



Delaware
Department of Education

Data Brief: 2023-24 Delaware Year-Long Teaching Residency Program



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This brief highlights key demographic, hiring, and survey data points to explore how well the Delaware year-long teaching residency program met its goals in 2023-24.

Background

In 2023-24, the Delaware Department of Education (DDOE) funded 40 aspiring teachers through the statewide year-long teaching residency (YLTR) program.² Residents received a DDOE stipend of \$20-25,000 to spend a year learning with a mentor teacher in a Delaware school in exchange for a 3-year in-state service commitment.

DDOE partnered with participating universities and districts/charters to prepare effective teachers by meeting YLTR goals: recruiting residents who **met local hiring needs**, providing them **affordable, practice-rich** training, and **hiring and retaining residents in-state**.

2023-24 Progress

40

Year-long teaching residents

10

Partner districts/charters

78%

Residents identified as White, compared to 79% of teachers and 39% of students statewide.

86%

Respondents agreed residency was a low-cost pathway into teaching.

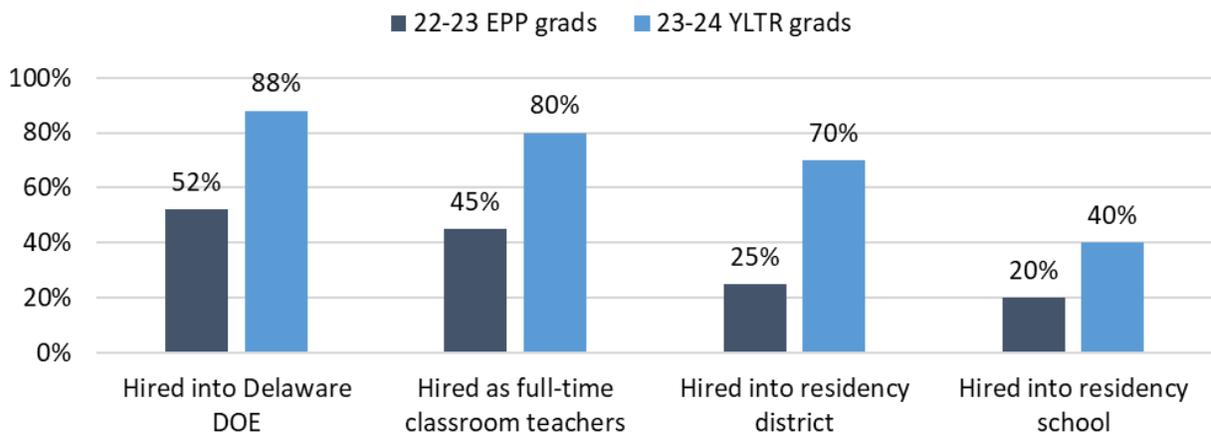
97%

Respondents agreed the program prepared them to be "day-one-ready."

80%

2023-24 graduates hired as full-time Delaware teachers in 2024-25; 68% in critical shortage areas.

First-year hiring outcomes for statewide Educator Preparation Program (EPP) graduates vs. YLTR graduates



N = 40 23-24 YLTR grads; 636 22-23 EPP grads

¹ Established through L.O.D. title 14, volume 83, chapter 117 (2021).

² See Baxter, M. (2021) for background on Delaware's YLTR program.

Delaware YLTR in Perspective

The year-long teaching residency (YLTR) is one of several Grow Your Own (GYO)³ pathways into teaching that Delaware has recently invested in. GYO programs provide affordable routes into the teaching profession with a focus on investing in local talent. The ultimate goal is to create a pathway for every aspiring educator in the state; current programs target students and graduates of Delaware K-12 schools (Teacher Academies and pre-apprenticeship) and paraprofessionals working in Delaware schools (Grow Your Own Para-to-Teacher and Registered Teaching Apprenticeship programs).

Teaching residencies are the most established and well-researched of these pathways. Over the last two decades, studies of well-designed and well-implemented residencies across the nation consistently show that residency completers are retained in the profession at higher rates than their peers, which research shows is associated with stronger student achievement. Completers on average feel better-prepared for the teaching profession, are perceived as more effective by employers, and perform similarly or better than non residency-prepared peers on teacher evaluations and student outcomes (Saunders et al., 2024).

In coming years, Delaware will continue to monitor and report these outcomes for residency and GYO pathways annually to support continuous improvement and inform scaling decisions.

“During my residency, I got to see all seasons of teaching, from the beginning of the year to state testing, and now as we close the year. Having the opportunity to be a Yearlong Resident has prepared me for my career as a classroom teacher.”

– 2023-24 Delaware YLTR graduate

³ See *About* from National Center for Grow Your Own for a definition of Grow Your Own programs and models.

⁴ See Bayard, M. (2025) for an overview of Delaware's Grow Your Own efforts and programs.

References

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