



A STATEWIDE COMMITMENT TO TEACHER DIVERSITY

Research shows that when there are more teachers of color in the classroom, dropout rates decline, college admission rates increase, and all students experience achievement gains.

Governor Lamont and the State Department of Education have made an express commitment to increasing the racial, ethnic, and linguistic diversity of Connecticut's teaching workforce.

The Minority Teacher Recruitment Task Force set a goal to hire 1,000 black and Latino teachers and school leaders before 2021.



In 2019, CREC, with the support of the Connecticut State Department of Education, created and launched an alternate route to elementary certification program. The CREC Teacher Residency Program is specifically designed to recruit and retain teachers of color and eliminate common barriers to certification such as:

- » The cost of graduate school
- » Standardized testing requirements
- » Economic hardship of being a full-time student
- » Inadequate preparation

A NEW APPROACH

The CREC Teacher Residency Program embraces a new approach:

- » Candidates work as residents for a full year in a dedicated classroom with a mentor teacher.
- » Residents are paid a living wage and receive full benefits during their residency.
- » Simultaneously, residents take courses in elementary education taught by practitioners on weekends, evenings, and during the summer.
- » Upon completion of requirements, residents are guaranteed a job teaching in a participating district elementary school, with a starting salary of approximately \$47,000, plus benefits.

This Teacher Residency Program combines the highest-quality instruction with opportunities for authentic, classroom-based experiences. The program provides interested professionals with this training at minimal cost while providing paid employment.

Class of 2020

11 residents 75% black; 16.7% latinx;
5 males; 6 females 8.3% two or more races

*The Class of 2020 started with 12 students.

Class of 2021

15 residents 73% black
5 males; 10 females 27% latinx



For \$8.5 million, we can have 8 sites and train 120 teachers of color across Connecticut per year. The investment in this Teacher Residency Program will increase the number of teachers of color and promote greater inclusion of diverse staff across Connecticut schools at a rate of 15 teachers per site per content area.

Funding to support:

Resident Tuition	Books, Laptops, & Required Assessments
Mentor Stipends	Mentor, Principal & Resident Training Sessions
Resident Salary and Benefits	Program Materials
Program Staff	Marketing and Communications

FIVE-YEAR PROGRAM GOALS

We believe the CREC Teacher Residency Program can make a significant contribution to meeting the state's goals for certifying teachers of color. With your support we will:

- * Increase the number of teachers of color by 15 teachers per site per content area.
- * Provide quality certification pathways that minimize barriers and maximize success in two additional endorsement areas.
- * Make a significant contribution to the CSDE state goal by expanding programming to seven additional sites in Connecticut.
- * Secure state, district, and private funding to support fidelity of the residency model and commitment to teachers of color.



Partners for 2020-2022



"CREC's Teacher Residency Program allowed me to fully immerse myself into the role of a teacher. Unlike any other teacher certification program, working alongside my master teacher for an entire school year has increased my ability, confidence, and toolkit needed to be both culturally relevant and equitable. I couldn't imagine being part of any other program besides this one. CREC's TRP is committed to equipping me to be an educator that is fully invested in changing the lives of students, one classroom at a time."

— Cyemone Douglas