

# Teacher Residency at WNMU



**WESTERN**  
NEW MEXICO UNIVERSITY

# Goal:

- ▶ Provide support to:
  - ▶ Engage students
  - ▶ Elevate student achievement
  - ▶ Build supportive classrooms which foster learning
- ▶ Through
  - ▶ Mentoring
  - ▶ Co-teaching
  - ▶ Clinically-based Directed Plan of Study
  - ▶ Focus on research-based best practices
- ▶ Attract and retain alternatively licensed teachers who are effective teachers.

# Extended Goals:

- ▶ Design and implement K-12 mentor training.
- ▶ Design a two-year induction program to support the success and retention of program completers.
- ▶ Review and evaluate the effectiveness of supports, mentoring, co-teaching, and directed plan of study in supporting teacher effectiveness (student learning) and retention.
- ▶ Conduct on-going research on the impact of this program on teacher retention and student learning.

# District Partners

- ▶ Deming Public Schools
- ▶ Hatch Valley Public Schools
- ▶ Lordsburg Municipal Schools
- ▶ Silver Consolidated School District



# Master Teachers/Mentors

- ▶ Retired Level III or equivalent teachers, who are identified as being highly effective
- ▶ Role
  - ▶ Teach
  - ▶ Mentor
  - ▶ Co-teach
- ▶ Cycle
  - ▶ 6 weeks – daily
  - ▶ 6 weeks – 3 times a week
  - ▶ 6 weeks – 1 time per week
  - ▶ 18 weeks – 1 day every other week

# Clinically Based Program

- ▶ Coursework
  - ▶ Clinically Based – 6 credits, meet a total of 3 hours per week
  - ▶ Seminar Model: Build on current issues and classroom responsibilities
  - ▶ Face to Face/Video Conference
- ▶ Sequence
  - ▶ Classroom Management
  - ▶ Curriculum
  - ▶ Teaching Second Language Students
  - ▶ Assessment – using formative assessment to inform instructional decisions
  - ▶ Reading
- ▶ Capstone – 16 weeks of supervised clinical work

# Mentor Training

- ▶ Active listening
- ▶ Building Trust
- ▶ Instructing/Developing capabilities
  - ▶ co-teaching,
  - ▶ communication,
  - ▶ providing effective feedback, and
  - ▶ strategies for supporting the development of effective teachers.
- ▶ Providing Corrective Feedback
- ▶ Managing Risks
- ▶ Identifying Goals & Current Reality
- ▶ Assessments

# Two-Year Induction Program

- ▶ Mentoring
- ▶ School Transformational Model
- ▶ Development of Instructional Practice
- ▶ Engage new teachers in school reform
- ▶ Professional Development focus on improving student performance
- ▶ Beginning Fall 2020

# Purposeful Partnership

- ▶ Assessment of teacher performance
- ▶ Development of a 2-year induction program.
- ▶ Mentoring teams:
  - ▶ Alternative licensure student/teacher
  - ▶ School/District assigned mentor
  - ▶ Master Teacher/Mentor
- ▶ Program Manager
  - ▶ Support communication between the district, school, and the university professors
  - ▶ Provide additional support for the alternative licensure teacher candidates
  - ▶ Support for the Master Teachers/Mentors
  - ▶ Support Mentoring teams

# Assessments

- ▶ Teaching Event
- ▶ NM Teacher Observation Tool
- ▶ InTASC Observation Rubric
- ▶ Professional Behaviors and Dispositions Assessment
- ▶ eleot™

# Research

- ▶ Teacher Turnover (Ingersoll & Strong, 2011).
  - ▶ Teachers hired who do not have adequate preparation
    - ▶ Leave at twice the rate as those who have completed a traditional program
  - ▶ Improves with appropriate mentorship and adequate support
- ▶ Teacher Residency (Guha, Hyler, and Darling-Hammond, 2017)
  - ▶ Partnership between districts and the higher education institution
  - ▶ Longer clinical placement, 1 full year min, with an Expert Mentor
  - ▶ Curriculum tightly integrated with their clinical practice.
- ▶ Teacher Residency at WNMU
  - ▶ Partnership in place between partner districts and WNMU
    - ▶ Silver Consolidated Schools
    - ▶ Deming Public Schools
    - ▶ Lordsburg Municipal Schools
    - ▶ Hatch Valley Public Schools
  - ▶ Clinical Practice – 9 months, hands on mentoring support, plus 16 weeks of supervised clinical practice
  - ▶ Clinically based curriculum, 6 credit hours per semester over 3 terms.

# Funding - \$500,000

## ▶ Staffing

- ▶ Program Manager \$56K
- ▶ Mentors \$21,660 ea.
  - ▶ \$156,600
- ▶ Third Party Evaluator \$15K

## ▶ Student Scholarships

- ▶ Tuition, Fees and Books (24) \$6K ea
  - ▶ \$144K

## ▶ Mentor Training

- ▶ Registration, supplies, materials... (32) \$500 ea
  - ▶ \$16K
- ▶ Stipend for district mentors (24) \$500 ea
  - ▶ \$12K
- ▶ Travel for district mentors (24) \$50 ea
  - ▶ \$1,200

## ▶ Travel and other expenses

- ▶ Faculty travel to teach from Deming \$3200
- ▶ Mentor travel \$16K
- ▶ Supplies \$6,142
- ▶ Research Dissemination \$8800

## ▶ University Indirect costs \$24,049