas.

Though teacher residency programs often operate at the local level, state policymakers can support and incentivize residencies in a variety of ways. In our [50-State Comparison](#) on teacher recruitment and retention, last updated in 2019, we found that at least 13 states have [created opportunities](#) for teacher residency programs in statute or regulation. Below are examples of state policy related to residencies along with some additional resources that may be helpful.

State Examples

- **California:** [Cal. Educ. Code Ann. § 44415](#) establishes the [Teacher Residency Grant Program](#) to provide one-time competitive grants to applicants to develop new, or expand existing, residency programs that recruit and support the preparation of special education, bilingual education, science, technology, engineering or math teachers. Further, [A.B. 130](#) (2021) appropriated \$350,000,000 from the general fund to the commission for the Teacher Residency Grant Program to “make one-time grants to develop new, or expand, strengthen, or improve access to existing teacher residency programs that support designated shortage fields or local efforts to recruit, develop support systems for, provide outreach and communication strategies to, and retain a diverse teacher workforce that reflects a local educational agency community’s diversity, as provided.”
- **Delaware:** [H.B. 178](#) (2021) amends provisions for educator preparation to include year-long residencies designed to increase retention and diversity of quality educators. The bill requires the department of education to develop a competitive grant process to support districts and charter schools in developing and supporting year-long residency programs. Residents are required to commit to working in a qualifying Delaware school for at least three years after receiving their credentials.
- **Louisiana:** [28 La. Admin. Code Pt XLV, 743](#) requires a one year teacher residency for state licensure and outlines specific requirements for this residency. These requirements include goal setting and planning, classroom teaching, analysis of student assessment results, parent-teacher conferences and communication, and interactions and collaboration with other teachers. Candidates must also be supervised in all residency experiences and the supervision must include at least two formal observations of teaching practice per semester. Additionally, the state uses [Title II, Part A ESSA funds](#) to support the development and expansion of year-long teaching residencies. The state’s ESSA plan notes that funds will be used to support stipends and training for mentor teachers, educator preparation providers and other costs associated with the residencies.

- **Mississippi:** Though it is not in statute or regulation, the Mississippi Department of Education offers the [Mississippi Teacher Residency](#). Funded by the W.K. Kellogg Foundation, the Mississippi Teacher Residency offers full degree scholarships to individuals who are not currently enrolled in an educator preparation program but are interested in teaching. Applicants must have an associate degree or at least 60 college credits with a minimum of a 2.75 GPA. The program accepts 36 applicants and combines college course-work and job-embedded training over two years to prepare teacher candidates to enter the profession.
- **New York:** New York offers a [residency certificate](#) to individuals enrolled in a New York State Classroom Academy Residency pilot program. The residency certificate is tied to the college program and the school district placement and is valid for up to three years while the individual is matriculated in the program.

Additional Resources

- [Outcomes for Early Career Teachers Prepared Through A Pilot Residency Program in Louisiana](#) – Regional Education Laboratory Southwest (2021)
- [Sustainable Strategies for Funding Teacher Residencies: Lessons From California](#) – Learning Policy Institute (2020)
- [The Teacher Residency: An Innovative Model for Preparing Teachers](#) – Learning Policy Institute (2016)
- [The Teacher Residency Return on Investment: A Pathway that Prepares Effective and Diverse Teachers Who Stay](#) – National Center for Teacher Residencies (2021)
- [Using ESSER Funds to Support Teacher Residencies](#) – Bank Street College of Education (2021)