

A photograph of a teacher and two young students in a library. The teacher, a woman with glasses, is leaning over a table, looking at a book. One student is pointing at the book, and another is looking on. The background shows bookshelves filled with books and colorful educational posters on the wall.

Decision 5: Residency Supports TCLAS Initiative Kickoff Webinar

Welcome and Congratulations on your Award!

Jessica McLoughlin



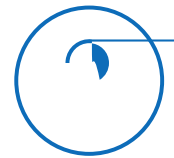
Agenda and FYIs for Today's Webinar

Agenda

1. Welcome and Introductions
2. TCLAS Award Next Steps
3. Decision 5 Specific Deep Dive
4. Recap Next Steps

FYIs

Please ask questions and drop them in the Question and Answer box in Zoom



This recording and these slides will be posted on tea.texas.gov/tclas shortly after this webinar concludes

Onboarding Webinar Schedule

Key	
	General TCLAS
	eGrants
	SupportSpecific

9/6	9/7	9/8	9/9	9/10
[Labor Day]	Award notification & confirmation survey sent		9am-10am: TCLAS Launch Webinar	Confirmation survey due
9/13	9/14	9/15	9/16	9/17
9am-10am: TCLAS Launch	4pm-5pm: Decision 10	<ul style="list-style-type: none"> 9am-10am: Decision 1 10:30am-11:30am: Decision 3B 2:30pm-3:30pm: Print Access (Decisions 2B & 3C) 4-5pm: Digital Access (Decisions 2A, 3A, 3D, & 6) 	<ul style="list-style-type: none"> 9am-10am: Decision 9A 10:30am-11:30am: Decision 9B 1pm-2pm: Decision 9C 2:30pm-3:30pm: Decision 2A & 2C (CRIMSI) 4pm-5pm: Decision 2A & 2C (SAVL) 	9am-10am: eGrants
9/20	9/21	9/22	9/23	9/24
9am-10am: Decision 3E	<ul style="list-style-type: none"> 9am-10am: Decision 8 1pm-2pm: Decision 5 2:30pm-3:30pm: Decision 4 4pm-5pm: Decision 7 	<div style="border: 2px solid red; padding: 5px; display: inline-block;"> <p style="color: red; margin: 0;">We Are Here</p> </div>		9am-10am: eGrants office hours

