Example School Selection Criteria

1. **Low Academic Achievement:** Schools that may benefit from more academic support because they have historically underperformed compared to other schools in the district.

2. **Clustering & Proximity:** Limiting the number of placement campuses and strategically selecting them in order to:
   - Build a strong network of support among residents
   - Increase amount of time Site Coordinators spend on campus/minimize travel between campuses
   - Decrease the number of campuses such that Site Coordinators can build deeper relationships with fewer principals

3. **Campus Leadership:** Leaders selected who can:
   - Cultivate inclusive school culture
   - Navigate change
   - Commit to the work and implement with fidelity
   - Engage in quarterly governance
   - Become a champion for the program as it scales across the district

4. **Quality Mentor Pool:** Campus has a pool of quality mentor teachers.
   - Meet/match residency placement needs (e.g., certification area)
   - Ability to model and coach effective instructional practices

5. **School Initiatives:** Consideration of the number of other campus initiatives and their alignment to strategic staffing goals

6. **School Diversity:** Diverse school settings that serve students who have historically underserved.

7. **High Percentage of Vacancies:** Campuses that often hire uncertified or alternatively certified teachers at the start of the school year. Upon completion of residency, openings are often available that residents can fill.

8. **Capacity/Scalability:** Campuses willing to scale the staffing design/models across more grade levels.

Questions and suggested additions or revisions: