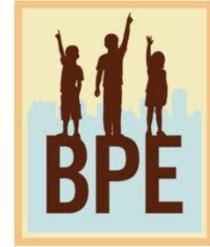


BPE's Mission is to drive exceptional outcomes for all students by developing **great teachers** and **great schools**.



STUDENT SUCCESS. NOTHING LESS.

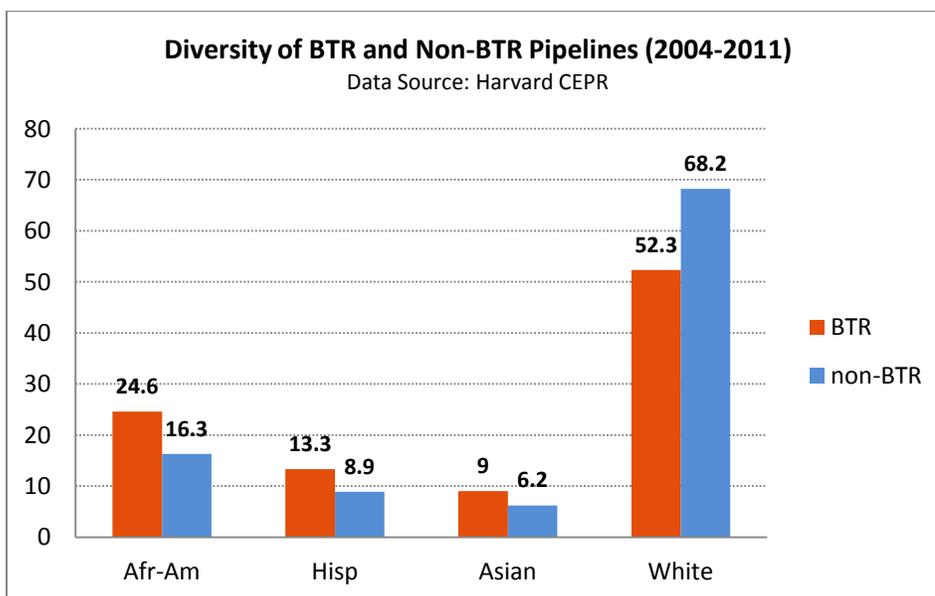
The **Boston Teacher Residency (BTR)** was founded in 2003. Since then, BTR has recruited, prepared, and supported hundreds of teachers in and for the Boston Public Schools. Here is a sampling of our cumulative data on BTR.

1. BTR is a sizable contributor to the overall pool of BPS teachers. Over a fifth of new BPS teachers in recent years have come from BTR.

- BTR has trained a total of **545 teachers** (526 graduates and 19 people who completed their coursework with BTR but did not pass all of their licensure exams by program's end).
- Of all BTR program completers, **494 (91%)** were **initially placed in BPS**. The district has hired a median of 53 BTR graduates per year over the past ten years.
- There are currently **381** BTR-trained individuals employed within BPS—77% of all who were ever placed in BPS. Of these, **370** are in teaching positions—75% of all who were ever placed.

2. BTR enriches the diversity of the BPS teacher pool.

- Of all BTR graduates initially placed in BPS, **247 (50%)** have been **teachers of color**. Within this group, **119 (24%)** have been **African American** and **64 (13%)** have been **Hispanic/Latino** (180 or 36% combined, since some self-identify as both).
- **The BTR new teacher pipeline is considerably more diverse than the non-BTR pipeline.** Harvard's Center for Education Policy Research found that BTR graduates hired by BPS between 2004-2011 were considerably more diverse than novices from other sources—48% of BTR graduates hired in that time period were teachers of color (versus 32 % of non-BTR novices), and 38% were African American or Hispanic (versus 25% of non-BTR novices).



3. BTR teachers stay in the district.

- Among all graduates two or more years out of the residency and initially placed in BPS, at least **402 of 444 (91%) stayed in a BPS a second year.**
- Among all graduates three or more years out of the residency and initially placed in BPS, at least **325 of 380 (84%) have served three or more years in BPS.** 319 of these 325 have *taught* (teacher, substitute, paraprofessional, or other instructional role) for three or more years.
- Among all BTR graduates five or more years out of the residency and initially placed in BPS, at least **200 of 271 (74%) have served five or more years in BPS.** 174 of these 200 have *taught* for five or more years.
 - It's not the same comparison, but the Harvard 2011 study found that 80% of BTR graduates between 2004-2011 stayed to their third year (versus 63% of non-BTR teachers) and 75% of BTR graduates stayed to their fifth year (versus 51%)

4. The current population of BTR graduates teaching in BPS—the cumulative result of BTR's recruitment, preparation, and retention efforts—is more diverse than the BPS teaching force as a whole.

- In SY 2013-14, 38% of teachers in BPS are individuals of color, and 31% are African-American or Hispanic. Among the 370 BTR graduates teaching in the district this year, 52% are individuals of color and 38% are African-American or Hispanic.