



Growing Future Educators:

Creating a Pathway to Success

December 17, 2024

Prosper Waco's mission is to build an environment in which all members of our Waco community are able to measurably improve their education, health, and financial security.

Creating a Sustainable Model

2020

Prosper Waco received the Opportunity Culture grant which was passed through to support local K-12 school systems to improve the human capital pipeline through strategic and creative approaches.

BILL & MELINDA
GATES foundation



Focused on high-quality residency training and preparing teachers for career advancement by offering training, stipends, support, and implementing a rigorous recruitment and selection process.

2023

Since 2021, La Vega ISD has increased its teacher residencies and the number of residents hired by **50%**.



BILL & MELINDA
GATES foundation

Prosper Waco continued to support the effort to grow our regional teacher pipeline by securing a second three-year grant, passing through additional funding to increase the number and stability of teachers who participate in the residency programs.

2026

Opportunity Culture: The Goal

1

Support K-12 school systems to improve the human capital pipeline through strategic and creative approaches.

2

Allocate sustainable funding for high-quality teacher preparation programs.

3

Implement high-quality residency programs and strategic staffing models to utilize funds effectively in supporting teaching candidates.

Opportunity Culture: The Initiatives

EPP

Collaboration with Education Preparation Program (EPP) providers to embed teacher residents on Multi-Classroom Leader (MCL) Teams.



Focus on high-quality residency training, career pathways for teachers, substantial stipends for advanced roles, rigorous recruitment and selection processes, and supporting education leaders in demanding roles.



Establish sustainable models for year-long teacher residencies within the MCL and Opportunity Culture Framework.

Opportunity Culture: The Impact

\$170,543

Funds passed through to La Vega Independent School District to support this model and by funding the Director of Opportunity Culture at La Vega.

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The **Opportunity Culture** model has improved the teaching and learning environment by **increasing the effectiveness of teachers, fostering career growth, and creating better outcomes for students.**

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- Kristin Rizo, Principal

La Vega Intermediate School, H.P. Miles Campus

Improving Access to Affordable, Sustainable Residencies Grant Goals

1

Increase the number of teachers trained in high-quality EPPs and residency programs.

2

Ensure the stability of paid residency programs that allow teacher residents to serve instructional roles in schools.

3

Attract candidates early into the teaching profession, enabling them to work in the schools where they will eventually teach.

4

Develop accessible, high-quality pathways into the teaching profession.

Access to Affordable, Sustainable Residencies : The Impact

\$200,000

Funds passed allocated to La Vega ISD to support the Director of
Strategic Staffing.

The Impact of the Teacher Pipeline Model

\$370,543

Allocated and passed through to La Vega ISD to support strategic staffing and teacher residency programs and staff.

50%

Increase in Teacher Residencies and High-Quality Teacher Hires since 2021.

3

Campuses positively impacted.