



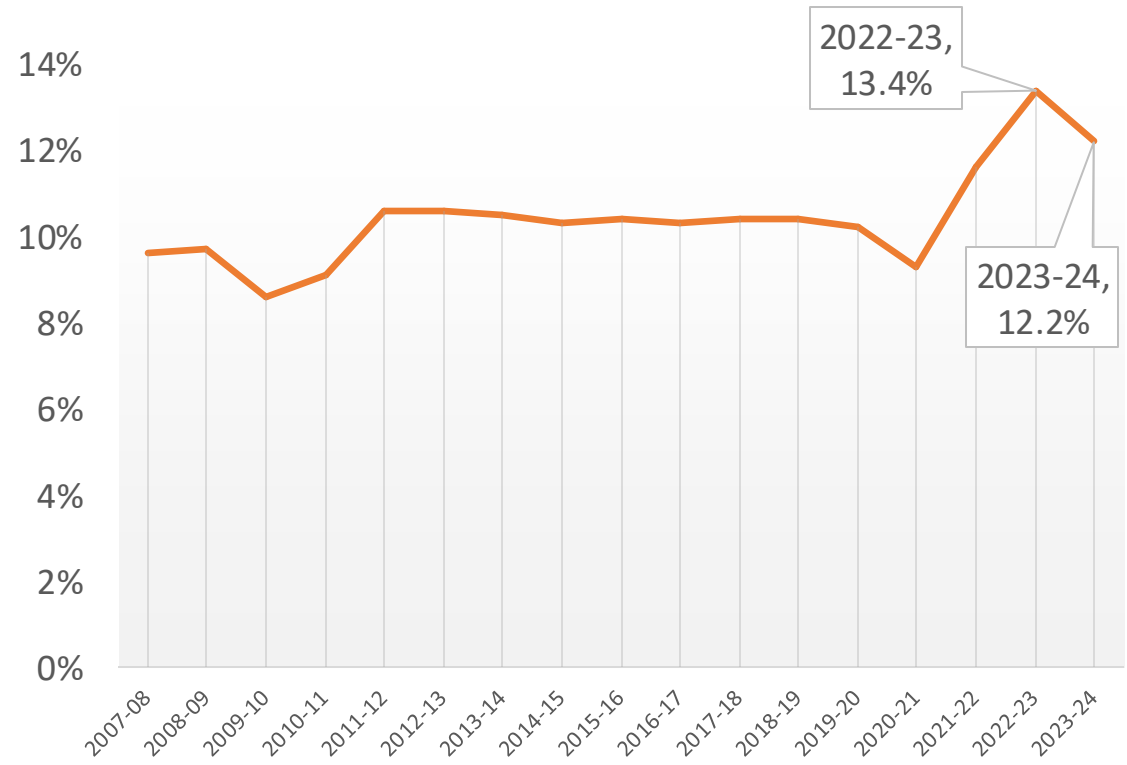
# **Paid Teacher Residencies in Texas**

## **November 2024 Superintendent Call**

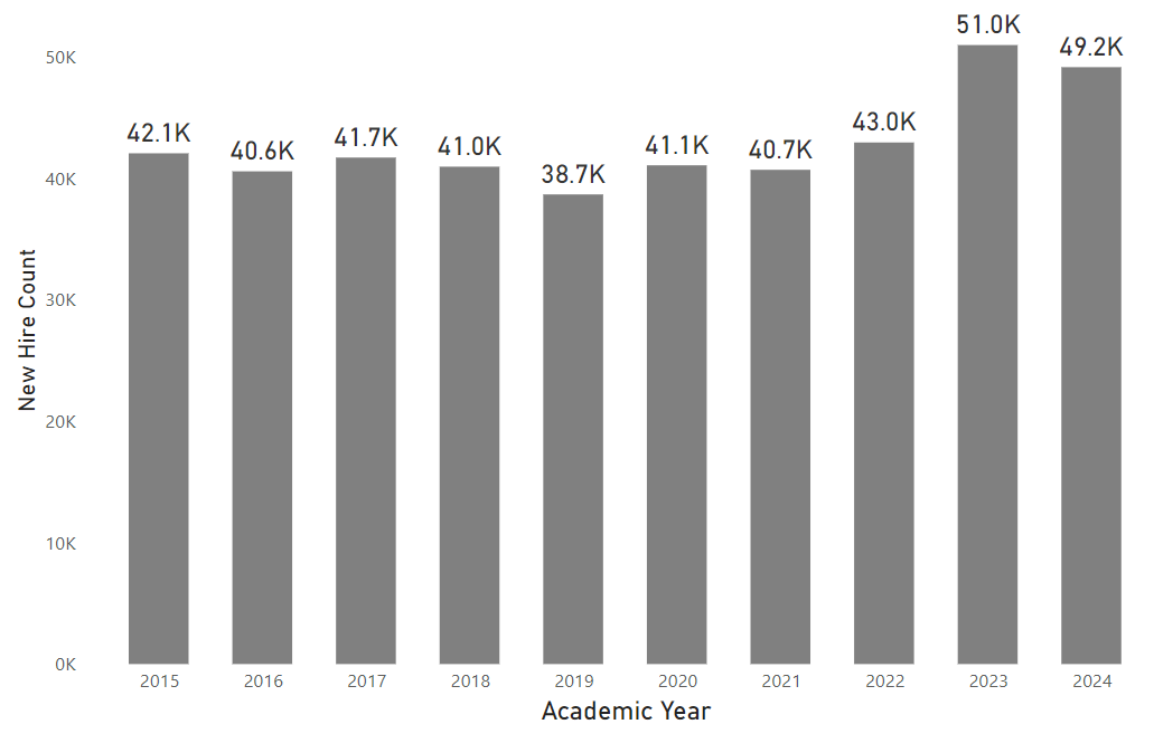


# Texas LEAs are facing the most significant teacher labor challenges in recent history

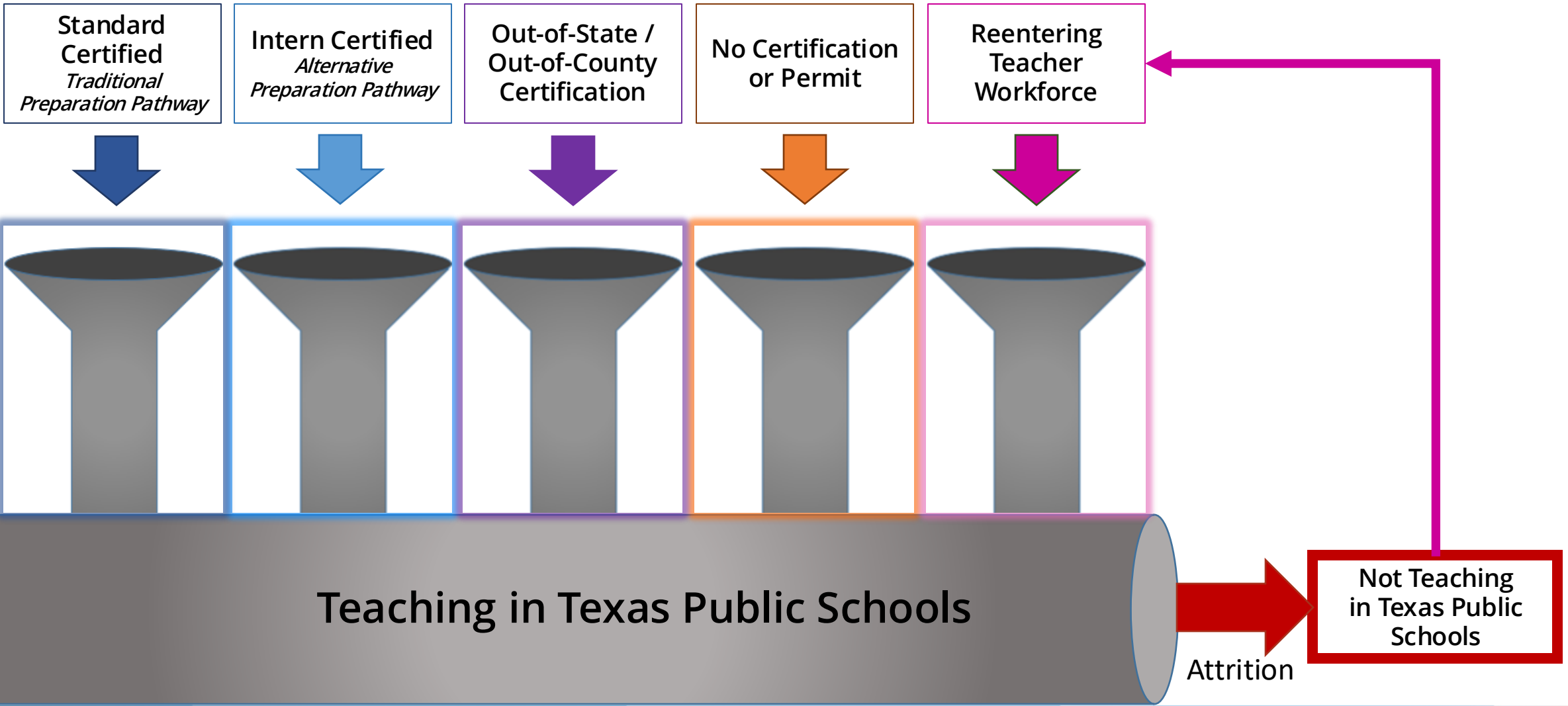
### Teacher Attrition Percent



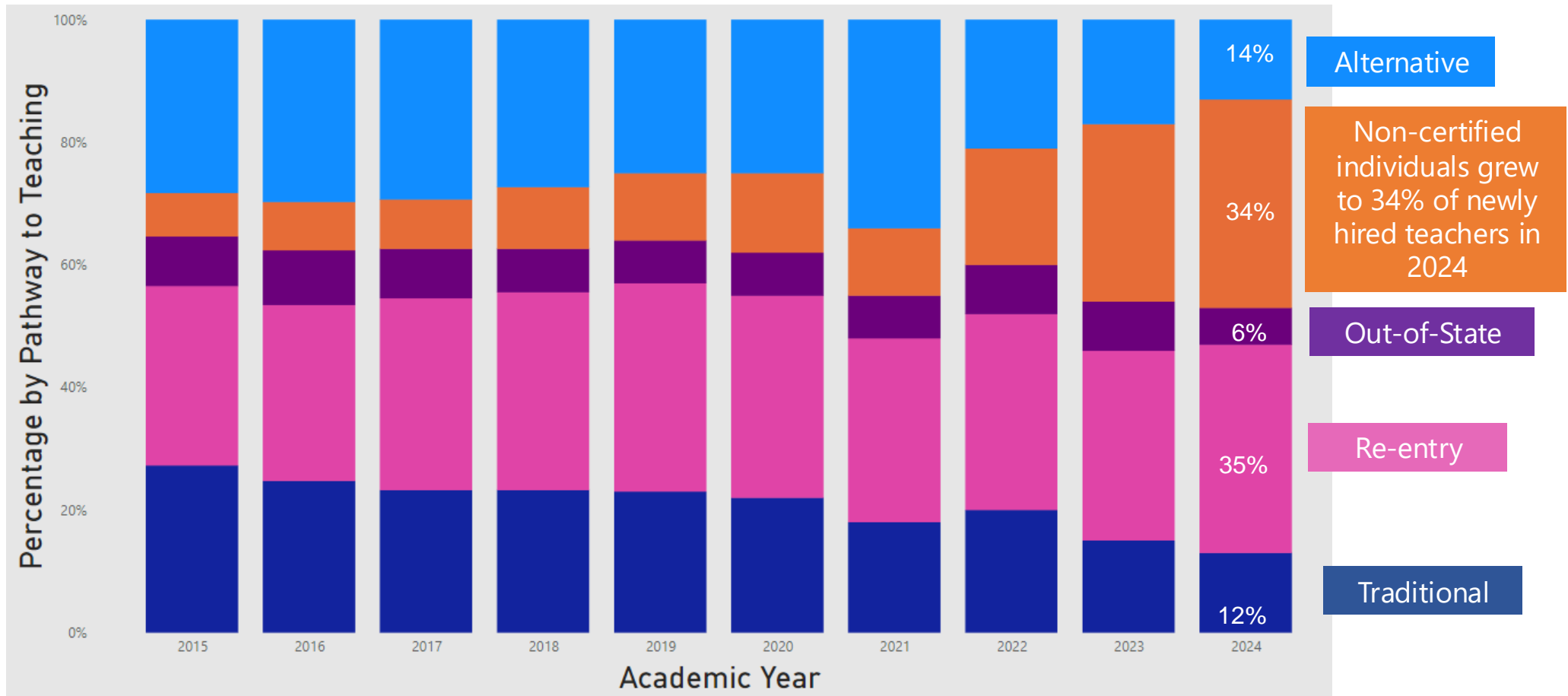
### Number of New Hires from Texas



# Newly hired teachers in Texas