



THE SCHOOL DISTRICT OF
PHILADELPHIA

TEACHER RESIDENCY PROGRAM

Information Session

November 28, 2019



Who's In the Room

Chanell Bates

Director of Strategy and Operations

Office of Talent

Taheerah Igus

Program Coordinator, Teacher Pathways and Pipelines

Office of Talent

Tonight's Agenda

- Welcome and SDP Overview
- Teacher Residency Program History and Overview
- How the Program Works
- TRP Partners and Application Process
- Application Timeline, Praxis and FAQ
- Audience Q&A

About SDP

MISSION STATEMENT

The School District of Philadelphia will deliver on the right of every child in Philadelphia to an excellent public school education and ensure all children graduate from high school ready to succeed, fully engaged as a citizen of our world.

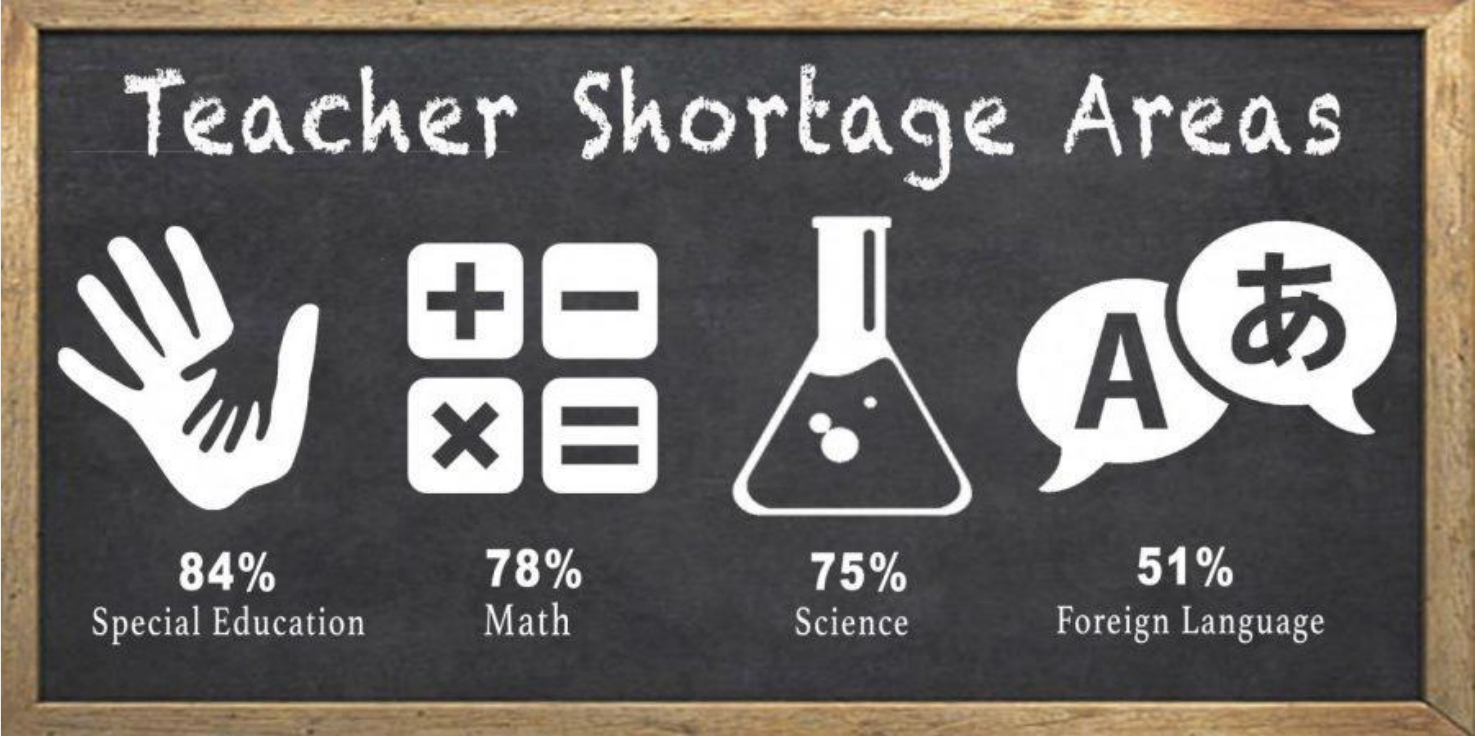
About SDP

- Eighth largest district in US
- 18,299 staff
- 128,102 students in 215 schools

SDP Priorities

- Anchor Goal 1: 100% of students will graduate ready for college or career.
- Anchor Goal 2: 100% of 8-year-olds will read on or above grade level.
- **Anchor Goal 3: 100% of positions are filled by great principals, teachers and employees.**
- Anchor Goal 4: 100% of funding for great schools is secured with zero deficit.

