Opportunity Culture
Teacher Residencies: Introduction
Why are Opportunity Culture Models an Ideal Structure for Teacher Residency?

Opportunity Culture models:

• Address typical challenges of student teaching
• Produce excellent results, according to research
• Help new teachers grow faster
• Create sustainable pay structures
Student Teaching: What’s Working?

Dedication to Students and Some Success

- Student teachers want to help students and are eager to learn
- Some “cooperating teachers” help some student teachers a lot!
Student Teaching: What’s Not Working?

Current student teaching model has many shortcomings

- **Not enough time** to nail it: part-time, part-year
- **Cooperating teachers** may not be strongest
- **Mismatched curricula** and teaching frameworks for providers and schools
- **Unpaid work** prevents entry by people needing an income—can lead to less diversity
- **Not enough exposure** for good hiring decisions

Alternative residency programs—great idea, but limited impact

- Very **expensive**
- Typically **grant-funded**, may be temporary
- Reach **small number** of entrants
In many schools today:

- Teachers often work alone without enough support.
- Excellent teachers have limited in-school options to have greater impact.
- Students lose excellent teachers to district jobs and other careers that pay more.
- Too few students experience excellent teaching consistently.
- Students have little access to small-group tutoring and teaching.
- Principals are often stretched with too many teachers to guide and support.
When great teachers lead small teams:

- Students gain consistent access to excellent teaching and small-group tutoring through leadership and collaboration.

- Great teachers advance by moving up but not out of classroom and earn more.

- Teachers and aspiring teachers get daily support from great teacher-leaders, so they can keep improving, meeting needs of all students.

- Principals drive change through distributed leadership, saving time and improving instruction.
Teams of teachers and school leaders choose and tailor school models to:

1. **Reach more students** with excellent teachers and their teams.
2. **Pay teachers more** for extending their reach.
3. Fund pay within **regular budgets**.
4. Provide protected in-school time and clarity about how to use it for **planning, collaboration, and development**.
5. Match **authority and accountability** to each person’s responsibilities.
The Cornerstone: Multi-Classroom Leader Role

Proven educators in the Multi-Classroom Leader (MCL) role lead small teams of teachers, paraprofessionals, and teacher residents to serve students with excellence. They:

• **Ensure high-standards lessons** that are differentiation-ready, to meet all students’ needs
• **Prepare the teaching team** to deliver lessons
• **Co-teach, model, and observe**
• **Give feedback and coach** the team and individuals
• **Meet weekly** or even daily with team
• **Advise principal** as part of school’s instructional leadership team
• **Teach** part of the time
Strong Gains for MCL Teams

Research shows significant additional student learning, comparable to having top-quartile teachers teamwide.

...and teach this well after joining an MCL team

These gains equate to an extra half-year of learning for students each year, on average.

Using the method suggested by Hanushek, E., et al., (2012) for translating effects to years.

Research from two studies compared Opportunity Culture (OC) and non-OC classrooms:

2018 Study: 15,000 students, 3 districts

2021 Study: 20,000 students, 1 district

Team teachers start here on average...

77th percentile on average

50th Percentile*

Reading & Math

66th-89th Percentile**
Reading

69th-85th Percentile**
Math

* Based on Backes & Hansen data.
** Range of statistically significant results across the two studies cited at right.
This *Instructional Leadership and Excellence Framework*, based on research and extensive input from successful MCLs, can be found on the [Opportunity Culture website](#), with many written and video resources.
I'm not sure why this slide is here--I think I want to drop it but trying to figure out if there's a reason it was here that would prevent that.
Why Educators Love Residencies

Click [here](#) and [here](#) for videos about the benefits of Opportunity Culture teacher residencies.
Beverley--can you add a still from one of the videos here?
Sharon Barrett, 2023-07-17T19:54:09.465

Note I dropped the videos originally on this slide--now just the Audriana and main resident video links
Sharon Barrett, 2023-07-17T19:54:34.618

Should we keep this here? Or is it better to open with the short Munoz video and then include the longer one here or at the end?
Sharon Barrett, 2023-07-17T21:18:55.456
1. Ensure that all prospective and new teachers learn the elements of *instructional excellence*;

2. Attract an outstanding, diverse *pipeline of teacher candidates* and colleagues into the district; and

3. Provide the district’s students with *strong learning experiences*, including with new teachers.
Opportunity Culture Residencies: Key Elements

Residencies within Multi-Classroom Leader teams solve problems of traditional student teaching by providing:

• **Full-time, full-year, full-pay*** and benefits

• **Learning from skilled** instructional teacher-leaders

• **Best instructional frameworks** eagerly adopted by accountable, successful MCLs

• **Pay within school budgets**—highly sustainable

• **Highly scalable:** Only limit is the number of MCLs

• **Increased access & diversity** due to pay/tuition relief

• **Learning results!** Including in high-poverty schools, ones with many novices and alternatively certified teachers

*Or tuition relief, or a combination, plus benefits.
Teacher Residents

Most Opportunity Culture residencies are embedded in the Opportunity Culture Reach Associate role, an advanced paraprofessional role supporting MCL teams. Residents getting their certification or master’s may work in novice teacher roles, with the heavy guidance from MCLs that’s typical for new teachers.

