



Arizona Teacher Residency Fact Sheet

The Teacher Residency Model

- The first teacher residencies were founded 20 years ago in Boston and Chicago.
- Borrowing from the medical residency model, teacher residencies recruit recent college graduates (from any degree program) and mid-career switchers, place them in a year-long apprenticeship in the classroom of a skilled supervising teacher, provide graduate coursework that revolves around their teaching experience, cultivate community within the cohort, and support residents through induction.
- Residents receive a living stipend during the residency year and a highly subsidized master's degree and, in exchange, commit to serving in partner districts for at least three years after their residency year.
- Most residencies serve urban Title 1 schools.
- There is copious research that speaks to the benefits of this model:
 - Teacher residencies boost teacher retention more than any other model: 70–80% of residency graduates are still in the classroom after 5 years.
 - Teacher residencies successfully recruit a more racially diverse teaching force: while 80% of our nation's teachers are white, 62% of residents affiliated with the National Center for Teacher Residencies identify as people of color.
 - Teacher residencies also boost student achievement: a study of Boston Teacher Residency found that over time, graduates of the program advance student achievement more than their counterparts from other programs.

Arizona Teacher Residency

- Arizona Teacher Residency was founded in 2021 out of the Arizona K12 Center at Northern Arizona University as a response to the state's shortage of quality teachers.
- Arizona has the highest rate of teacher turnover in the nation (about 19% annually), which largely contributes to the teacher shortage. There is a need to invest in high-retention pathways like teacher residencies.
- This graduate teacher residency is the first of its kind in the state of Arizona and will partner with the National Center for Teacher Residencies throughout its design and launch.
- Arizona Teacher Residency is a two-year program, beginning with a summer intensive and followed by a year of in-school apprenticeship under a supervising teacher and then a year as the teacher-of-record. Residents will be completing coursework throughout the two years.
- Arizona Teacher Residency will begin accepting applications this winter with residents beginning the program the summer of 2022.
- With completion of the Arizona Teacher Residency program, residents will receive a master's degree from Northern Arizona University.



- Arizona Teacher Residency will start in Phoenix by partnering first with Title 1 elementary school districts, then expand to high schools and rural areas.
- The Arizona K12 Center at Northern Arizona University is establishing the Arizona Teacher Residency program based on work by Arizona Teacher Residency Director Dr. Victoria Theisen-Homer. Her report “A Teacher Chasm in the Grand Canyon State” was co-funded by Helios Education Foundation and Arizona Community Foundation. She is also the author of the book *Learning to Connect: Relationships, Race, and Teacher Education*, which is about teacher residencies.
- To sign up for updates, including when applications are available, visit azk12.org/aztr

Funding

- The Arizona Department of Education awarded the Arizona K12 Center at Northern Arizona University with a \$5 million grant from the Elementary and Secondary School Emergency Relief (ESSER) Fund to design, launch and expand Arizona Teacher Residency.
- The money will fund program expenses including personnel, resident and supervising teacher stipends, website, promotional materials and other program components.
- The Arizona Community Foundation/The Ellis Center for Educational Excellence has also provided funding via the Northern Arizona University Foundation to the residency program.
- Others interested in providing funding for this program can contact Dr. Victoria Theisen-Homer at vtheisen@azk12.org.

About the Arizona K12 Center at Northern Arizona University

- Governor Jane Dee Hull called for the creation of the Arizona K12 Center in 1999 to support teachers’ professional learning to, in turn, enhance their students' learning.
- The Arizona K12 Center supports teachers across the continuum of practice from aspiring teachers, including Arizona Teacher Residency participants, to beginning teachers to educators looking to earn National Board Certification to teacher leaders.
- Learn more about the Arizona K12 Center at Northern Arizona University at azk12.org

For additional information, contact:

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