OUR MISSION

AppleTree’s mission is to close the achievement gap for children before kindergarten. To achieve this mission, we must develop and support highly-qualified teachers who are prepared to provide high-quality instruction and intentional supports for students. AppleTree’s Early Learning Teacher Residency gives new teachers the training and skills necessary to help ensure that all students have the social, emotional, and cognitive foundations to succeed.

APPLETREE RESIDENCY MODEL

Our model is a three-year program that provides novice teachers the opportunity to grow as an early childhood educator. Through our model, Residents gain first-hand experience working with three- and four-year-olds and have the opportunity to serve in high-need areas of Washington, D.C.

The first year is an apprenticeship in which Residents support the Mentor Teacher in all facets of instructional planning and implementation. Residents are matched with experienced teachers who mentor them on applying best-practices in early childhood education. Through a gradual release model, Residents take on more responsibilities as the year progresses and move from a collaborative, co-teaching role to an increasingly demanding lead-teaching role with targeted support and feedback from their Mentor Teacher.

Prior to beginning their second year, Residents earn the opportunity to interview for a Lead Teacher position at AppleTree schools for the following school year. If successful, Residents will begin their second year as a lead teacher while continuing their graduate coursework.

In the third year, Residents are certified Lead Teachers with Master’s degrees making a positive impact on the lives of young children in schools throughout the AppleTree network.
WHAT MAKES OUR PROGRAM DIFFERENT?

- Salaried position with full health, dental, vision, and other benefits
- Earn Early Childhood Certification in the District of Columbia
- Opportunity to complete Master of Arts in Teaching from Relay Graduate School of Education with tuition assistance from AppleTree
- Intentional focus on early childhood education (PK3 and PK4) and preparedness for kindergarten
- Access to innovative curricular, assessment, and pedagogical practices through AppleTree Institute’s research to practice model
- High-level support as a member of a three-teacher team

AELTR
Teacher Residency Trajectory

YEAR ONE
Resident Teacher

- Begin Residency with a two-week intensive Summer Institute facilitated by AppleTree Institute for Innovation and Relay Graduate School of Education
- 36 in-classroom hours per week
- 4 deliberate practice hours per week
- 8-10 hours of online instruction per month
- Continuous coaching, observation, and feedback

YEAR TWO
Lead Teacher of Record

- Participate in AppleTree Summer Institute for Lead Teachers
- Continue Relay Graduate School of Education coursework
- 8-10 hours of online instruction per month
- 8 hours of weeknight training sessions per month
- Ongoing coaching, observation, and feedback

YEAR THREE
Certified Lead Teacher

- Participate in site- and network-based professional development
- Induction into AppleTree Residency Alumni Network
- Continue development through a variety of leadership opportunities
- Ongoing coaching, observation, and feedback

AELTR
Candidate Qualifications

In our 2022-2023 School Year, AppleTree is looking to fill a cohort of 25 Residents across our network. We are looking for passionate, growth-minded individuals to help make a difference for PK3 and PK4 in the District of Columbia area.

Requirements

- Bachelor’s Degree
- 2.75 Minimum GPA (preferred)
- Results-Oriented & Data-Driven
- Reflective & Coachable

Learn more and apply at: https://www.appletreeinstitute.org/join-our-team