National Teacher Shortages Impact All Districts



Origin of SDP Teacher Residency Program

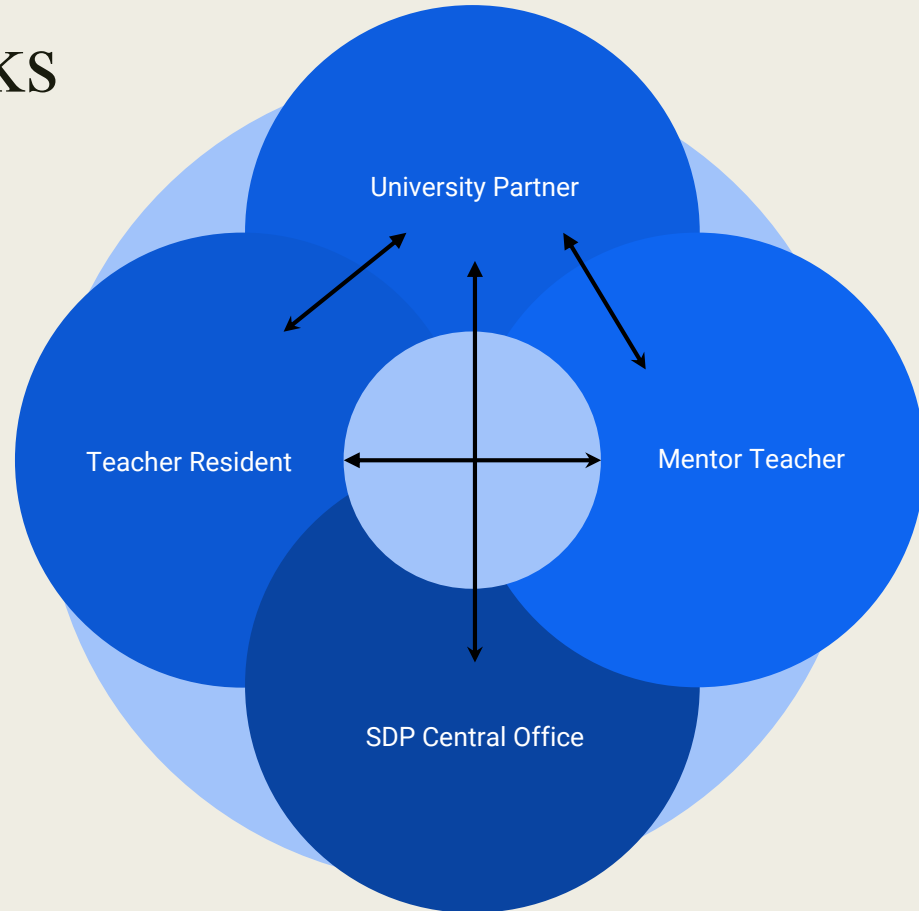
- Traditional teacher pipelines are shrinking
- Need to fill over 1,000 teacher vacancies
 - Teacher Diversity, SPED, STEM, Language
- Desire to strengthen teacher quality
- Initial Cohort 20 Residents from Relay
- Cohort 2: 50 Residents from 4 institutions

How the Program Works

- 1 year program (coursework runs summer-summer)
- Daily collaboration with mentor teacher in same content area
- Residents finish with Teacher Certification and credits towards Master's Degree
- Opportunity to work and learn in an SDP environment (grades 6th-12th grades)
- Residents commit to working at SDP for 3 years post residency

How Partnership Works

- Resident and Mentor Teacher
- University Partner -
 - *Residency Coordinator*
 - *Residency Director (onsite)*
- SDP Central Office
 - *Office of Talent*

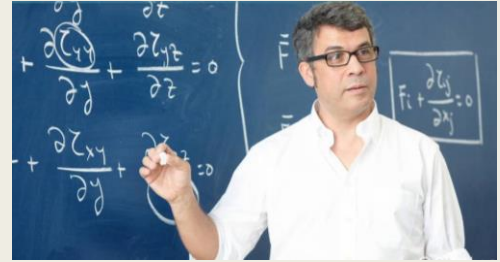


Program Benefits

- Competitive Pay and Benefits
(vision, dental, medical)
- Tuition Assistance
- 1-1 coaching by mentor teacher
and Residency Director
- Work with cohort of other
Teacher Residents