All webinar registration links are available on tea.texas.gov/tclas

10/1, 10/15, and 10/29
9am-10am: eGrants office hours



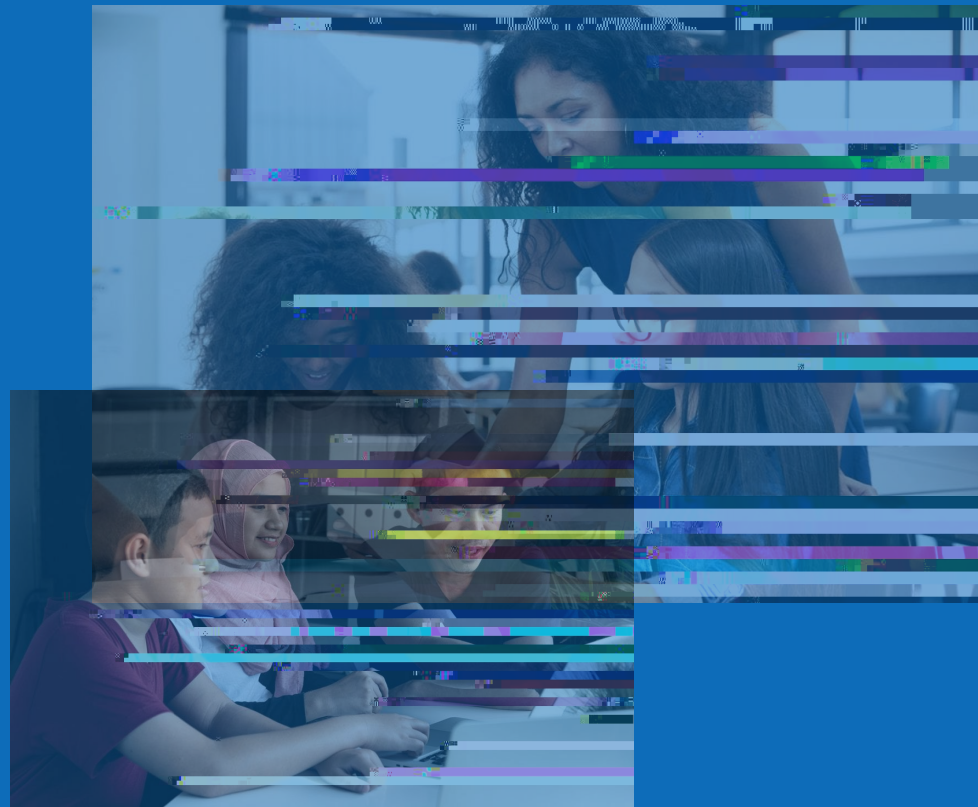
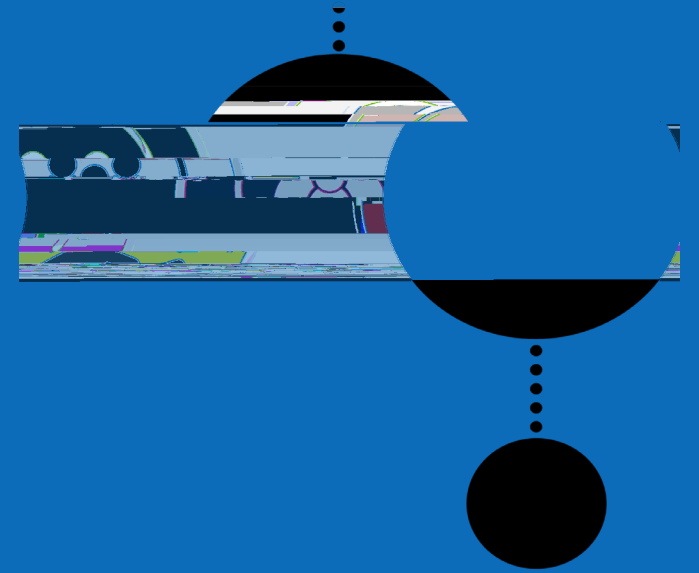
Onboarding Webinar Schedule



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Decision 5: Residency Program Supports Deep Dive

You are on your way to building meaningful educator pipelines with the TCLAS Residency Support Pathway!



Decision: The HQS Residency Pathway Supports LEAs to...





What are high-quality teacher residency models?

A high-quality teacher residency model is one in which a teacher candidate paired with an experienced, highly effective mentor teacher for a full-year of clinical training/co-teaching in a K12 classroom (minimum of 3 days per week for full year). Residencies take place at the undergraduate to post-baccalaureate level. In some cases, residents receive a stipend during the yearlong residency.

In high-quality teacher residency models, the SEP and LEA have shared ownership over the preparation, support, and success of the teacher resident.



High Quality Teacher Residencies: Your Educator Talent Pipeline Catalyst

“National studies of teacher retention indicate that around 20–30% of new teachers leave the profession within the first five years, and that attrition is even higher (often reaching 50% or more) in high-poverty schools and in high-need subject areas... Studies of teacher residency programs consistently point to the high retention rates of their graduates, even after several years in the profession, generally ranging from 80 –



... That Leads to Improved Student Outcomes

Early studies of residency programs “indicate that students of teachers who participated in a residency program outperform

