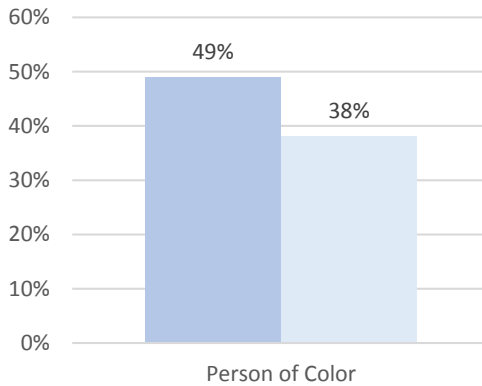
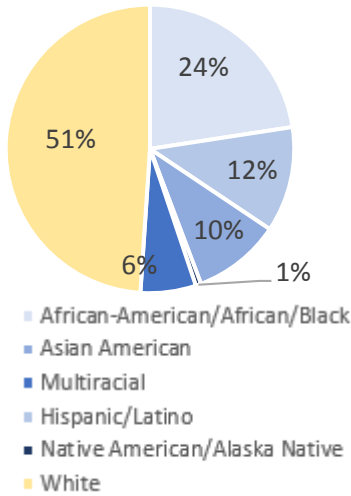


# Boston Teacher Residency 2003-2016



## DIVERSITY

Teacher Diversity in BTR and BPS



"I didn't know I was actually going to get into college... my mind opened up. Because of her, I can see the world now." – **12<sup>th</sup> Grader**

"She expects a lot from me because I know I can do better and she knows it too." – **8<sup>th</sup> Grader**

## SCALE

**635**

New teachers prepared

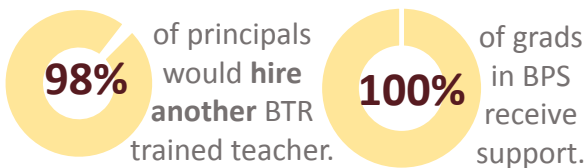
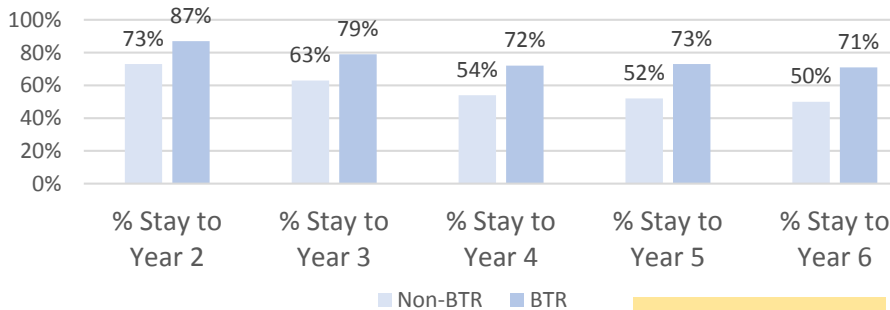
**18,368**

BPS students served by grads

## JOB PLACEMENT AND RETENTION

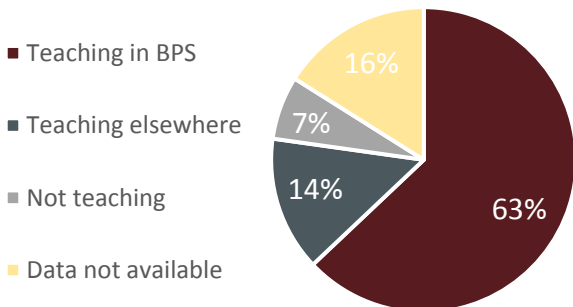
**92%** of BTR grads are initially placed in BPS teaching jobs.

Teacher Retention in BPS



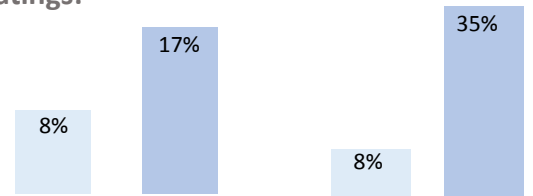
**71%** of BTR grads placed in BPS are still teaching in BPS in year 6.

## Current Jobs of BTR Grads '03-'15



## EFFECTIVENESS

Massachusetts 2015 Educator Evaluation Ratings:



BTR grads are **2x** as likely as other MA teachers to be rated **Exemplary**.

4<sup>th</sup> year BTR grads are **4x** as likely as other 4<sup>th</sup> year teachers to be rated **Exemplary**.

External evaluators have found that BTR grads improve at raising **student test scores** more than their non-BTR peers over time.

"BTR emphasizes strong teaching and constant reflection on one's practice in order to meet students' needs. The teachers from BTR are better prepared than most other teachers, have strong core values (they believe in their students and in their families and communities), they collaborate, and take on leadership for school improvement." – **Principal**

"We've got to do a better job recruiting and preparing teachers...that means creating alternate pathways...by expanding programs like the one used in Boston, where aspiring teachers work side-by-side with effective mentors in a year-long residency." – **President Barack Obama**