

## **Measure 1 Completer Effectiveness and Impact on P-12 learning and development: Teacher Residency Program**

After graduation, all teacher completers in the state of Ohio and employed in P-12 classrooms become part of the Resident Educator Program, a robust four-year (as of 2023 two-year) teacher development system that mentors new teachers and supports teacher retention. RESA provides Heidelberg's EPP additional data beyond graduation to evaluate and improve our curriculum as well as document retention of our graduates in the K-12 profession.

RESA benefits:

- Resident Educators analyze and reflect on their teaching, which is critical to continuously improving as an educator;
- Resident Educators have the ability to choose their best practice to submit as evidence;
- Resident Educators receive score reports that provide comprehensive feedback on their submission from an objective assessor who is an experienced Ohio educator and has completed extensive training;
- Resident Educators have time to use the comprehensive feedback to work with their mentors and improve their practice before the end of the school year.

Heidelberg EPP Program Completers Persisting in the State Resident Educator Program. Please note that this data is collected by the state of Heidelberg graduates who took positions in public schools in Ohio, eliminating those at private institutions or out of state. In addition, graduates may not self-report, throughout the 4 years, resulting in gaps in our data. Also note that many teachers complete RESA in 3 years.

See table below, that includes completion RESA data for graduates obtaining their initial licensure in 2017 and 2018 as well as additional graduates entering the teaching profession from 2019-2021. This data is the most recent and taken from Heidelberg's 2024 Performance Report.

Initial License Effective Year	Residency Year 1			Residency Year 2			Residency Year 3			Residency Year 4		
	Entering	Persisting		Entering	Persisting		Entering	Persisting		Entering	Completing	
2017	N/A	N/A	N/A	1	1	100%	3	3	100%	11	11	100%
2018	1	1	100%	4	4	100%	4	5	125%	9	9	100%
2019	2	2	100%	6	6	100%	12	12	100%	N/A	N/A	N/A
2020	3	3	100%	15	15	100%	N/A	N/A	N/A	N/A	N/A	N/A
2021	11	11	100%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2022	N/A	N/A	N/A	1	N/A	%	N/A	N/A	N/A	N/A	N/A	N/A
2023	8	N/A	%	17	N/A	%	N/A	N/A	N/A	N/A	N/A	N/A