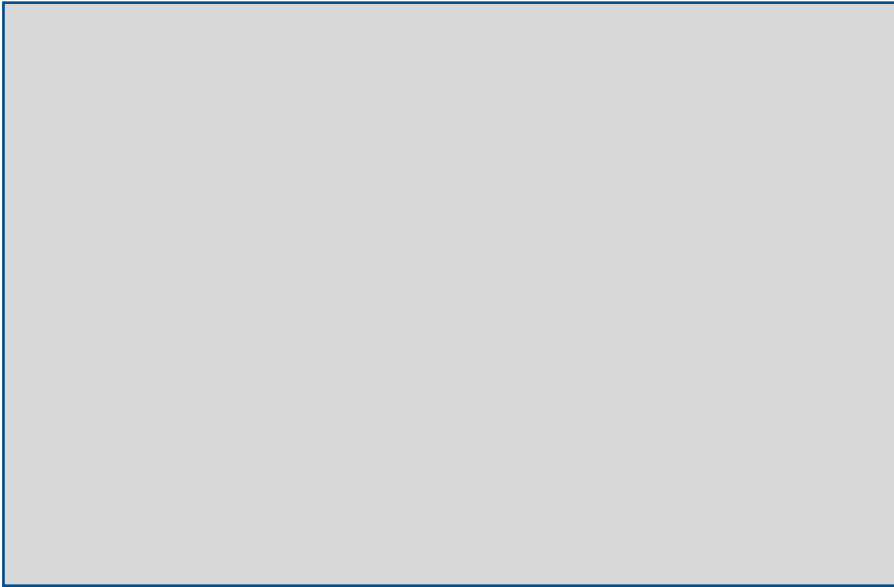


Support to Implement a High-





Decision: The HQS Residency Pathway Supports LEAs to...



Examples of Innovative Staffing Models

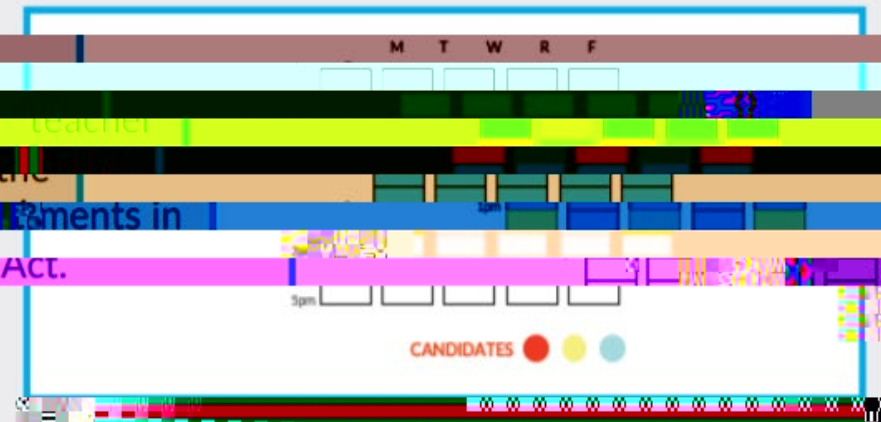
REALLOCATING PARAPROFESSIONAL ROLES

If a school has unfilled paraprofessional roles, a cohort of aspiring teachers can split their time between co-teaching and paraprofessional responsibilities. Each candidate receives half of a full-time paraprofessional salary.



LEVERAGING TUTORING TIME

Similarly, in a departmentalized or multi-grade-levels setting, teacher candidates can tutor during certain periods throughout the day, potentially serving as a substitute for paraprofessionals in tutoring roles funded through the American Rescue Plan Act.



Goal: Fund teacher residency positions via district dollars long term

Source: <https://educate.bankstreet.edu/cgi/viewcontent.cgi?article=1011&context=pt>



