

Program Information

The Saint Paul Urban Teacher Residency is an innovative program designed to recruit, prepare, support, and retain effective teachers from underrepresented backgrounds. Residents complete a 15-month program including intensive coursework at the University of St. Thomas and a co-teaching placement with an experienced mentor teacher during the academic year. At the conclusion of the program, graduates have the opportunity to begin teaching in Saint Paul Public Schools with access to intensive induction support.

- Tuition: \$23,290, with multiple scholarship opportunities available
- Stipend: \$26,000 for each resident, provided by SPPS
- District-sponsored health benefits
- District-sponsored textbooks
- District-sponsored multi-tiered induction support for residency graduates
- Program supported by federal and state grants as well as SPPS district funds

Cohorts 1-7 | By The Numbers

176

Total residents

89%

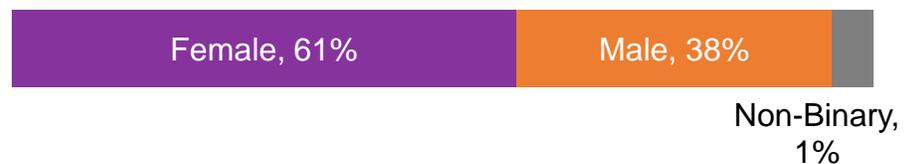
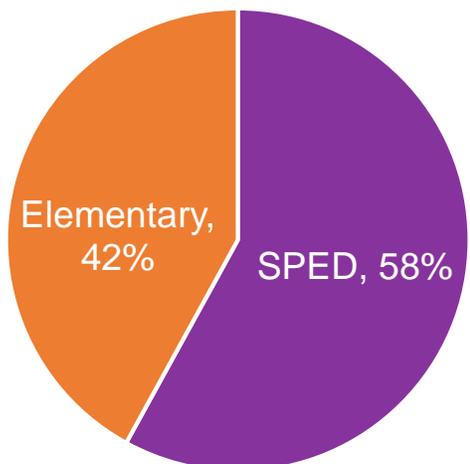
Of residents in cohorts 1-6 completed the program

94%

Of program completers have been hired by SPPS

BIPOC 59%

White 41%



Retention Summary

Retention is defined as completing a full year of teaching and is updated annually in July at the completion of the school year. A teacher who is retained one year would have completed one full year of teaching without leaving.

As part of the evaluation component of SUTR, a retention analysis comparing SUTR's model of teaching preparation to the standard methods of teacher preparation was outlined. However, due to not having a similar comparison group, we have not been able to complete this analysis. The district has hired 70 SUTR graduates at the Master's degree, first time teaching salary level. 60% of these teachers are BIPOC educators and 41% are male. In that same stretch of 4 years, the district hired 31 SPED/Elementary teachers at the Master's degree, first time teaching salary level. 32% of these teachers are BIPOC educators and 2% are male.

Retention for Cohorts 1-5 | By The Numbers

Retention by Year						
	Cohort 1	Cohort 2	Cohort 3	Cohort 4	Cohort 5	Total
Year 1	100%	88%	100%	94%	88%	93%
Year 2	77%	64%	91%	88%		81%
Year 3	68%	56%	73%			64%
Year 4	64%	44%				68%
Year 5	59%					59%

Retention Demographics (Cohorts 1-5 Combined)

