

ENCLOSURE
February 23, 2026

OLDHAM COUNTY BOARD OF EDUCATION

CONCERN

Oldham County needs additional pathways to fill teaching positions with qualified educators, particularly by attracting career-changers with bachelor's degrees in other fields.

DISCUSSION

The U of L Teacher Residency Program is a one-year, intensive master's degree program for individuals holding bachelor's degrees in other fields. Participants are hired as "resident" practitioners who co-teach alongside a certified teacher while completing coursework toward their teaching certification. Establishing this program in Oldham County would provide an additional pathway to "grow our own" educators. The university incorporates county feedback on coursework throughout the program, enabling us to shape outcomes for our residency candidates. The estimated program cost for Oldham County Schools is outlined in the attached pages. Creating this job position (also attached) would enable us to hire multiple residents annually, support their co-teaching experience in partnership with the university, and build our future workforce. We would like to extend this to 5-10 residents per year, depending on the amount of carry-over funds available.

RECOMMENDATION

Review the attached documents regarding the teacher residency program in Oldham County Schools. We are requesting approval to establish this program and seek your decision on the compensation structure for resident teachers. The attached documents outline several cost estimates; if approved, please indicate which option you prefer for implementation.

Carly Clem, Board Chair

Claudette Herald, Superintendent