

Ferris ISD Principal Residency

What is the “Principal Residency”?

The Ferris ISD Principal Residency is a program that allows aspiring campus leaders to begin the process of advancing their education and career in a “gradual-release” internship/degree program. Cohort Members will be assigned to a full-time, salaried intern position and receive a SUBSTANTIAL DISCOUNT on tuition to Dallas Baptist University to earn their Master’s Degree in Educational Administration.

What is the goal of the Principal Residency?

With Ferris ISD rapidly expanding, Ferris ISD aims to recruit, train, and retain the next generation of campus leaders for future openings.

Will cohort members continue teaching during the residency?

No. Cohort Members will serve in an “administrative-lite” capacity for the school year.

What does the internship position look like?

Cohort members will work with their assigned mentor in a “gradual-release” model to learn the functions and job responsibilities of a campus administrator. Members will be responsible for learning to analyze data and coach teachers/PLC to improve student achievement. Cohort members will shadow their mentor for responsibilities that require a principal certification, such as discipline.

How long is the Principal Residency?

The program is designed to last one school year. The scope and sequence of courses is designed to allow the cohort member to finish their degree and complete their certification exam within the school year, making them eligible to apply for administrative positions the following year.

What will salary and tuition look like?

Salary--Between \$50,000-\$60,000

Tuition--Approximately \$2,000 (The grant will cover approximately \$22,000)

The grant will pay for the cohort member’s certification exams

Sounds great! Who’s eligible?

Certified Texas teachers with at least 3 years of experience

Candidate must not possess a principal certification prior to the start of the program

Candidates must meet DBU admission criteria

Are outside applications for the cohort being accepted?

Outside applications are being accepted, but Ferris ISD employees will receive additional consideration.

How many spots are available in the cohort?

The grant allows us to admit 5 teachers into the cohort.

Are cohort members guaranteed an administrative position upon completion?

No. The goal is to provide cohort members with the tools necessary to step into an administrative role; however, the cohort member must demonstrate through the residency AND the application that they are the best fit for the role. As with all administrative positions, the position will be open to all qualified individuals.

How can I learn more?

An informational session will be held on March 1 and March 3, 2022.