



Teacher Residency



What is Teacher Residency?

Teacher residency at Paul PCS is a teacher preparation program that provides observational training and staggered practice for residents throughout the course of one school year. The program will provide hands-on training and tailored coaching to residents seeking to develop their capacity to be effective, independent classroom educators after one year of mentoring and benchmarked practice.

Progression of Practice:

Content Building:

Academic content knowledge and classroom management study and practice

Observational Study:

Classroom observations for analyzing application of best pedagogical practices

Incremental Practice:

Plan, practice and lead isolated sections of daily lessons with live coaching, and feedback

Independent Practice:

Lead increasingly larger sections of daily lessons, building up to leading one whole class a week



Why Become a Resident at Paul?

Learn Through Observation and Practice

- Observe and practice alongside one mentor teacher in a host classroom for the school year
- Observe best teaching practices by exemplar teachers across different contents and grade levels

Receive Tailored Coaching

- One-on-one coaching in a live classroom and in sit-down meetings with new teacher mentor and instructional specialists
- Weekly observation, feedback and practice sessions with new teacher mentor

Build Content Knowledge and Classroom Management Skills Gradually

- Focused professional development on curriculum study and classroom management
- Ongoing one-on-one coaching on benchmark skills and lesson planning
- Staggered practice in live classroom
- Collaborative planning with mentor teacher

Receive Full-Time Employee Benefits and Future Employment Opportunities

- \$50,000 resident salary with opportunity for raise upon rehire
- Full dental, vision and medical insurance
- Employer contributed 403b retirement account
- Opportunities for rehire or connection to employment pathways with other district schools
- No mandatory commitment contract with Paul required for acceptance into the program

Program Scope & Sequence

Throughout the school year, residents will receive at least one coaching meeting a week from the new teacher mentor and monthly coaching check-ins with their content instructional specialist.

August–September (Preservice Weeks & Student Orientation)

- Resident will receive pre-service professional development for new and returning staff with focused sessions on classroom management skills and content knowledge building
- Resident will observe exemplary classes during student orientation with a focus on class room management analysis, and building understanding of school-wide student expectations

Advisory 1 (September – October)

- Resident will observe exemplary classroom entry routines, core instruction, and classroom management strategies in live classrooms
- Resident will provide one-on-one support for students during instruction in host classroom
- By mid-September, resident will begin leading entry routines in host classroom

Advisory 2 (October – January)

- By late October, resident will lead one section of core instruction in host classroom (teacher model, guided instruction) -2 blocks a week
- By December, resident will lead teach one whole block a week (not including virtual Friday), and continue partial lead teaching in other blocks in discussion with mentor teacher
- Starting November, resident begins as official substitute for mentor teacher only

Advisory 3 (January – March)

- By mid-January, resident will lead teach one whole instructional day a week (all blocks) once a week, and partial lead teach in other blocks in discussion with mentor teacher
- By mid-February, resident will lead teach two whole instructional days a week (all blocks)

Advisory 4 (March–June)

- Resident fulfills 2 required substitute days in non-host classroom (at least 3 days advanced noticed required)
- Starting May, resident lead teaches all classes with co-teacher support from mentor teacher