

Residency Programs at St Thomas: St Paul Urban Teacher Residency (SUTR) & Minneapolis Special Education Teacher Residency (MSTR)

Residency Program Model

- District-serving teacher education programs that combine a rigorous full-year classroom paid apprenticeship with masters-level education content
- Coursework and hands-on experience integrated to provide a unique and effective route to teaching
- Deeply rooted in district practices and needs, requiring teacher preparation programs to change their practices

Program Overview

- 15-month programs (e.g., June 2017-August 2018)
 - First summer involves intensive coursework, and in MPS working in summer school
 - During the academic school year, residents co-teach with a highly qualified mentor teacher four days a week and take graduate level coursework one day a week
 - In the last summer, residents apply for licensure and finish their master's degree coursework
- Residents receive stipend ranging from \$19,500 (SPPS 10 month pay) and \$26,000 (MPS 12 months pay) and benefits
- Residents pay a reduced tuition rate of \$695 per credit through the University of St. Thomas (UST) ~ 30-34 credits for license + MA and scholarships of \$2,000-8,000;
- Program addresses the barriers of time, money, and isolation by reducing the overall credits required for a license, reducing tuition, offering scholarships, offering the program at an accelerated rate, and in a diverse cohort model

Residency Program Outcomes

- Develop more diverse and effective teachers that stay longer in the teaching field. Data from the National Center for Teacher Residency (NCTR) indicate that the residency model:
 - Increases student achievement
 - Increases teacher retention (three-year teacher retention rate of 80 percent, and 70 percent at five years respectively)
 - Generates high principal satisfaction rates
 - Increases the diversity of the local teaching core (Network Impact Overview, 2015).
 - Improves mentor teacher's instruction.

Goals & Mission

SUTR Program Goal: *Create and implement an innovative program that is a pathway for recruiting, preparing, supporting and retaining effective teachers from underrepresented backgrounds as well as a model for school-university partnerships that enhances the ability of both schools and universities to continually improve upon their cultural competence while eliminating racial disparities.*

MSTR Goal: *The Minneapolis Special Education Teacher Residency, a partnership between Minneapolis Public Schools and the University of St. Thomas, is a pathway to Special Education (Academic and Behavioral Strategist, ABS) licensure that will prepare highly effective and diverse teachers who will create increased access, opportunities, and educational outcomes for students receiving special education services in Minneapolis Public Schools.*



Selection Process to date

- Application through district HR system includes letter of application, 2-3 references, transcript
- Screening by District Coordinator, University Coordinator, and License Coordinator
- Interview and Selection Day: 2 hour process, which includes a traditional face-to-face interview, a group discussion based on an article or video related to educational equity, diversity, and inclusion, presentation (SPPS- racial autobiography, MPS – mini teaching lesson), and a meeting with University Coordinator
- Selection day includes 16- 26 individuals representing the district and UST, including faculty, advisors, and alums of the program
- Throughout the process, selecting for:
 - SUTR - Culturally Responsive, Reflective, Coachable, Collaborative Leaders, Analytical Problem Solvers, Organized, Perseverent, and Resilient
 - MSTR-Communicator, reflective, problem-solver, collaborator, equity and growth mindset lense
- Follow UST Admissions Process

Current Demographics

<p><u>SUTR Cohort 1</u></p> <ul style="list-style-type: none"> ➤ 22 Residents began in June 2016 ➤ 8 Elementary and 14 ABS ➤ 55% Graduates of SPPS ➤ 60% Candidates of Color ➤ 50% Male 50% Female ➤ 20% Bilingual ➤ 100% hired as teachers of record 	<p><u>SUTR Cohort 2</u></p> <ul style="list-style-type: none"> ➤ 31 residents June 2017 ➤ 12 Elementary and 19 ABS ➤ 30% Graduates of SPPS ➤ 60% Candidates of Color ➤ 30% Male 70% Female ➤ 34% Bilingual ➤ 100% currently in interview process 	<p><u>SUTR Cohort 3</u></p> <ul style="list-style-type: none"> ➤ 29 residents selected March 2018 ➤ 12 Elementary and 17 ABS ➤ 28% Graduates of SPPS ➤ 62% Candidates of Color ➤ 55% Male 45% Female ➤ 21% Bilingual
<p><u>MSTR Cohort 1</u></p> <ul style="list-style-type: none"> ➤ 16 ABS Residents June 2017 ➤ Launched June of 2017 and finish License and MA in August 2018 ➤ 69% Identify as people of color ➤ 40% Bilingual ➤ 60% Male 40% Female 	<p><u>MSTR Cohort 2</u></p> <ul style="list-style-type: none"> ➤ 16 ABS Residents selected March 2018 ➤ Launch June of 2018 and finish License and MA in August 2019 ➤ 44% Identify as people of color ➤ 25% Bilingual ➤ 38% Male 62% Female 	<p><u>*MRP Cohorts 1, 2 & 3</u></p> <ul style="list-style-type: none"> ➤ 72 elementary residents ➤ Launched June of 2015 ➤ 63% Identify as people of color ➤ 32% bilingual ➤ 40% Male 60% Female ➤ 65% hired as teachers of record

Contact Information:

Program Websites:

MSTR: humanresources.mpls.k12.mn.us/spedresidency

SUTR: <http://www.spps.org/sutr>

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**MRP (The Minneapolis Residency Program) is a collaboration between Minneapolis Public Schools and the University of Minnesota for K-6 license through a residency model.*

