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Information

Educator Preparation Committee

Update on the Residency Grant Programs

Executive Summary: This agenda item presents findings from WestEd on the Teacher Residency program authorized by the 2018 state budget and includes an update for the Commission on the continuance of the Teacher and School Counselor Residency Grant Programs authorized by 2021 and 2022 funds.

Recommended Action: For information only

Presenters: Kristina Najarro and Sarah Barwani, Consultants, Professional Services Division; Andrew Brannegan, Senior Research Associate, WestEd

Strategic Plan Goals

Educator Preparation and Advancement

- **Goal 2.** Prospective educators have multiple pathways to explore and access careers in education and advance in the profession.
- **Goal 3.** California's educators reflect the diversity of the students they serve.
 - F. Administer grant programs that expand pathways to credentialing.

Update on the Residency Grant Programs

Introduction

This item has been separated into three sections. Section 1 presents the findings from WestEd (external evaluator) on the Teacher Residency grantees funded by the 2018 legislation. Section 2 provides a summary of the current number of grantees and funds awarded in the 2021 Teacher Residency grant funded programs as well as preliminary data from the first rounds of grantees. Section 3 provides a summary of the current number of grantees and funds awarded in the 2022 School Counselor Residency grant funded programs.

Section 1: WestEd Report on 2018 Teacher Residency Grants

Funded by the Gates Foundation, WestEd is conducting a formative evaluation of the California Teacher Residency Grant Program. Through surveys, interviews, and focus groups with grantees, WestEd has examined how grantees are progressing toward the grant's overarching goal of preparing diverse, well-prepared STEM, bilingual, and special education teachers who are hired and retained in high-need schools. Several reports of learnings from the grant's first three years of implementation are available on the WestEd [Teacher Residency Project Page](#) and in the final report to the Legislature which was presented to the Commission in [Agenda Item 2F](#) in December 2023. In late 2022, WestEd launched the [Teacher Residency Grant Program Dashboard](#), a tool used to understand the preparation and retention of diverse teachers in shortage areas funded by the Teacher Residency Grant Program. The link to the dashboard is available on both the WestEd and Commission websites.

The presentation of this item will include WestEd's findings from the first four years of the grant program as well as a comparison between the teacher residency programs funded by 2018 and 2021 legislation. WestEd will present data on several topics including: initial comparisons on program size, credentials being earned by residents, geographic distribution across the state, and resident demographics. The presentation will end with a review of completion, hiring, and retention trends as well as a preview of WestEd's evaluation plan for the next four years.

Section 2: Teacher Residency Programs Authorized by 2021 Legislation

The second section of the agenda item provides background on the Teacher Residency Programs (i.e., Capacity, Implementation, and Expansion) authorized by 2021 legislation, initial program data, grant funds awarded to date, and information regarding the release of future Requests for Applications (RFAs).

Background on Teacher Residency Programs Authorized by 2021 Legislation

The Teacher Residency Grant Programs (i.e., Capacity, Implementation, and Expansion) were authorized by the 2021-22 state budget to support the development, implementation, and expansion of teacher residency programs. A teacher residency program is defined in the authorizing legislation as an LEA-based partnership between a local education agency (LEA) and an institution of higher education (IHE) with a Commission-approved teacher preparation

program, and in which a prospective teacher teaches at least one-half time alongside a teacher of record, who is designated as the experienced mentor teacher, for at least one full school year while engaging in initial preparation coursework.

[Authorizing legislation](#) provided a total of \$350 million in funding for competitive grants to support a collaborative partnership between an eligible LEA or a consortium of LEAs partnering with one or more Commission-approved teacher preparation programs offered by a regionally accredited IHE. The authorizing statute divided the \$350 million in the following way:

- \$325 million was allocated for the preparation of residents. The original 2021 legislation provided programs with grants up to \$25,000 per resident. In 2023, legislation was updated to provide programs with grants up to \$40,000 per resident with a minimum salary/stipend of \$20,000 for each resident.
- \$25 million was allocated specifically for capacity grants up to \$250,000 per recipient.

Grant funding for all three program types is available for awards made through June 30, 2026.