A Day in the Life of a Teacher Resident



- **School Day**

- Resident reports Monday-Friday during school hours
- Resident participate in arrival, dismissal or other teacher expectations (but not substituting or EC duties)
- Work with mentor teacher on lesson plans, classroom management

- **Evening**

- Attend university courses one day/evening per week

Teacher Residency 2019-20



Drexel  University



RELAY/GSE
GRADUATE SCHOOL of EDUCATION



Paying the Costs

- Tuition Assistance from SDP: \$7,500
- Grant Dollars from Partners: Varies
- Additional Resources
 - *Teach Grant: \$4,000*
 - *Teacher Loan Forgiveness: \$17,500 for teaching in high-need schools for five years*

Cost: Tuition and Fees	\$29,465.00	\$53,790	\$9,250	\$9,870	\$49,779 + fees
MINUS: Average Scholarship Awarded	\$5,400.00	\$10,000 (with an additional \$11,500 in grants based on merit and need)	\$1,750	\$0	\$15,000 (based on merit and need)
MINUS: SDP Tuition Assistance	\$7,500	\$7,500	\$7,500	\$7,500	\$7,500
EQUAL: Average Resident Cost	\$16,565.00	\$36,290.00	\$0	\$2,370.0	\$27,279 + fees
	Temple University	University of Pennsylvania	Relay Graduate School of Education	Drexel University	New York University

Eligibility

- Minimum requirements
 - *Bachelor's Degree (GPA varies by partner)*
 - *Passing Praxis score*
 - *Passion for teaching and children*
 - *Desire to work in School District of Philadelphia for 3 years*
- Additional requirements vary by partner

Residency Application Process

1. Connect with university partner residency coordinator. Attend info session
2. Apply to university partner
3. Study for, schedule, and take a Praxis content exam
4. Apply to and interview with SDP (by invite only based on green light from university partner)
5. Receive acceptances from Partner and SDP

Resident Selection Timeline

1. November - March:
 - a. Submit an application to university partner
 - b. University partner will review and screen applicants
 - c. Partner may schedule additional selection interview(s)

2. January- April:
 - a. Candidates are screened by SDP in person

3. March - May:
 - a. Residents are finalized and receive offer letter



FAQs: Program

1. Do I need to have prior teaching experience?

a. No! Just a love of young people and willingness to learn.

2. When my residency year is up, can I work in a non-SDP school?

a. No. You must complete your post-residency work commitment in a non-select admissions, non-charter School District of Philadelphia school.

3. What are residents paid? Is the resident salary negotiable?

a. Residents are paid \$38,611 plus health benefits. The salary and benefits package is competitive for residency programs and not negotiable.

4. Will I get to choose my host school?

a. No. This will depend on the sites partnered with each university

b. Future placements (post residency) is based on availability across SDP

FAQs: Program

1. Can I apply to multiple residency programs?

- a. No. We ask that you shop around by partner and submit one application. The District is coordinating with each partner, and will require you to identify which residency partner you are applying to when requesting an interview with SDP.*

2. I am going someone exciting next summer, can I skip the summer portion of the program.

- a. Summer schedules vary by partner institution. Inquire about this when connecting with partners*

FAQ: Praxis Subject Areas

Candidates must pass a Praxis content area for consideration. If SPED Certification is desired, it must be paired with a content area.

- Middle Grades (6-8)
 - English Language Arts
 - Math
 - Science
- Secondary Grades (7-12)
 - Biology
 - Chemistry
 - Physics
 - Earth/Space Science
 - General Science
 - English Language Arts
 - Math



FAQ: Praxis



1. Are there resources to help me prep for PRAXIS testing?
 - a. *ETS has free prep resources for the PRAXIS exam online. Visit SDP's Teacher Residency website for links or find them at ETS' website directly*

2. Can I take the PRAXIS during my residency year?
 - a. *A passing PRAXIS score is required prior to acceptance into the Teacher Residency Program.*

3. I took the PRAXIS years ago, can I use that score?
 - a. *If within 9 years, connect with us directly about your score.*

4. I took the PRAXIS in another state, does it apply?
 - a. *Yes, but check that the cutoff scores meet expectations for PA. See PDE/ETS Websites for more information*

Next Steps

- We will share your contact information with partner organizations. They will be scheduling individual info-sessions. Feel free to connect with them directly for more information
- Additional SDP-led information sessions: January 16th at SDP
- University Partner Info Session Dates
 - *Drexel University - 12/4 and 12/12*
 - 3401 Market Street, Room 340
 - *Relay GSE (webinar) - 12/4*
 - 6pm
 - *Temple University (webinar) - 12/19*
 - 5pm
 - *NYU - 12/6*
 - 440 N. Broad, 5:30pm