come from multiple sources

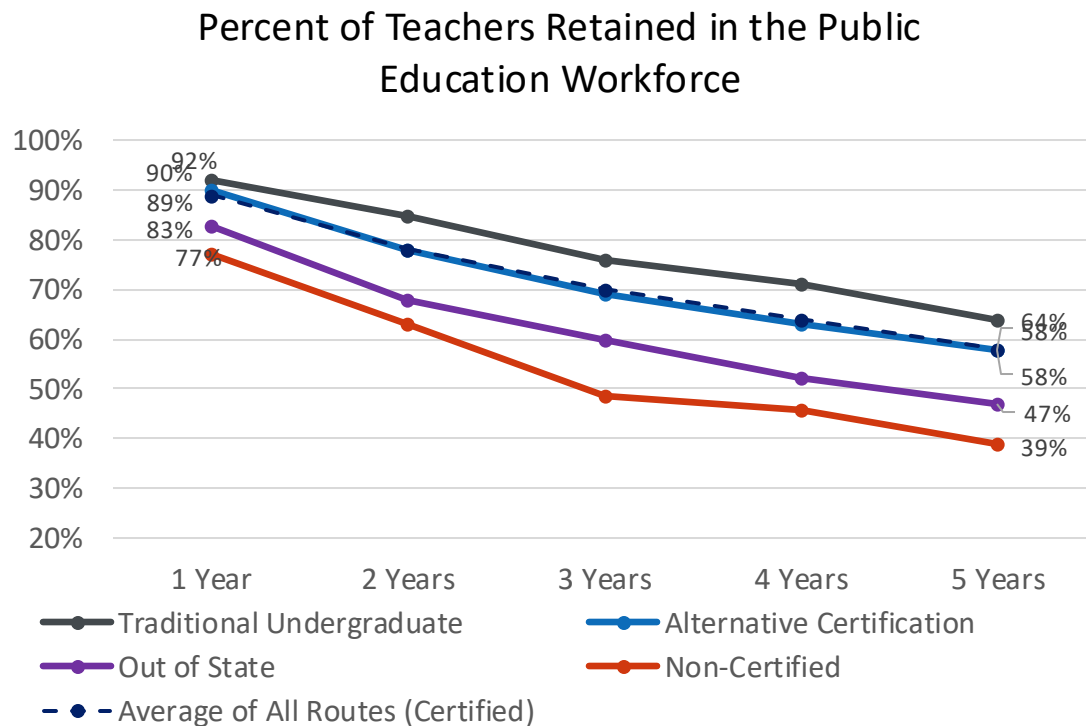


# A growing percentage of new hires are not certified, but sources are varied

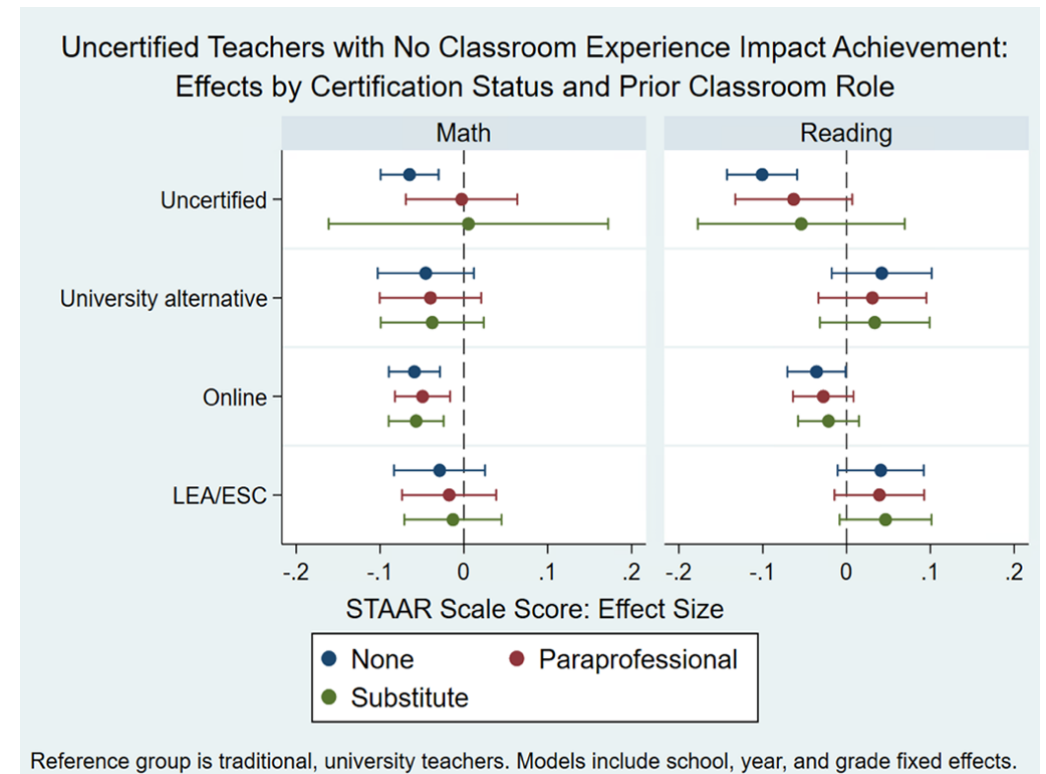


# Different preparation routes lead to different outcomes for teachers & students

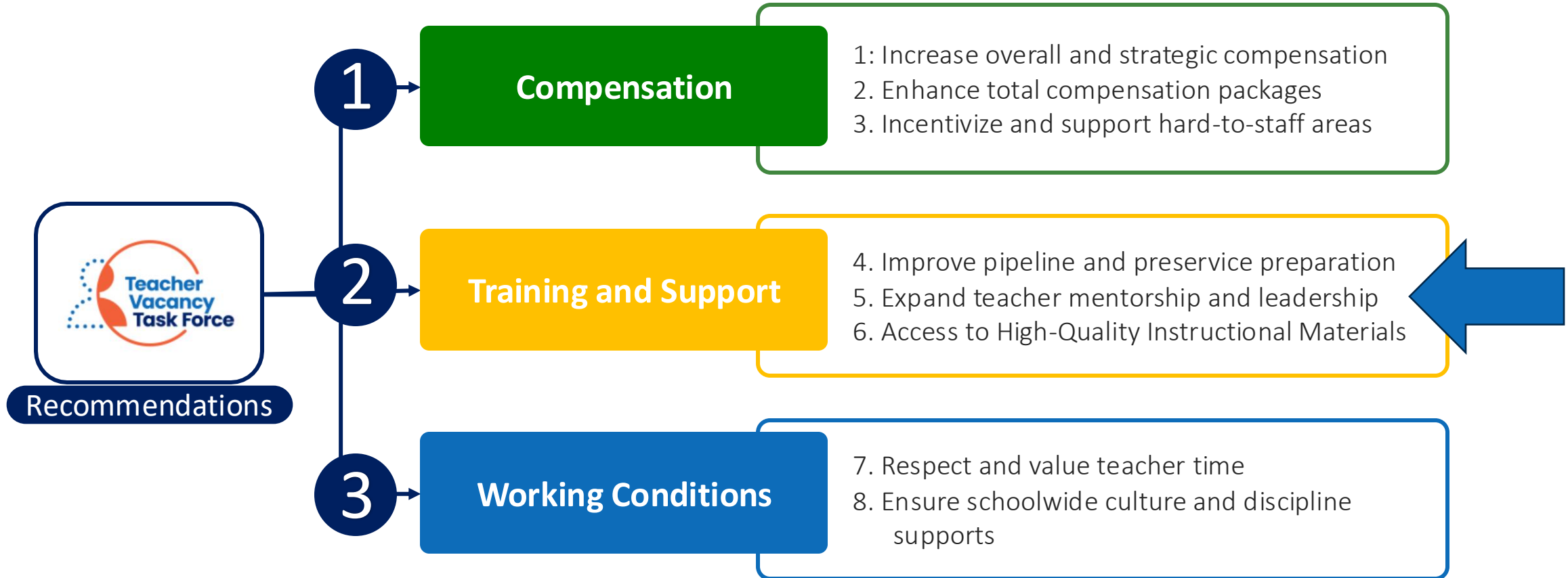
TEA data shows higher quality preparation routes improve **teacher retention** rates



Research from Texas Tech shows that higher quality preparation routes improve **student outcomes**



# Teacher Vacancy Task Force recommended a multi-pronged approach to reduce teacher vacancies and increase teacher retention



# High Quality Preparation that contains key practices has been linked to positive outcomes for teachers and students

## Key Practices

### Classroom Practice

- A research synthesis from Dunst et al (2019) relates preservice experience, including extended preservice experience, with positive teaching practices.
- Ronfeldt (2021) links preservice practice with teacher retention and feeling prepared for the classroom.

### Content Knowledge

- Hill, Rowan, and Ball (2005) indicate that content knowledge for teaching is the strongest predictor of student achievement.

### Mentoring and Coaching (during their first and/or second year)

- A meta-analysis from Kraft, Blazar, and Hogan (2018) shows relationships between quality coaching and student achievement
- Goldhaber, Krieg, Naito, and Theobald (2020) link quality mentoring during preparation and teacher efficacy

Preparation pathways vary greatly in implementation of these key practices, leading to variance in student outcomes.

# Residencies are the highest quality pathway, but also the most expensive. Without proper incentives, candidates often choose lower quality options.

