

Ram Residents

Paid Year-Long Teacher Residency

Parameters Guide

This document provides suggestions and guidelines for RamResident development using a blended co-teach and release time model. Partner district Host Teachers, Principals, and ASU Site Coordinator(s) will communicate quarterly regarding the gradual release of opportunities for Ram Residents. This group will meet approximately one (1) to two (2) weeks before the end of each quarter to collaboratively determine Ram Residents' readiness to take on more instructional opportunities at the school campus.

Logistics:

- HTs will be released to mentor other teachers and/or provide student intervention.
- Up to 8 hours of release time using a gradual increase based on Ram Residents' preparedness and campus needs.
- Release time hours will be spread throughout the week based on campus needs. The principal will develop the release time calendar and share it with the ASU Site Coordinator.

Release Time Training and Support:

- Ram Residents and Host Teachers will receive training on their roles and responsibilities, including training on co-teaching models and coaching.
- ASU Site Coordinators and Director of Teaching and Learning will provide additional support.
- If a Resident Teacher is experiencing challenges, the Site Coordinator and Director of Teaching and Learning should be notified, and additional actions will be planned.

Planning:

- Host Teachers and Ram Residents will collaborate to plan the delivery of instruction based on the district's pacing calendars and curriculum expectations.
- The Resident Teacher will be increasingly responsible for the planning, preparation, and readiness to deliver the content assigned.

Training:

- Ram Residents will be responsible for completing all district employee training, beginning with New Employee Orientation training and summer Leader in Me online modules and assigned reading.
- Residents and Host Teachers will attend the beginning-semester events hosted by ASU.
- Ram Residents will receive coaching from the SC at least four times a year through the ASU POP Cycle. During the POP Cycle, the Ram Resident will need to solo teach. The HT is encouraged to stay in the classroom to observe and debrief with the Site Coordinator to align coaching for the HT.
- Residents and Host Teachers will attend a joint orientation through ASU on August 1, 2024, 8:30-12:30.

Other Duties as Assigned

- Ram Residents may be assigned duty outside of the time they are co-teaching with their HT (i.e. before/after school) per the rotation schedule and should be expected to complete these duties with increasing independence throughout the school year.
- Ram Residents will provide coverage for their HT to attend ASU Host Teacher trainings held during the school day.
- Occasionally, based on readiness as agreed upon by the ASU Site Coordinator and Host Teacher/building administrator, the Ram Resident may be asked to teach independently if the HT is absent. In the event of an absence greater than two days, a substitute teacher should be provided. A Ram Resident can provide this substitute coverage starting after week 8, with the readiness agreement between the SC and HT.

Attendance & Absences: Ram Residents must follow the school calendar during the residency and are expected to be in coursework or the field daily. Ram Residents can only leave during the school day if absolutely necessary and approved by the Host Teacher, Site Coordinator, and Principal. In the case of any situation in which the Resident Teacher must be absent from school, the Host Teacher, Site Coordinator, and Principal MUST be notified BEFORE the absence or, in the case of an illness or emergency, as soon as the Resident Teacher knows they will not be on campus. Ram Residents will be given up to 4.0 Local and 4.0 State Leave days (prorated by the number of expected work days). If the State Leave days are unused, they will roll over to the following school year. Local Leave shall not be accrued. Additionally, for each Local Leave day remaining in the Resident Teacher's leave bank at the end of the school year, the Teacher Resident will be paid \$50.00.

All absences will be documented per the guidelines in the Ram Residency Handbook. Excessive absences (after three absences within a semester) could result in removal from the program or a "Developing" rating in professional responsibilities. Ram Residents may take the total amount of accrued Local and State Leave days as paid residents. In addition to notifying the Site Coordinator, Ram Residents must follow the district protocols for using Local and State Leave days. Any absences over the allotted Local and State Leave days will be addressed case-by-case. Ram Residents should follow weather guidelines for TLCA and their living area. Safety should be prioritized. If weather delays impact the resident's ability to drive to campus, communication with their MT, principal, and site coordinator is expected.

During the course of the yearlong teacher residency, Ram Residents must meet a minimum of 750 hours in total, with a minimum of 21 hours per week. They must engage in increased responsibility for student instruction, including co-teaching and leading classroom instruction for at least 400 hours to experience a full range of professional responsibilities. Throughout the residency, Ram Residents must demonstrate understanding and mastery of the educator standards. This chart provides guidelines related to residency responsibilities, co-teaching, and Ram Resident development.

PROGRESSION OF TEACHER RESIDENT DEVELOPMENT AND RELEASE TIME

Weeks 1-8 Quarter 1	<ul style="list-style-type: none"> Ram Residents will be on the school campus the entire workday on Monday, Thursday, and Friday. They will complete ASU coursework on Tuesday and Wednesday. Ram Residents can be utilized for one (1) additional hour per week for instructional or non-instructional duties (i.e. staff meetings, etc.). 			
	Co-Teaching Strategies	Suggested Teacher Resident Responsibilities	Suggested Host Teacher Responsibilities	Release Time Recommendations*
August: Week 1	One teach One observe One Teach One Assist Alternative Teaching	Observe/assume partial responsibility for leading classroom routines (e.g., attendance, bell work, dismissal) Support Host Teacher during lessons and whole group activities.	Modeling for Ram Resident Include Ram Resident in team planning time (suggested 2 hours per week). Reserve additional 1:1 planning time with Ram Resident. Provide Ram Resident access to the curriculum and all whole and small group lesson materials in advance.	Ram Resident provides 0 minutes of release time.
August: Weeks 2-4	One Teach One Observe One Teach One Assist	Assume partial responsibility for leading classroom routines (e.g., attendance, bell work, direction/ redirection, dismissal). Co-teach whole group activities. Begin the process to plan for one content area.	Modeling for Ram Resident Include Ram Resident in team planning time. Reserve additional 1:1 planning time with Ram Resident. Provide Ram Resident access to the curriculum and all whole and small group lesson materials in advance.	Ram Resident provides 0 minutes of release time. <i>During this time, the Site Coordinator will complete Walkthroughs and check in with the Ram Resident and Host Teacher to determine if the Ram Resident is ready to solo teach starting in September.</i>
September	Above as well as: Alternative Teaching	Assume partial and occasionally complete responsibility for leading classroom routines.	Provide modeling and co-teach with Ram Resident (suggested 5 hours per week).	Ram Resident provides 2 hours of Release Time. <i>If a Ram Resident is not ready for release time in</i>