Residents receive MCL’s intensive guidance and coaching as they learn to...

- Tutor small groups
- Analyze and use student data to plan and adapt lessons
- Manage and teach whole classes using MCL’s methods
Optional Residency for MCLs

MASTER OF INSTRUCTIONAL LEADERSHIP RESIDENCY

• Has bachelor’s degree; obtaining a specialized master’s degree and certification
• Full-year residency as an MCL in an Opportunity Culture school
• Focused on instructional leadership
• Teacher pay with MCL stipend (or equivalent tuition, or combo)
Options for Residency Pathways

- **Bachelor’s Pathway**: Students earn a bachelor’s degree and certification with 4 years of coursework that include a full-year, paid residency.

- **Bachelor’s Pathway—Extended Program**: Students earn a bachelor’s degree and certification with courses, work in schools for credit and pay before the residency, and have a full-year, paid residency. Completion times vary.

- **Bachelor’s-Master’s Pathway**: Students earn bachelor’s and master’s degrees and certification with 5 years of courses that include a full-year, paid residency.

- **Master’s Pathway**: Students with bachelor’s degrees obtain a master’s degree and certification in about 14 months of courses with a full-year residency.

- **Certification Pathway**: Students with bachelor’s degrees obtain certification in 12 months of courses that include a full-year, paid residency.
Essential Residency Design Elements

- Host school: Uses well-implemented Multi-Classroom Leadership roles
- Rigorous resident selection criteria and process—as for all Opportunity Culture teachers
- Clear host school requirements
- Clear educator prep provider requirements
- MCL acts as cooperating teacher of record

*Public Impact can help districts and educator prep providers craft strong design in each of these areas*
## Sample Timeline for Design Steps

<table>
<thead>
<tr>
<th>Step</th>
<th>Example Timing</th>
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<tbody>
<tr>
<td>Launch Multi-Classroom Leadership Teams in District’s Opportunity Culture Schools</td>
<td>Years 1–3</td>
</tr>
<tr>
<td>Form Partnership Between District &amp; Educator Preparation Provider</td>
<td>Year 2</td>
</tr>
<tr>
<td>Co-Design Residency &amp; Courses</td>
<td>Year 3</td>
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<tr>
<td>Begin Teaching Residencies</td>
<td>Year 4</td>
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<tr>
<td>Evaluate &amp; Improve All Implementation</td>
<td>End of Year 3 and Annually Afterward</td>
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<tr>
<td>Add Multi-School Leadership* &amp; Principal Residencies</td>
<td>Years 4 and After</td>
</tr>
<tr>
<td>Scale Up Teaching Residencies</td>
<td>Years 5 and After</td>
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*For more on multi-school leadership, see [here](#)*
### Benefits: District

- **Stronger recruiting to meet multiple goals**
- **Better preparation and performance**
- **Increases teacher diversity**
- **Meets other HR goals, without adding costs**
- **Encourages schools to *want* MCL roles to get residents**
## Benefits: Educator Prep Providers

- Recruiting
- Increased diversity
- Stronger pipeline of those changing careers
- Higher measurable student growth
- Saves faculty time
## Benefits: Residents

- Full salary and benefits
- On-the-job training by proven teachers
- Ready to teach well
- Exposure—the school can evaluate them for a permanent job, and they can evaluate whether the school is a good fit
## Benefits: MCLs

- No vacancies on teaching team
- Residents who are eager to learn teaching on the job
- Chance to screen residents for hiring
- Potential for continuing education or master’s credit
Public Impact, which designed and leads the national Opportunity Culture initiative, will:

• Lead design that achieves student outcomes
• Collaborate with educators
• Use a cost-effective, well-honed process
• Provide low-cost portal to ensure your long-term results

Working with Public Impact has “just been phenomenal—they are very driven and they’re very structured, and they keep us on our toes, but they’re also open and flexible enough to allow us to customize the program for our specific needs. I appreciate that the information and the strategies are all rooted in the research.”

—Dr. Anthony Jackson, Superintendent, Vance County Schools
What’s Next?

When will you adopt paid, within-budget residencies to help achieve your goals?

Contact Public Impact for assistance to achieve the best student outcomes and teacher satisfaction: opportunityculture.org/our-initiative/feedback/