	Residency	Traditional Undergraduate University	Alt Cert Internship	Alt Cert Late Hire Internship	Uncertified
Classroom Practice	<p>●●●●</p> <p>Early field-based experiences + Yearlong teacher residency</p>	<p>●●○○</p> <p>Early field-based experiences + Semester-long student teaching</p>	<p>●○○○</p> <p>Early field-based experiences</p>	<p>○○○○</p> <p>None pre-teacher of record</p>	<p>○○○○</p> <p>Not Required, local implementation varies</p>
Content Knowledge	<p>●●●○</p> <p>Content demonstration for admission + content pedagogy exam pre-teacher or record, integrated content-specific coursework with yearlong practice</p>	<p>●●○○</p> <p>Content demonstration for admission + content pedagogy exam pre-teacher or record, variable quality of content-specific coursework</p>	<p>●●○○</p> <p>Content demonstration for admission + content pedagogy exam pre-teacher or record, variable quality of content-specific coursework</p>	<p>●●○○</p> <p>Content demonstration for admission + content pedagogy exam pre-teacher or record, variable quality of content-specific coursework</p>	<p>○○○○</p> <p>Not Required, local implementation varies</p>
Mentoring and Coaching	<p>●●●●</p> <p>Extensive coaching and placement under effective mentor during residency</p>	<p>●●○○</p> <p>Some coaching and placement under effective mentor during student teaching</p>	<p>●●○○</p> <p>Some coaching and mentorship support from assigned campus mentor</p>	<p>●●○○</p> <p>Some coaching and mentorship support from assigned campus mentor</p>	<p>●○○○</p> <p>Support from assigned campus mentor</p>
<p><b>Most expensive and highest quality (variable tuition + lost potential salary during pre-service)</b></p>		<p><b>Variable Quality and Cost Higher Quality = \$6K - \$15K, Lower Quality = \$4K</b></p>		<p><b>\$0</b></p>	



# In recent years, Texas has leveraged a multi-pronged approach to invest in and support the implementation and scale of high-quality, paid residency models

- Districts partner with an approved EPP and received funds for teacher resident salaries for three years, while districts established enabling conditions to make residencies sustainable

TCLAS Decision 5:  
Residency Program  
Supports Grant  
(ESSER \$)



- Education Service Center offer strategic staffing technical assistance to support district in building teacher residencies

Texas Strategic  
Staffing



- A vetted list of EPPs that are currently implementing a teacher residency model

Vetted Teacher  
Residency Program  
List



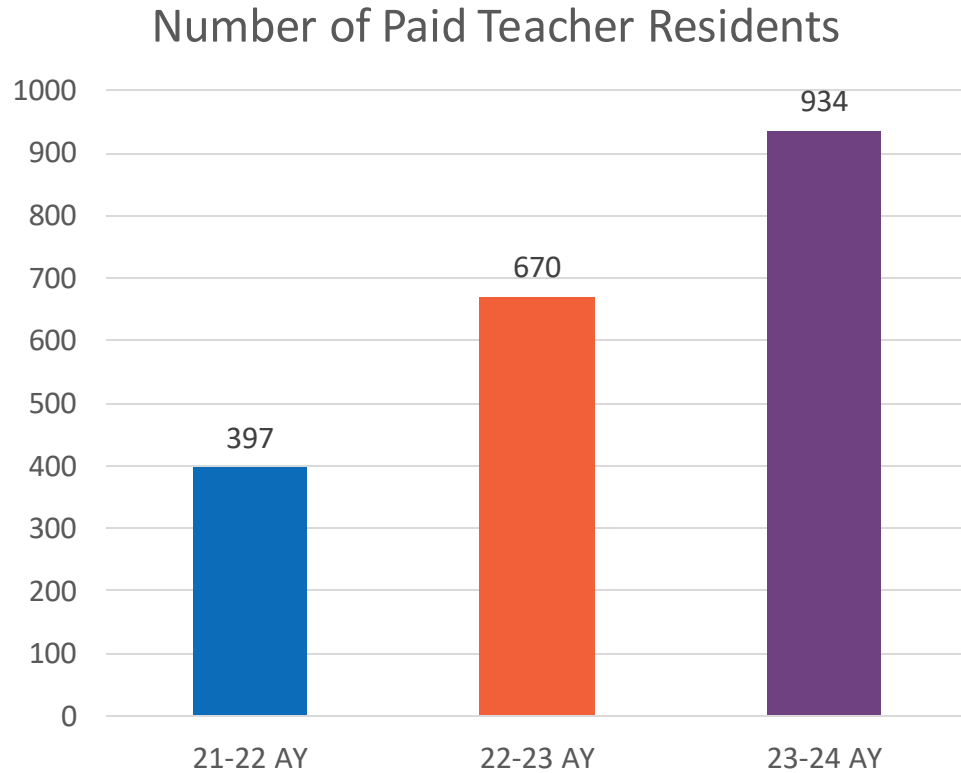
- Partnerships design strategic staffing models to support paid teacher residencies via grant-funded TA.
- Partnerships receive funds for resident salaries.

