

A NEW GENERATION OF TEACHERS



CREC
Teacher
RESIDENCY PROGRAM
Learn. Teach. Inspire.

*Sponsorship
Opportunities*



“ Teachers of color help close achievement gaps for students of color and are highly rated by students of all races.





A STATEWIDE COMMITMENT TO TEACHER DIVERSITY

Research shows that when there are more teachers of color in the classroom, dropout rates decline, college admission rates increase, and all students experience achievement gains.

Governor Lamont and the State Department of Education have made an express commitment to increasing the racial, ethnic, and linguistic diversity of Connecticut's teaching workforce. The Minority Teacher Recruitment Task Force set a goal to hire 1,000 black and Latino teachers and school leaders before 2021.

In 2019, CREC, with the support of the Connecticut State Department of Education, created and launched an alternate route to elementary certification program. The CREC Teacher Residency Program is specifically designed to recruit and retain teachers of color *and* eliminate common barriers to certification such as:

- » The cost of graduate school
- » Standardized testing requirements
- » Economic hardship of being a full-time student
- » Inadequate preparation

Given that Connecticut's teacher certification programs combined only certified 21 new teachers of color in 2016 and 22 in 2017, we needed a new approach.

Approximately

47% of Connecticut's
students are
children of
color

while approximately

9% of Connecticut's
teachers are
people of
color.

* Per EdSight 2018-2019 data

A NEW APPROACH

The CREC Teacher Residency Program embraces a new approach:

- » Candidates work as residents for a full year in a dedicated classroom with a mentor teacher.
- » Residents are paid a living wage and receive full benefits during their residency.
- » Simultaneously, residents take courses in elementary education taught by practitioners on weekends, evenings, and during the summer.
- » Upon completion of requirements, residents are guaranteed a job teaching in a participating district elementary school, with a starting salary of approximately \$47,000, plus benefits.

This Teacher Residency Program combines the highest-quality instruction with opportunities for authentic, classroom-based experiences. The program provides interested professionals with this training at minimal cost while providing paid employment. In the next few years, the RESC Alliance will work to bring this program to more communities across Connecticut.

Class of 2020

11 residents 75% black; 16.7% latinx;
5 males; 6 females 8.3% two or more races

Class of 2021

15 residents 73% black
5 males; 10 females 27% latinx



FIVE-YEAR PROGRAM GOALS

The RESC Alliance believes the CREC Teacher Residency Program can make a significant contribution to meeting the state's goals for certifying teachers of color. With your support we will:

- » Increase the number of teachers of color by 15 teachers per site per content area.
- » Provide quality certification pathways that minimize barriers and maximize success in two additional endorsement areas.
- » Make a significant contribution to the CSDE state goal by expanding programming to seven additional sites in Connecticut.
- » Secure state, district, and private funding to support fidelity of the residency model and commitment to teachers of color.



Jared Willis, Resident, Class of 2020

Residents will be certified in Connecticut to teach grades 1-6.

SPONSORSHIP

Thank you for your interest in supporting the Teacher Residency Program. Your investment increases:

- » The diversity and inclusion of teachers of color and closes the gap between students of color and teachers of color
- » The quality and retention of newly hired teachers
- » Student achievement in diverse classrooms

State Sponsors

Support mentor, principal, and resident training, and program materials and staff for multiple cohorts across Connecticut.

Regional Sponsors

Support resident tuition, course materials, textbooks, laptops and required assessments for an entire cohort.

District Sponsors

Support resident salary and benefits and mentor stipends in a district of choice.

Multi-year Sponsors

Support long-term financial sustainability of the residency model. Two- and three-year sponsor options are available.

\$8.5 million will fund eight sites and train 120 teachers of color across Connecticut per year.

** A cohort is between 15 and 24 residents*



“CREC’s Teacher Residency Program allowed me to fully immerse myself into the role of a teacher. Unlike any other teacher certification program, working alongside my mentor teacher for an entire school year has increased my ability, confidence, and toolkit needed to be both culturally relevant and equitable. I couldn’t imagine being part of any other program besides this one. CREC’s TRP is committed to equipping me to be an educator that is fully invested in changing the lives of students, one classroom at a time.”



–Cyemone Douglas

MEET OUR FOUNDING SPONSORS



As a state sponsor, NewSchools provides assistance to organizations advancing leadership of color in PreK-12 education. Investing in leadership to reimagine education is integral to NewSchools’ strategy. NewSchools believes a current talent challenge is diversifying the field. Frances Messano, Senior Managing Partner, said:

“*Today’s students are the most racially diverse in the history of this country and it’s time to have educators and leaders who match that diversity... [this] cohort is an impressive group that will make a difference.*”



Vistra, a district sponsor, is a leading energy company based in Texas, with customers and plants in Connecticut, providing essential resources for commerce and communities. Vistra is proud to be an early sponsor of the TRP program. According to CEO Curt Morgan:

“*Having lived and worked in Hartford, I’ve supported CREC for many years. We focus on where Vistra can have the most impact—investing in people and communities through education. Supporting TRP to enrich diversity in the teaching ranks benefits all students.*”



LEARN MORE



www.crec.org/c/trp

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