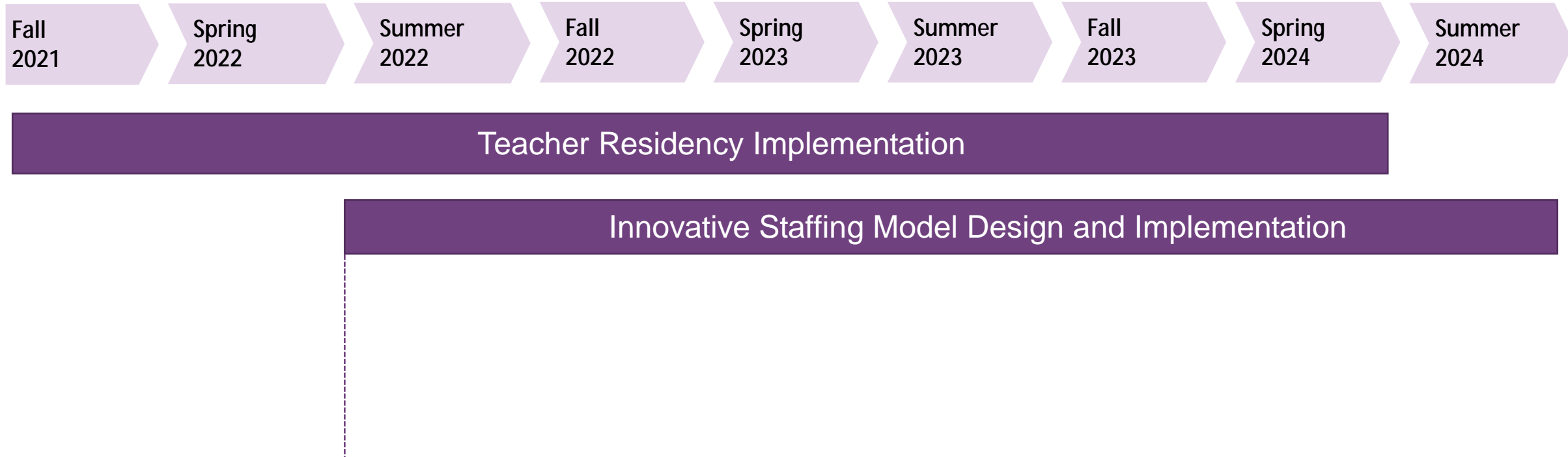
Support to Design and Implement an Innovative Staffing Model for Teacher Residency Sustainability (5C)

Benefits:

- f* Innovative staffing models allow districts to fund teacher



TCLAS Timeline Teacher Residency Support



TCLAS Residency Support Pathway Assurances

Assurances	Description
Applicant-EPP Partnership	Assure that you have an established partnership with a VTR program. Assure that you'll engage in a meaningful partnership activities with your









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Applicant-EPP Partnership	Assure that you have an established partnership with a VTR program. Assure that you'll engage in a meaningful partnership activities with your partner EPP(s).
Teacher Residency Program Structure	Assure that you'll recruit, train, and support teacher resident during a full-year clinical teaching assignment. Assure that you'll match residents with strong mentor teachers.
Innovative Staffing Design and Implementation	Assure that you'll designate a team to participate in innovative staffing model training and support, leading to the design and implementation of the innovative staffing model
High-Quality, Sustainable Residency Funding	Assure that you'll provide the teacher residents with a \$20,000 stipend and use additional grant funding to support residency and innovative staffing model implementation.



Innovative Staffing Design and Implementation:

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Each district, campus, and partner EPP-level leaders will actively participate in innovative staffing design and implementation. The applicant must assure that a designated team will include at least one district and EPP-level leader and a selected set of leaders from each campus on which teacher residents are placed.

The applicant must assure that they will design and implement an innovative staffing model plan that will ensure that the teacher residency model will be sustainable, fully-funded by district dollars, by SY 2024-2025. The applicant must include sustainable funding for teacher residents and include a source of funding for future residents subsequent years.



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High-Quality, Sustainable Residency Funding



Next Steps for These Supports

- Coordinate a kick-off meeting with your EPP partner to review Assurances and finalize MOU/formal partnership agreement, if you have not already done so.
- Be on the look-out for additional information on:
 - Residency Support Program webinars
 - Required data collections
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Closing and Next Steps

This support is a heavy lift intended to have a large impact

This support is designed to have a significant and lasting impact on learning acceleration for your students and requires a significant amount of time and effort from you and your staff.

If, after today's webinar, you do not believe that your LEA can fully commit to all requirements and assurances of this TCLAS support, please send a message immediately to tclas@tea.texas.gov.





Thanks!

Send TCLAS-related questions to tclas@tea.texas.gov

Send Decision-point specific questions to
TEATeax0lrResidency@tea.texas.gov