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Ellington Board of Education Endorses State-Wide Expansion of Teachers of Color Residency Program

The Ellington Board of Education recognizes the immense challenge legislators face in representing a diverse set of stakeholders with varied interests. Therefore, we endeavor to be part of the solution and demonstrate that ten Board Members of different political parties are able to work together to develop a legislative platform for your consideration.

The Ellington Board of Education has unanimously approved this letter outlining our legislative priority.

Teachers of Color: State-Wide Expansion of CREC Teacher Residency Program

The State's commitment to increasing racial, ethnic, and linguistic diversity of Connecticut's teaching workforce has met with some success but not enough. As of the 2019 – 2020 school year, educators of color (9.6 %) are underrepresented relative to the number of students of color (39.6 %) in the State of Connecticut.

The Ellington Public School, which enrolls 26% students of color, has approximately 3% teachers of color employed. Additionally, the number of teachers of color statewide in predominantly white suburban and rural school districts have been scarce.

The CREC Teacher Residency Program (TRP) is an alternative route to certification program designed to recruit, certify and retain elementary teachers of color (residents) from a largely untapped pool of talent. Residents participate in the following:

- Take courses for 18 months as taught by practitioners
- Work as a resident for one school year with a mentor teacher while receiving pay and benefits
- Obtain a full-time teaching position upon completion of the program and certification

The Ellington Public Schools is a TRP early adopter with a resident teacher of color currently (2020-2021 school year) teaching with a mentor Ellington teacher. Upon successful completion of the program, the Ellington Public Schools will hire this teacher of color for the 2021-2022 school year.

In addition to Ellington, school districts in Bristol, Southington and various CREC schools currently enroll 15 residents (73% black and 27% latino) with the prospect of full employment in the 2021-2022

school year.

The cost for district participation is \$65,750 per resident which includes the resident salary and benefits of approximately \$49,000.

Recommendation:

- Establish four Teacher Residency Programs (TRP) in 2021-2022 through the following Regional Education Service Centers (RESC): ACES, CES, and LEARN in addition to CREC
- EASTCONN and EdAdvance will also engage in supporting the program
- Black Leaders & Administrators Contorium Inc. (BLAC) has adopted this program as their legislative platform
- Allocate approximately \$3.6 million or approximately 80% of needed funds to ensure approximately 60 new teachers of color across Connecticut annually
- The remaining \$900K will be funded through private donations and as budgeted by school districts at the local level.

Please do not hesitate to contact any of us should we be able to offer assistance with your work in this very important upcoming legislative session.

Sincerely,


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