

TEACHER RESIDENCY PROGRAM

Guidelines and Requirements (revised January 2016)

Teacher means any person employed as a classroom teacher, counselor, librarian or school nurse. The Residency Program is for **new teachers** - new to the profession or new to the position (e.g. teacher to counselor).

Guidelines and Assignments for Resident Teacher Positions

- Placement aligns with development of teacher effectiveness and promotion of teacher retention
- Year long self-growth accountability and acknowledgement of impact on student learning
- Possible participation in Communities of Practice and/or a Self Inquiry Plan

Guidelines and Requirements for Selection of Mentor Teachers

- At least two years of teaching experience and demonstrates observation and feedback skills
- Selected by principal from list of volunteers with opportunity for input from bargaining agency
- Strong pedagogical and instructional knowledge with commitment to reflective self-growth

Optional: Guidelines for Appointment & Function of a Residency Committee

- If a school district elects to utilize a residency committee, the district school board appoints the committee which may include mentor, principal or assistant principal, administrator designated by board, or teacher education/representative from higher education. At least one member of committee shall have experience in teaching field of resident teacher
- Guidance in district/school orientation, curriculum planning, classroom management, technology use, data informed impact, and diversity training. Observation with pre and post conferencing and access for resident teacher to observe colleagues.