Grant funding may be used to establish new teacher residency programs that address designated shortage fields including special education, bilingual education, computer science, science, technology, engineering, mathematics (STEM), transitional kindergarten (TK), and kindergarten and/or local efforts to recruit, develop support systems for, provide outreach and communication strategies to, and retain a diverse teacher workforce that reflects a local education agency community’s diversity. In addition, according to the authorization statute, teacher residency programs are meant to:

- Encourage more individuals to enter the teaching profession,
- Promote and provide support for teacher residency program models, and
- Support the induction of educators into the profession.

Teacher Residency Capacity Grant Program

The Teacher Residency Capacity Grant Request for Applications (RFA) has been released five times with awards being made to 98 grantees between February 2022 and March 2024. The total of Teacher Residency Capacity grant funds awarded to date is \$23,317,413 or 93% of available funds. The full list of capacity grant award recipients, IHE partners, award amounts, and planned residency focus areas posted is on the Commission’s [Teacher Residency Capacity Grant Program awards announcement webpage](#). Table 2.1 provides a summary of the funds awarded by round.

Table 2.1: Teacher Residency Capacity Grants Awarded

Rounds	Total Grantees	Total Funding	Award Month and Year
Round 1	41	\$9,670,051	February 2022
Round 2	16	\$3,672,629	December 2022
Round 3	5	\$1,116,366	May 2023
Round 4	8	\$1,999,322	January 2024
Round 5	28	\$6,859,045	March 2024
Totals	98	\$23,317,413	

Teacher Residency Capacity Data

The first two rounds of Teacher Residency Capacity grantees have reported on expenditures. Round 1 grantees submitted data on spending during the 2022-23 fiscal year, and Round 2 grantees submitted preliminary data on spending for the first ten months of their project period (January – October 2023), as shown in Table 2.2.

- Of the 57 reporting grantees, three reported completing activities. The remaining reporting grantees indicated being on track to complete the grant funded planning activities.
- Seven grantees reported not being on track to meet recruitment goals and will need additional time to meet their target number of residents.
- The remaining grantees indicated an intent to adhere to the implementation timelines outlined in the approved grant applications, except for one grantee that has decided not to pursue implementation grant funding.
- One grantee notified Commission staff that the LEA intends to withdraw from the program and is in the process of returning the grant funds.
- Of the 57 grantees in Rounds 1 and 2, one grantee did not submit expenditure reports for the 2022-23 academic year by the January 2024 due date or after multiple reminders.

There was a legislative update to the program in 2023 that removed the matching funds requirement for current capacity grants. Therefore, data on matching funds is no longer being collected and is not included in the table below.

Table 2.2: Teacher Residency Capacity Grant – Grant Funds Expended for Round 1 & Round 2 Grantees

Type of Funding	Rounds 1 & 2 Grant Funds Expended (\$13,342,680 awarded)
LEA Personnel (Salaries)	\$2,332,523.61
LEA Personnel (Stipends)	\$135,726.87
LEA Personnel (Release Time)	\$52,550.00
IHE Personnel (Salaries)	\$547,106.95
IHE Personnel (Stipends)	\$39,720.60
IHE Personnel (Release Time)	\$67,362.24
Mentor Teacher Professional Development/Training	\$172,993.03
Mentor Teacher Stipends	\$225,907.97
Mentor Teacher Release Time	\$29,551.29
Travel for LEA Personnel	\$39,858.46
Travel for IHE Personnel	\$22,281.39
Consultants/Technical Support Provider	\$671,659.94
Program Administration	\$161,834.62
Other	\$214,278.19
Total	\$4,713,355.16

Teacher Residency Implementation and Expansion Grant Programs

The Teacher Residency Implementation and Expansion Grant Request for Applications (RFA) has been released seven times with awards being made to 111 grantees between May 2022 and February 2024. The seventh round of grantees is scheduled to be announced on April 8, 2024. The total of Teacher Residency Implementation and Expansion grant funds awarded to date is \$269,142,956 or 83% of available funds. The full list of implementation and expansion grant award recipients, IHE partners, and planned residency focus areas can be found on the Commission’s website. Table 2.3 provides a summary of the funds awarded by round.