	<p>Station Teaching</p> <p>Parallel Teaching</p> <p>Team Teaching</p>	<p>Co-plan and lead in one subject area or class period.</p> <p>Co-plan and lead small and whole group activities.</p>	<p>Include Ram Resident in team planning time (suggested min. 2 hours per week).</p> <p>Meet and plan with Ram Resident consistently. (suggested 30 minutes, 2-3 times per week)</p> <p>Establish planning responsibilities with the Ram Resident and support/scaffold them in their understanding of content/ subject area (with the team when possible).</p> <p>Provide the Ram Resident with all lesson materials in advance and review (and potentially rehearse) the Ram Resident's planned lessons(with the team when possible).</p> <p>Monitor and support the Ram Resident's independent planning responsibilities and support/scaffold them in planning for an additional content area (two total).</p> <p>Review Ram Resident's planned lessons.</p>	<p><i>September, the campus will plan to support allowing Host Teacher with release time. The SC and HT/building administrator will determine RR readiness before solo teaching is scheduled.</i></p> <p>Suggested Release Time Activities:</p> <p>Read Aloud and "SSR" time, supervise student independent work time, small group instruction/support.</p> <p>Teach lessons that have been co-planned and practiced in detail with the Host Teacher and, if possible, modeled by the Host Teacher in an earlier period.</p>
<p>Weeks 8-16</p> <p>Quarter 2</p>	<ul style="list-style-type: none"> Ram Residents will be on the school campus the entire workday on Monday, Tuesday, Thursday, and Friday and will complete ASU coursework on Wednesday. <ul style="list-style-type: none"> On Tuesdays, Ram Residents placed in a departmentalized classroom will be given opportunities to co-teach in the other content areas to meet core content certification requirements. Ram Residents can be utilized for a maximum of three (3) additional hours per week for instructional or non-instructional duties. <ul style="list-style-type: none"> ***No more than one (1) hour per week should be used for non-instructional duties. 			

	Co-Teaching Strategies	Suggested Teacher Resident Responsibilities	Suggested Host Teacher Responsibilities	Release Time Recommendations*
October	Any residency co-teaching strategy appropriate for the subject area or classroom setting	Assume partial and occasionally complete (release time) responsibility for leading classroom routines Co-plan and lead in two subject areas or class periods Co-plan and lead small and whole group activities	Include Ram Resident in team planning time (suggested 2 hours per week min.). Meet and plan with Ram Resident consistently (suggested 30 minutes, 2-3 times per week). Monitor and support planning responsibilities of the Ram Resident--including co-planning lessons with the Host Teacher and grade level team--and support/scaffold them in co-planning for an additional content area (two total) Review Ram Resident planned lessons in advance	Ram Resident provides 2-4 hours of Release Time Suggested Release Time Activities: Any of the activities listed for September Lessons for subject areas or class periods that the resident typically leads
November-December	Any residency co-teaching strategy appropriate for the subject area or classroom setting	Assume partial and occasionally complete (release time) responsibility for leading classroom routines. Co-plan and lead in three subject areas or class periods. Co-plan and lead small and whole group activities		Ram Resident provides 4-6 hours of Release Time per week. Suggested Release Time Activities: Any of the activities listed for October Lessons for three subject areas or class periods that the resident typically leads
<p style="text-align: center;">Spring Semester</p> <ul style="list-style-type: none"> Ram Residents will be on the school campus the entire workday on Monday, Tuesday, Thursday, & Friday. Ram Residents can be utilized for a maximum of six (6) additional hours per week for instructional or non-instructional duties. <ul style="list-style-type: none"> ***No more than one (1) hour per week should be used for non-instructional duties. 				
	Co-Teaching Strategies	Suggested Teacher Resident Responsibilities	Suggested Host Teacher Responsibilities	Release Time Recommendations*
January-May	Any residency co-teaching strategy appropriate for the subject area or classroom setting	Assume full responsibility for leading classroom routines when alone in the classroom.	Continue planning responsibilities with the Ram Resident, including Host Teacher-led team lesson planning, and support/scaffold them in their understanding of	Ram Resident provides 4-8 hours of Release Time per week. Suggested Release Time Activities: Teacher Residents should be able to solo teach

		Co-plan and lead all subject areas or class periods	<p>three content/subject areas</p> <p>Include Ram Resident in team planning time (suggested min. 2 hours per week).</p> <p>Meet and plan with Ram Resident consistently (suggested 30 minutes, two times per week).</p>	during any portion of the day.
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**Consider the development of the Resident Teacher when determining release time and consult the principal and Site Coordinator regarding the developmental needs of the teacher resident and the best ways to support students and the team.*