

2022 Teacher Residency Program Frequently Asked Questions

Why the Teacher Residency program?

In looking at the alarmingly high rates of attrition for teachers in Special Education and the shortage of teachers in California, we believe there is a stronger way to prepare teachers. Through layered mentorship, rigorous coursework, and a gradual increase in responsibilities through daily clinical practice experience, students grow to become confident and effective teachers. Our system has been approved and supported by the state of California. Research indicates a strong correlation between an increase in support and clinical practice hours during a teacher preparation program and the level of preparedness of teachers as they enter the profession. Our Teacher Residency program provides candidates with the opportunity to earn a Preliminary Education Specialist Credential in 18 months (with the option to add two additional courses for a master's degree) while in a paid position at a partner school or organization.

How is a Teacher Residency program different than a traditional teacher preparation program?

There are several reasons a Residency differs from a traditional program. First, in a traditional teacher preparation program, candidates complete around 600 hours of clinical practice with the majority of hours completed at the end of the program during student teaching. Additionally, candidates only receive support from a Mentor Teacher and Fieldwork Supervisor during their student teaching semesters. In our Teacher Residency program, candidates complete at least 300 hours of clinical practice prior to their 600 hours of clinical practice during student teaching. These 900 hours of clinical experience enable increasing levels of responsibility throughout the program. In this design, we can teach, practice, and refine specific skills, helping individuals grow into confident teachers. Beyond this increased time with students in classrooms, Teacher Residents have a Mentor Teacher and a Fieldwork Supervisor throughout their entire program, and not just in their student teaching.

Teacher Residents are also part of a closed cohort with embedded support structures such as monthly seminars for professional development and support. Having a cohort enables an infrastructure of support, and an instant network of other professionals. Teacher Resident program participants also receive ongoing support for one year after graduation. Our Teacher Residency program embraces shared leadership with a consortium of diverse educators from both college and district/organization partners to form a leadership team supporting the progress of our Teacher Residents.

Who funds the grant, and what is included?

[The California Commission on Teacher Credentialing](#) (CCTC) funds a Teacher Residency Program which provides \$20,000 to support each program participant. [AchieveKids](#) (Nonprofit and grant recipient) and Pacific Oaks College formed a collaborative partnership and were awarded the grant during the spring of 2019. The grant is designed to address the shortage of

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teachers in Special Education by supporting the education of 25 Teacher Residents per year for five years in both Northern and Southern California. Cohort 1 began in Fall 2019, Cohort 2 in Fall 2020, Cohort 3 in Fall 2021, and we will begin Cohort 4 in Fall 2022.

The breakdown of the award includes:

\$16,500 for college tuition support (3 payments of \$5,500)

\$4,000 for student support services (\$2,000 for Mentor Teacher costs, \$1,500 for Fieldwork Supervisor costs, and \$500 for general administration costs)

Residents can also apply for the [Golden State Teacher Grant Program](#), which provides additional funds for up to \$20,000 to support tuition and living expenses. Plus, Teacher Residents receive a special partnership tuition rate at Pacific Oaks College as well as potential employer related benefits for tuition reimbursement. Residents are responsible for costs remaining outside of grant funds, but may also apply for [Financial Aid](#) to fund their education.

How many Teacher Residents participate each year and who is eligible?

Pacific Oaks College and AchieveKids have been awarded a grant that will fund 25 Teacher Residents per year, with the Residents divided between Northern and Southern California educational partners. All Teacher Residents will be employed at a partner school or organization, and will slowly grow into their role of student teachers and then lead teachers through daily clinical practice at their site of employment.

Participating organizations include:

Northern California:

[AchieveKids](#) Palo Alto and San Jose sites

[Creekside School](#)

[Esther B. Clark Schools](#)

[The Beacon School](#)

[Westmont High School, Campbell Union High School District](#)

[Prospect High School, Campbell Union High School District](#)

Southern California:

[Almansor Academy](#)

[Westmoreland Academy](#)

[The Help Group](#)

What will happen during the course of the Teacher Residency Program?

Each Teacher Resident will be employed as a full-time para-educator at one of our partner schools or organizations. Through a mentored clinical experience over the course of 18 months, the Teacher Resident will gradually assume teaching responsibility under the guidance of an

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experienced Mentor Teacher as their knowledge and skills increase leading up to solo teaching during the last part of the program. In addition to daily clinical experience, Teacher Residents engage in master's-level coursework at Pacific Oaks College. The program is aligned with the California Standards for the Teaching Profession and Teaching Performance Expectations to prepare for their Preliminary Education Specialist Teaching Credential.

All of the coursework for the Teacher Residency program is online. Teacher Residents are also required to attend once a month Saturday seminars online. The Saturday seminars are designed to provide Teacher Residents with coursework support as well as opportunities to collaborate with Mentor Teachers, Fieldwork Supervisors, and the Leadership Consortium around a variety of topics. The cohort will provide ongoing support and collaborative learning throughout the Teacher Residency program and beyond. Each Teacher Resident will be paired with a Mentor Teacher within his/her partner organization and a Fieldwork Supervisor for additional support and training. Upon graduation, we will provide ongoing support and mentorship for the Teacher Resident cohort groups for a full year to share experiences, insights, and provide additional guidance.

What are the Admission Requirements for the Teacher Residency Program?

Applicants must be employed at a partner school or organization or have a valid employment offer from a participating school.

Interested applicants must have a Bachelor's degree from a regionally accredited higher education institution.

Applicants must [Satisfy the CCTC Basic Skills Requirement \(e.g., CBEST\)](#)

Applicants must show proof of registration for or successful completion of the CSET Multiple Subject exams (Multiple Subject subtests I, II, and III).

Applicants must attend a Teacher Residency informational meeting and participate in a virtual group interview.

Along with meeting the admissions requirements, how do I apply and what is the timeline?

Interested applicants must complete the following:

Pacific Oaks College Paper Application Form

Personal Statement

Work and Volunteer Experience Summary

Submission of Official Transcripts

Submission of proof of satisfying the CCTC Basic Skills Requirements

Letter of Recommendation from Employer indicating student eligibility and approval

Timeline and Final Steps:

Application and all materials must be submitted by Monday, August 1, 2022 for Cohort 4.

Applicants will participate in an interview with the Leadership Consortium.

Applicants will sign a letter of agreement and attend a special orientation meeting.

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Courses will begin on Monday, August 29, 2022.

Who do I contact for more information about the Teacher Residency Program?

For more information about program specifics or coursework, please contact Catherine Walter, Program Director at cwalter@pacificoaks.edu

For more information about the Teacher Residency Grant, please contact Dr. Ryan Eisenberg at reisenberg@achievekids.org

For more information about admissions and the application process, please contact Keonna Coleman, Associate Director, Admissions at keonnacoleman@pacificoaks.edu

For general inquiries, please contact TeacherResidency@pacificoaks.edu.