Table 2.3: Teacher Residency Implementation and Expansion Grants Awarded

Rounds	Total Grantees	Total Estimated Funds Awarded*	Award Month and Year
TR Expansion Round 1	18	\$47,819,997	May 2022
TR Implementation Round 1	42	\$95,584,123	November 2022
TR Expansion Round 2	14	\$28,755,213	February 2023
TR Implementation and Expansion Round 1	12	\$37,960,000	April 2023
TR Implementation and Expansion Round 2	12	\$33,720,000	May 2023
TR Implementation and Expansion Round 3	13	\$25,303,623	February 2024
Total	111	\$269,142,956	

*Total estimated funds awarded are calculated across the entire project period. These estimates are based on grantee projection numbers as stated in the funded application.

Education Code §44415.5 was amended in summer 2023 to increase the per-resident grant award from \$25,000 to \$40,000. The award total listed above is inclusive of the increase.

Teacher Residency Implementation and Expansion Grant Data

Enrollment Data

While there have been seven rounds of Teacher Residency Implementation and Expansion grantees, only the first group of expansion grantees received funding in time to enroll a cohort of residents in the 2022-23 school year. Therefore, the remainder of this section will be specific to the first cohort of residents enrolled in the 18 programs funded in May 2022. Tables 2.4-2.6 present the number of residents enrolled by credential type as well as self-identified race/ethnicity and gender.

Table 2.4: Teacher Residents Enrolled by Credential Type in 2022-23

Credential Program	Number of 2022-23 Residents	Percentage (%)
Diversify Workforce - Multiple Subjects	65	31.55%
Diversify Workforce - Single Subject	50	24.27%
Diversify Workforce - Special Education	11	5.34%
Education Specialist	51	24.76%
Education Specialist with Bilingual Authorization	5	2.43%
Multiple Subject - TK or Kindergarten	4	1.94%
Single Subject in STEM Area	19	9.22%
Single Subject non-STEM - Bilingual	1	.49%
Total	206	100%

Table 2.5: Teacher Residents Self-Identified by Ethnicity and Race in 2022-23

Race/Ethnicity self-identified by resident	Number of 2022-23 Residents	Percentage (%)
American Indian or Alaska Native	2	.97%
Asian (Chinese, Japanese, Korean, Vietnamese, Asian Indian, Laotian, Cambodian, Filipino, Hmong, Multiple Asian, Other Asian)	18	8.74%
Black or African American	24	11.65%
Decline to state Race/Ethnicity	5	2.43%
Hispanic/Latinx (of any race)	110	53.4%
Multiple races	12	5.83%
White	35	16.99%
Total	206	100%

Table 2.6: Teacher Residents Self-Identified by Gender in 2022-23

Gender Identification self-identified by resident	Number of 2022-23 Residents	Percentage (%)
Female	150	72.82%
Male	45	21.84%
Nonbinary	11	5.34%
Total	206	100%

Clinical Placement and Program Completion Data

Grantees are required to provide data regarding the clinical practice placement and program completion of the preparation program. Tables 2.7-2.10 provide information on the placements of the 206 residents in mentor teacher classrooms, the completion rate of the cohort enrolled in the 2022-23 academic year, the race/ethnicity of the 149 program completers, as well as reasons why 56 residents did not complete the program.

For review of this data, please note that not all residency programs with a fall start date are single year programs. Thus, teacher residents enrolled in programs that run longer than one year will not be reported as program completers until the 2024-25 academic year. Residents are not considered program completers until they have successfully met all requirements of the teacher preparation program and have been recommended for a preliminary teaching credential.

Table 2.7: Teacher Residents by Clinical Placement Grade Level

Clinical Placement: Grade Level	Number of 2022-23 Residents	Percentage (%)
Elementary	99	48.06%
High School	71	34.47%
Middle School/Junior High	29	14.08%
TK	7	3.4%
Total	206	100%

Table 2.8: Teacher Residency Program Completers, Recommended for a Preliminary Credential in 2022-23

Recommended for Preliminary Credential?	Number of 2022-23 Residents	Percentage (%)
Yes	149	72.33%
No*	56	27.18%
Not Reported	1	.49%
Total	206	100%

**See Table 2.10 for more information about why 56 residents were not recommended for a preliminary teaching credential.*

Table 2.9: Teacher Residency Program Completers Self-Identified by Ethnicity and Race in 2022-23

Race/Ethnicity self-identified by resident	Number of 2022-23 Residents	Percentage (%)
American Indian or Alaska Native	1	.67%
Asian (Chinese, Japanese, Korean, Vietnamese, Asian Indian, Laotian, Cambodian, Filipino, Hmong, Multiple Asian, Other Asian)	17	11.41%
Black or African American	10	6.71%
Decline to state Race/Ethnicity	3	2.01%
Hispanic/Latinx (of any race)	78	52.35%
Multiple races	12	8.05%
White	28	18.79%
Total	149	100%