Strategic Staffing and  
Residency  
Continuation Grants

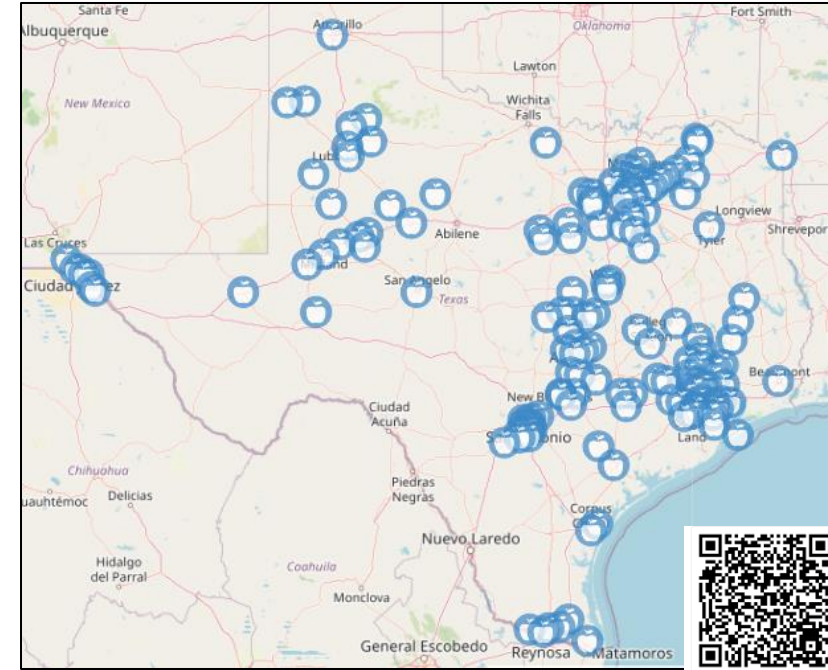


Texas has invested over \$100M in state and federal dollars to support the **access, sustainability, and scale** of high quality, paid teacher residency models across the state of Texas.

# These investments have led to the growth of the paid residencies across Texas



132 LEA-EPP partnerships have produced **over 2,000 paid teacher residents** since 2021, with a 139% increase in paid resident placement.

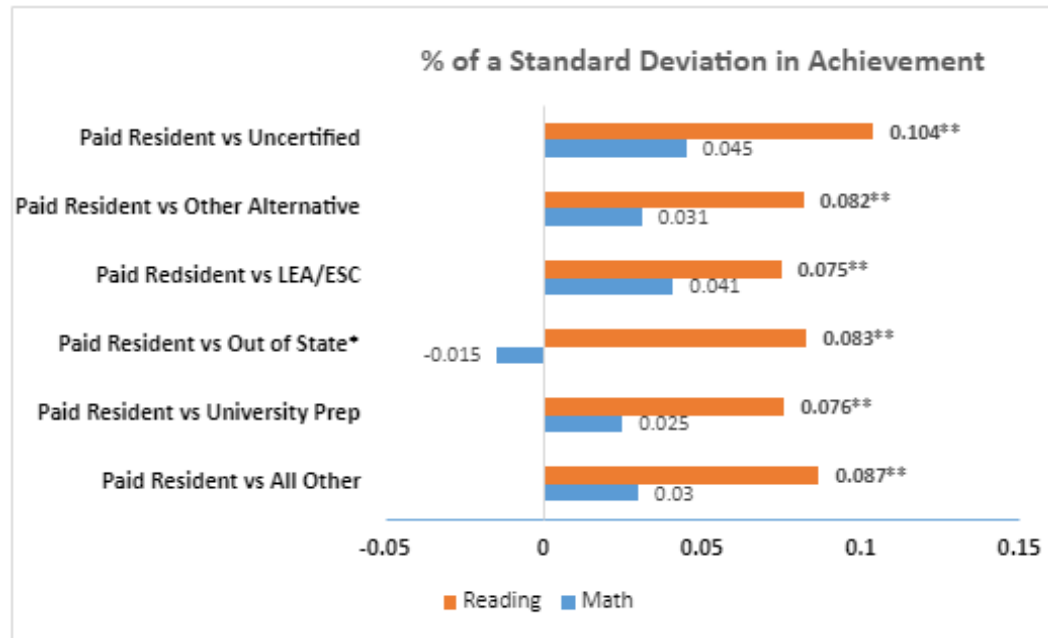


**37 Texas EPPs** are current “VETted Teacher Residency Programs” (additional information via the QR code).

The SBEC will begin approving EPPs for **the official teacher residency route leading to an Enhanced Standard certificate** in Dec. 2024.

# A recent study of paid teacher residencies in Texas indicates that teacher residencies have a positive impact on student achievement and teacher retention.

