

Overview: With 6 years of robust data to show that teacher Residencies work at developing successful, diverse teachers for Mastery, we are launching a second Residency partnership with Urban Teachers for SY 22/23. This new Residency partnership will allow us to train our own Special Education teachers as Urban Teachers offers a 1-year, dual-certification Residency program. As Mastery expands our Residency offerings, this comparison resource outlines key similarities and differences between our two Residency partnerships.

Key Residency Partnership Similarities		
Program Component	Mastery-Relay Teaching Residency	Mastery-UT Teaching Residency
Residency Mission	<ul style="list-style-type: none"> Both Residency programs provide aspiring teachers with a supportive, gradual introduction to teaching while collaborating with graduate school partners and school partners to provide academic programming focused on primarily underserved students to provide hands-on teaching experience. The goal of both Residency programs is that Residents will hold certification and be ready for Lead Teaching within a year. In both Residencies, resident diversity is a program priority (more than 60% of Residents of both programs identify as POC) and viewed as a key lever to addressing systemic racial inequity and closing the representation and preparation gap for educators of color. 	
Residency Experience Pillars of Success	<p>Both Residency programs emphasize the following programmatic elements as pillars of success for the Residency Experience:</p> <ul style="list-style-type: none"> Strategic Placement and Resident Mentor Teacher Pairing in purposeful classroom settings and with expert, veteran Mastery teachers Gradual Release and scheduling of Residents to assume increasing teaching responsibilities over the course of the Residency year Release Time for Residents to complete program requirements and graduate school coursework Frequent Observations, Coaching, and Feedback by program staff, school staff, and NST staff Frequent Communication between school, network, and Residency partners regarding Resident progress towards Lead Teacher Readiness 	
Residency Success Metrics	<ul style="list-style-type: none"> Promotion metrics for both Residency programs will be the same: The goal for these Residencies will be that at least 75% of retained Residents are promoted into a lead teaching position at the end of their Residency year. <ul style="list-style-type: none"> <i>Since we launched our Relay Residency partnership in 2015, our average promotion rate has been 74%.</i> Retention metrics for both Residency programs will be the same: The goal for these Residencies will be that at least 80% of Residents are retained in the Mastery network at the end of their Residency year. <ul style="list-style-type: none"> <i>For the past six years of our Relay Residency partnership, our average retention rate has been 84%.</i> <i>As SY '22-'23 is Urban Teacher's inaugural year in Philadelphia, promotion and retention metrics will be informed by their performance in their other regions and our internal Residency success metrics. For a reference point, nation-wide, 93% of Math Urban Teachers Residents and 85% of ELA Urban Teacher Residents were retained and promoted in SY '19-'20.</i> 	
Residency Costs to Schools and Placement in Model	<ul style="list-style-type: none"> Both Relay and Urban Teacher Residents are compensated the same competitive, entry-level salary during their Residency year. Both Relay and Urban Teacher Residents serve in school-based Support Teacher seats during their Residency year. 	

Key Residency Partnership Differences		
Program Component	Mastery-Relay Teaching Residency	Mastery-UT Teaching Residency
Programming Schedule for Participants	<ul style="list-style-type: none"> Relay Residents are on campus Monday-Friday supporting primarily in their content areas. A half-day release is required for classwork every other week. There is evening programming for the majority of coursework. Relay Residents' schedules only require Gen Ed responsibilities. 	<ul style="list-style-type: none"> UT Residents are on campus Monday, Tuesday, Thursday, and Friday. A full day release is required for classwork every Wednesday. All grad school coursework occurs during the release day. UT Residents' schedules should allow for both SPED and Gen Ed responsibilities as they are dual-certified.
Length of Programming for Participants	<ul style="list-style-type: none"> 1-2 Years 1-year certification-only pathway OR 2-year certification + Master's in Teaching pathway 	<ul style="list-style-type: none"> 4 years 2-year certification + Master's in Teaching pathway Year 3 and Year 4 UT professional development support
Certification Offerings	<ul style="list-style-type: none"> The Relay Residency offers certification in both PA and NJ for all K-12 core content areas. <ul style="list-style-type: none"> PK-4, ELA, Math, Science, and Social Studies SPED certification offered as an add-on cert for additional cost 	<ul style="list-style-type: none"> The Urban Teacher Residency offers certification in PA only for 4-12 Math and ELA content areas only. SPED dual-certification for all participants in Residency year
Recruitment and Selection Model	<ul style="list-style-type: none"> Application process and selection managed by Mastery School placement managed by Mastery Internal candidates can be participants if eligible and selected. 	<ul style="list-style-type: none"> Application process managed by Urban Teachers Selection co-managed by Mastery and Urban Teachers School Placement managed by Mastery Internal candidates can be participants if eligible and selected.
Resident Program Fee	<ul style="list-style-type: none"> Relay charges Mastery up to 6k per Resident. This covers support during the two years of academic programming. 	<ul style="list-style-type: none"> Urban Teachers charges Mastery up to 10k per Resident This covers support during the two years of academic programming and two years as lead teachers.
Tuition Costs for Resident Participants	<ul style="list-style-type: none"> Residents pay less than \$10k for certification + Master's Heavily reduced tuition from grants and scholarships as well as AmeriCorps support available 	<ul style="list-style-type: none"> Residents pay up to \$45k, but likely ~ \$25k, for certification + Master's Urban Teacher Residents are also eligible for AmeriCorps support and Teach Grants. The Black Educators Initiative offers significant financial and programmatic support to Black UT Residents.