Table 2.10: Reasons Teacher Residents Not Completing in 2022-23

Reason Residents Were Not Recommended for a Preliminary Teaching Credential	Number of 2022-23 Residents	Percentage (%)
Did not pass required exam	34	60.71%
Exited program	9	16.07%
Program Longer than 1 Year	8	14.29%
Other	5	8.93%
Total	56	100%

Teacher Residency Completers Ethnic and Racial Diversity Compared to State Data

Local education agency grantees reported the ethnic and racial diversity of completers, as indicated in Table 2.9 above. In Table 2.11, these data are compared to the race/ethnicity of the PK-12 teachers and students statewide.

Table 2.11: Race/Ethnicity of Teacher Residency Program (TR) Completers Comparison to PK-12 Teachers and Students Statewide Data

Race/Ethnicity	TR Completers	Teachers Statewide (2022-23)	Students Statewide (2022-23)
Asian	11.41%	7.8%	11.7%
Black/African American	6.71%	3.8%	4.7%
Hispanic/Latinx	52.35%	24.9%	56.1%
White	18.79%	55.5%	20.1%
Other/Multiple Races/Decline to State/Not Reported	10.06%	1.1% Only "multiple races"	4.3% Only "multiple races"

Teacher Residents and Teacher Performance Assessment (TPA)

Additional data required of grantees as outlined in the RFA include the results of Teacher Performance Assessment (TPA) rates for the 206 residents enrolled in the 2022-23 academic year. Table 2.12 provides the TPA passage rates. LEA grantees reporting that a TPA was not attempted by a resident indicated that the TPA was either postponed because of the length of the preparation program or as a result of an unforeseen extension of the program.

Table 2.12: Teacher Performance Assessment (TPA) Pass Rates in 2022-23

TPA type	Residents that have not yet attempted the TPA	Residents that passed the TPA on the first attempt	Residents that passed the TPA on the second attempt	Residents that passed the TPA on the third or fourth attempt	Residents that did not pass the TPA after multiple attempts
CalTPA	9	8	32	4	1
EdTPA	9	113	15	5	7
Total	18	121	47	9	8

**One grantee requires residents to take and pass the Fresno Assessment of Student Teachers (FAST) before being recommended for a preliminary teaching credential. The program enrolls residents in May to begin their placement in a mentor teacher’s classroom the following school year. The FAST pass rate for this program will be reported to the Commission with the 2024-25 data once those residents have attempted the performance assessment.*

Teacher Residency Program Costs

The final set of data required of grantees includes the range of total financial support provided to teacher residents, such as stipends or tuition support, and the matching funds provided by the grantee and the source of those funds. It is important to remember that the residents in this cohort completed the program within the 2022-23 academic year, thus receiving grant funding prior to the 2023 legislative update. The 206 residents enrolled in 2022-23 were supported with up to \$25,000 in grant funding. Table 2.13 shows the types of financial support that the residency programs provided to residents enrolled in the 2022-23 academic year and the overall costs of those supports. Please note that the costs in Table 2.13 reflect the grant and matching funds expended for residents in 2022-23 and not all program spending is earmarked for residents only in the residency year. For example, many grantees propose grant or matching funds in subsequent years for such supports as induction and signing bonuses.

Table 2.13: 2022-23 Cohort: Grant and Matching Funds Ranges of Financial Support

Type of Support Allowed by Legislation	Grant Funds Expended in 2022-23	Matching Funds Allocated in 2022-23
Mentor Teacher Professional Development/ Training	\$54,438.68	\$175,773.56
Mentor Teacher Stipend and Release Time	\$568,165.13	\$376,531.98
Teacher Preparation Costs (Tuition, Fees, Books, etc.)	\$135,985.37	\$101,194.45
Salary/Stipend for Residents	\$3,573,517.64	\$1,311,755.15
IHE Faculty Stipends and Release Time	\$2,500.00	\$144,195.82
Examination fees for Residents to Earn a Preliminary Credential (TPA, RICA, CSET, etc.)	\$22,370.65	\$2,250.00

