



CLASSROOM ACADEMY

Recent review of the Classroom Academy preliminary research, partner input, and cost analysis has delivered a more complete picture of the value, impact, and return on investment of the residency program.

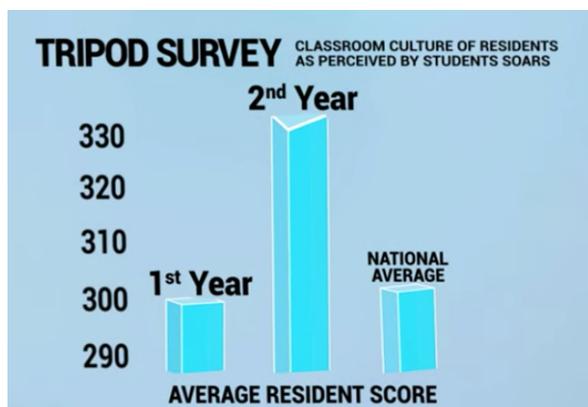
Return on Investment

- **Hiring and retention:**

- the program provides the district with a two year opportunity to see the teacher candidate progress through 2 full growth cycles
 - Including corrections, incorporating feedback, impact on instruction, and progressing on a path of instructional growth.
- Results in a more informed hiring decision. Research shows, the resident as a new hire will be more likely to be retained.

- **Delivers student and classroom ready first-year teachers:**

- Local superintendents report new teachers, from traditional prep programs, are not “classroom ready”. So the residency is considered a cost effective option, hiring a new teacher who has demonstrated classroom readiness in-district; and hiring this tested experience at no cost on the salary schedule.
 - This cost savings continues, or grows, with every year the teacher remains in the district.
- Allows building leaders to shape the context of the candidates’ learning so they can develop an understanding of districts’ instructional priorities, objectives, programs, and communities’ needs.
- Residents are familiar with the community, school personnel, norms and protocols of the school community, and any instructional priorities or curriculum resources used.

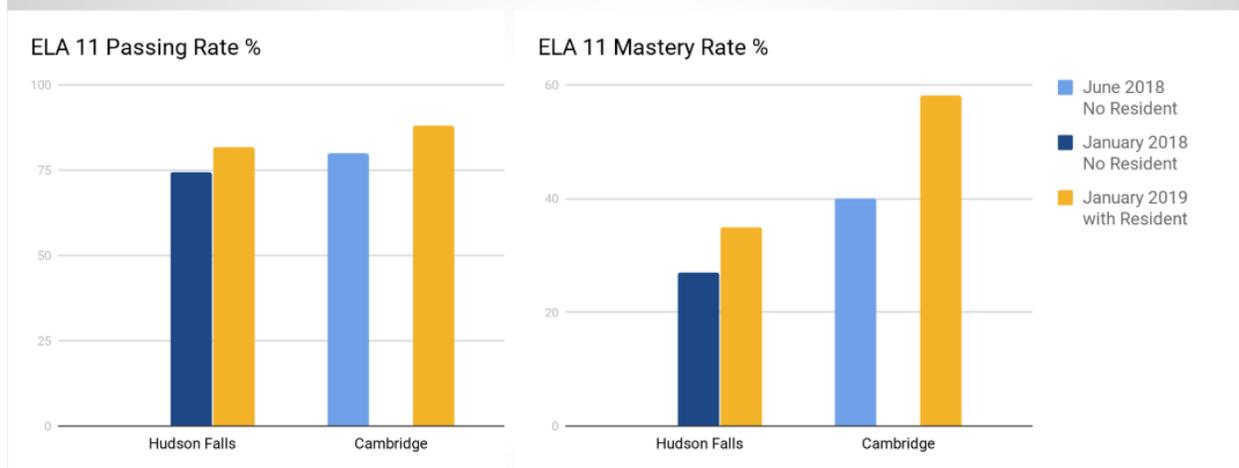


- **Benefits Student Learning and Parent Perception:**

- Provides each classroom with a second “teacher” in training, which increases instructional time, allowing more flexibility meeting individual student needs, small group instruction, and better student outcomes.

Positive Impact

> NYS Regent Scores

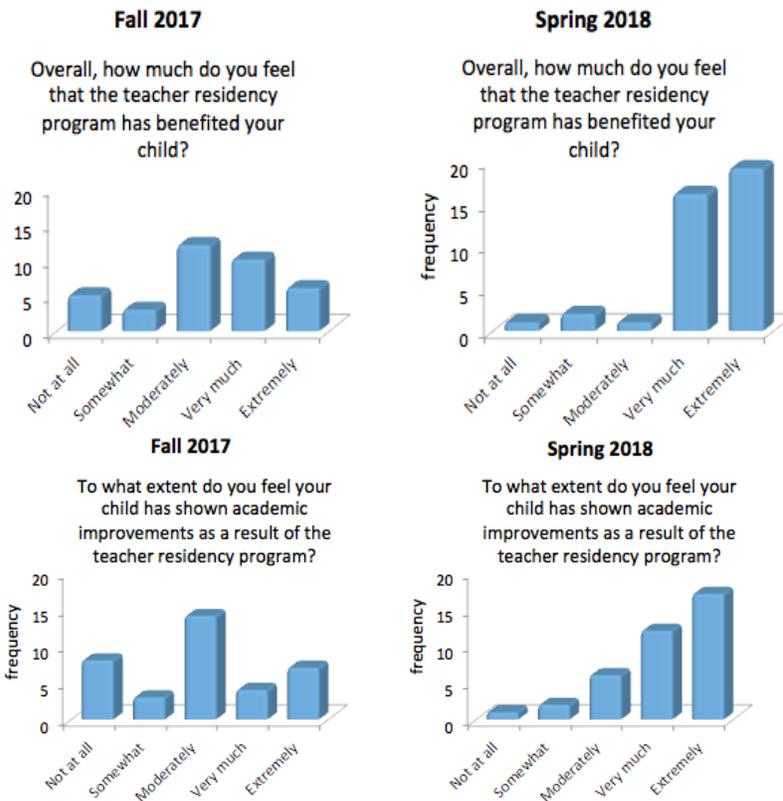




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- As noted in the preliminary research (graphs shown below), parent perception shifts to overwhelmingly positive in feeling students benefit as individual needs are more adequately met with an additional adult, the resident, in the classroom. This perception is an important investment for district good will with parents as taxpayers.

Parental Attitudes – Fall 2017 and Spring 2018



- **Instructional Continuity and Substitute Savings:**

- The district can utilize the resident as a substitute for the lead teacher throughout the two-year experience, benefiting students by providing seamless opportunities for continued learning when the lead teacher is absent as well as providing a positive resolution for a perpetual district challenge and cost.
- In addition, the second semester of the second year, the resident can be used as a substitute in their district and certification area up to 2 days per week (40 days) providing the resident with independent practice in a supportive community and the district with a much needed resource and additional cost savings.

