10 Characteristics of Effective California Teacher Residency Programs

1. Equity

Equity and justice are defined and advanced at all levels of residency work.

2. Partnership

Authentic partnerships between local educational agencies (LEAs), accredited Credentialing institutions, Institutes of Higher Education (IHEs) such as CSUs, and other organizations exist.

3. Financial Sustainability

The residency system is financially sustainable.

4. Use of Formative and Outcome Data

Formative and outcome data are collected, analyzed, and used for continuous improvement.

5. Effective Hiring Process

Specific hiring needs are defined and filled each year with the recruitment of resident candidates who reflect the LEA's and community's unique diversity.

6. Clinical Practice for Residents

Residents engage in a full year of clinical practice teaching alongside an accomplished mentor teacher.

7. Coursework and Professional Learning

Coursework and professional learning opportunities are tightly integrated with clinical practice

8. Mentorship

All residents are mentored by accomplished mentor teachers who reflect their LEA's and community's unique diversity

9. Learning from One Another

Clusters of mentors and residents support and learn from one another at residency partner Teaching Schools.

10. Ongoing Support

Residency graduates are supported to continue their professional learning and develop as leaders.

Scan the QR code to learn more about each characteristic.