Type of Support Allowed by Legislation	Grant Funds Expended in 2022-23	Matching Funds Allocated in 2022-23
Induction Support for Residents who Complete the Program	\$30,217.36	\$513,949.96
Residency program staff costs	\$302,609.89	\$1,320,943.08
Program Administration (five percent (5%) cap on grant funds used for this purpose; no limit on matching funds used for this purpose)	\$149,167.19	\$233,111.72
Other – Signing Bonus	\$5,000.00	\$36,000.00
Other	\$17,170.75	\$229,339.90
Total	\$4,861,142.65	\$4,445,045.65

Section 3: School Counselor Residency Grant Program

The third section of this agenda item provides background on the School Counselor Residency Programs (i.e., Capacity and Implementation) authorized by 2022 legislation, grant funds awarded to date, and information regarding the release of future Requests for Applications (RFAs).

Background on School Counselor Residency Programs Authorized by 2022 Legislation

The School Counselor Residency Grant Programs (i.e., Capacity and Implementation) were authorized by the 2022-23 state budget to augment the Teacher Residency Grant Program to support teacher and school counselor residency programs. For the purposes of the School Counselor Residency Grant Programs, a school counselor residency program is defined in the authorizing legislation as an LEA-based partnership between an LEA and an IHE with a Commission-approved pupil personnel services preparation program specializing in school counseling and in which a prospective school counselor works at least one-half time alongside a school counselor of record, who is designated as the experienced mentor school counselor, for at least one full school year while engaging in initial preparation coursework.

[Authorizing legislation](#) provided a total of \$184 million in funding for competitive grants to support a collaborative partnership between an eligible LEA or a consortium of LEAs partnering with one or more Commission-approved teacher or school counselor preparation programs offered by a regionally accredited IHE. Grant funding was allocated for the preparation of residents in either teacher or school counselor residency programs. In 2023, legislation was updated to provide programs with grants up to \$40,000 per resident with a minimum salary/stipend of \$20,000 for each resident. Up to \$10 million was allocated specifically for school counselor capacity grants up to \$250,000 per recipient. This grant funding is available for awards made through June 30, 2027.

Grant funding may be used to establish new school counselor residency programs or add school counselor residencies to existing teacher residency programs that support local efforts to recruit, develop support systems for, provide outreach and communication strategies to, and retain a diverse school counselor workforce that reflects an LEA community’s diversity.

Upcoming Requests for Applications (RFAs) for School Counselor Capacity and Implementation Grant Programs will be released in fall 2024.

School Counselor Residency Capacity Grants

The School Counselor Residency Capacity Request for Applications (RFA) has been released three times with awards being made to seven grantees between May 2023 and March 2024. The total of School Counselor Residency Capacity grant funds awarded to date is \$1,747,849 or approximately 17.5% of available funds. The full list of [capacity grant award recipients](#), IHE partners, and award amounts is on the Commission’s School Counselor Residency Capacity Grant Program webpage. Table 3.1 provides a summary of the funds awarded by round.

Table 3.1: School Counselor Residency Capacity Grants Awarded

Rounds	Total Grantees	Total Funding	Award Month and Year
Round 1	3	\$747,849	May 2023
Round 2	1	\$250,000	January 2024
Round 3	3	\$750,000	March 2024
Total	7	\$1,747,849	

School Counselor Residency Implementation Grant Program

The School Counselor Residency Implementation Request for Applications (RFA) has been released one time with awards being made to two grantees in March 2024. The total of School Counselor Residency Implementation grant funds awarded to date is \$1,440,000. The full list of [implementation grant award recipients](#) and IHE partners is on the Commission’s School Counselor Residency Capacity Grant Program webpage. Table 3.2 provides a summary of the funds awarded in Round 1.

Table 3.2: School Counselor Residency Implementation Grants Awarded

Rounds	Total Grantees	Total Funding	Award Month and Year
Round 1	2	\$1,440,000	March 2024
Total	2	\$1,440,000	

Next Steps

For all rounds and types of Teacher and School Counselor Residency Grants, staff will continue to collect and analyze data from grantees, monitor progress of residency programs, provide technical assistance to grantees, provide annual updates to the Commission, as well as partner with the Statewide Residency Technical Assistance Center, The Residency Lab, and WestEd. In addition to all the items listed above, staff will continue to release RFAs and award grants to LEA applicants until all funds have been awarded.