

Teacher Residency Technical Advisory Workgroup

10:00 am
May 11, 2022
Virtual

Agenda Items

- Welcome (10:00-10:05)
 - Nick Gillon welcomed the workgroup, thanked them for joining, went over the overall goal of the workgroup, and gave a quick overview of the challenges we will be discussing today.
 - Nick Gillon invited everyone to share their Land Acknowledgements in the chat.
 - Nick Gillon went over what the 6th and final meeting will be.
 - Nick Gillon went over the shared values for the group.
 - Nick Gillon reviewed the agenda and what we have discussed from previous meetings.
 - Nick Gillon reviewed the challenge cycle that we will be using today.
 - Nick Gillon gave tips on how to best use our small group discussion time.
- Review of last meeting (10:05-10:15)
- Challenge 1: Funding and sustaining residencies at the district level (10:15-11:20)
 - Nick Gillon presented the first challenge questions and gave everyone two minutes to right down their initial thoughts.
 - John Fairbern, Executive Director of Human Resources, Ferndale School District
 - Paid internship project (in the process of doing it for the first time)
 - Started this year, aiming to diversify their workforce
 - Also have a "Grow our Own" program, this started the year prior to their paid internship
 - Geared this off the University of New Mexico as well as others

- Reviewed the features of their program
- They intend to expand this into Special Education next year and then farther into areas they struggle to staff
- Has an 'out' if they the intern doesn't have good references at the end of the program
- Reviewed the cost of their program
- Chris Nesmith, Superintendent, Elma School District, member in Washington Public School Classified Employees Joint Apprenticeship Training Committee
 - Introduced himself and his background
 - Introduced Timothy Busch
 - Reviewed the benefits of apprenticeship
 - Reviewed the Para I, II, and III apprenticeship courses and what they align to
 - Reviewed the problems existing in their system
- Timothy Busch, Washington Public School Classified Employees
 - Introduced himself and his background
 - Reviewed their apprenticeship model (they were the first in WA State) from 1987 – 2021
 - First in the state to get accredited classes
- Break (11:20-11:40)
- Challenge 2: Funding and sustaining residencies at the state and system level (11:40-12:55)
 - Emma McCallie, Tennessee Dept. of Ed
 - This work is an evolution of work already done in Tennessee that started 2019-2020 school year
 - Reviewed their apprenticeship overview
 - Applied to US Department of Labor for funding and was the first state to be approved
 - Reviewed apprenticeship standards that they enforce

- Reviewed their first district that offered this program
- Free tuition
- Reviewed their collaborative process
- Marjorie Krebs, University of New Mexico
 - Reviewed their three partners
 - Gave an overview of their program from start to finish
 - Reviewed HB 13 Teacher Residency Funding Bill and the benefits they received
 - Reviewed their requirements for their teacher residents. Most requirements came from HB 13
 - This is only one year of funding (HB 13)
 - Reviewed the requirements for the Co-Teachers
 - Reviewed the considerations that affected their program
- Karen DeMoss, Bank Street College
 - Reviewed their views on return on investment by using this setup
 - Programs that are not part of the regular system cost more
 - Reviewed redesigning current systems at a district level to have the program become part of the districts regular systems
 - Reviewed sources for district funding
 - Reviewed redesigning current systems at a program level to have this program become part of the districts regular systems
 - Reviewed the benefit of partnerships and ways you can redesign them
 - Reviewed immediate supports that can be started today
- Closing and Next Steps (12:55-1:00)