## Comparison of Student Achievement of First-Year Teachers who were Paid Residents vs. All Other First-Year Teachers



\*Out of State teachers may not be first-year teachers, but are in their first year of teaching in Texas

**First-year teachers who completed a paid residency perform comparably to other first-year teachers in math and are much more effective in reading.**

**First-year teachers who were paid residents were as effective as fifth-year teachers in reading.**

**If all first-year teachers had the same retention rate as paid residents, approximately 3,600 fewer first-year teachers would have left Texas public schools between 22-23 and 23-24.**



# Texas Strategic Staffing is a technical assistance program that can help school systems design paid residencies and other high impact staffing models

## Residents as Release Time Support (Example 1)

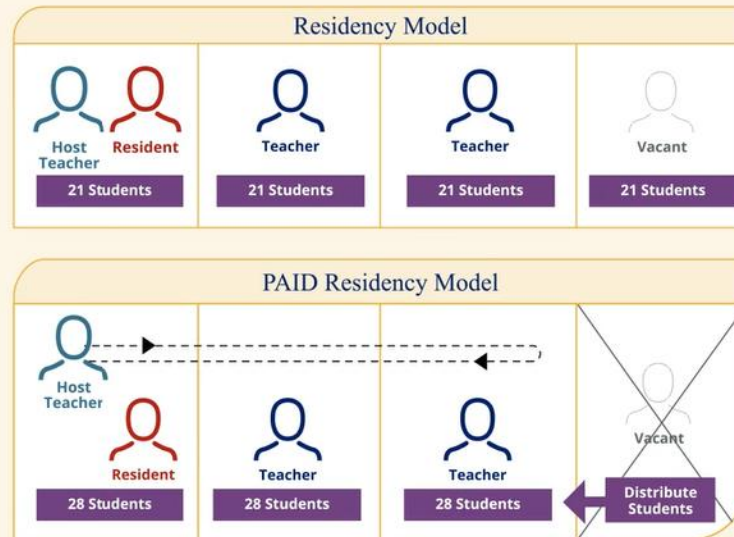
**Instructional Need:** Extend Lead Teachers' Reach and Fill Teacher Vacancies

This example of the *release time model* relies on collapsing a teaching vacancy, resulting in slightly increased class sizes. Residents provide release time so their host teacher (an exemplar lead teacher) can support other classroom teachers (co-planning, co-teaching, modeling, observing, providing feedback).

**Funding Reallocation Options:**  
Teaching Vacancies

**Funding Reinvestment Examples:**

- Title 1 and Title 2
- Recruitment & Onboarding Budget
- Instructional Coach & Interventionist Budget
- Compensatory Education Funds



LEAs who participate in Texas Strategic Staffing receive support to:

- Establish teacher residencies in partnership with an EPP
- Evaluate and potentially change campus and classroom staffing models, to help maximize the effectiveness of teaching talent
- Identify savings from staffing model changes to create sustainable funding in support of residencies, including vacancies, substitute teaching, para-professional, and professional development budgets

Over 80% of LEAs that received Strategic Staffing supports from TCLAS funding have continued offering residencies at some scale within their districts, with a minimum of a \$10,000 stipend for the residents.



*Learn more about the Texas Strategic Staffing approach*



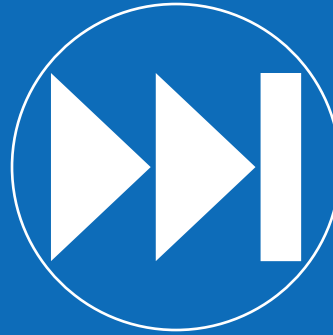
*Apply for the 25-27 Texas Strategic Staffing Grant*

# Current Opportunities to Support Partnerships to Build Sustainable Residency Models



## Texas Strategic Staffing Grant 2024-2026

- 23 awarded



## Teacher Residency Continuation Grant

- 16 awarded, a focus on small, rural partnerships



## Texas Strategic Staffing Grant 2025-2027

- [Application](#) now open



**The SBEC created  
the first in the  
nation Teacher  
Residency  
Preparation Route  
leading to an  
Enhanced Standard  
certificate**



- Programs approved by the SBEC in December 2024 could begin SBEC approved residencies as early as January 2025.
- The SBEC will consider and take action to approve additional EPPs for residencies in subsequent meetings beginning in the 25-26 AY onward.
- Teacher candidates who successfully complete the teacher residency preparation route could be issued the Enhanced Standard certificate as early as Dec. 2025.

# Next Steps for LEAs:



Continue to build strong EPP partnerships with high quality educator preparation programs approved for the teacher residency prep route



LEAs currently engaged in 2024-2026 grant cycle should continue to partner with their approved EPP partner.



Apply for 2025-2027 Strategic Staffing Grant

# Teacher Residency Program Spotlight

Superintendent, Wes Corzine



**Huckabay ISD**

Region: 11 (Stephenville, Tx)

District Size: 305 (Non-metropolitan, fast growing)

EPP Partner: Tarleton State University