

Executive Summary

Prepared for Board of Trustees Meeting

January 14, 2025

Teacher and Principal Residency Report

Board Goal:

Human Resources...In pursuit of excellence, the district will:

- Develop and maintain a culture where learning remains our first priority
- Incorporate best practices into teaching, learning, technology and leadership
- Recruit, employ and retain high quality teachers
- Encourage teachers and staff to pursue advanced degrees
- Maintain a diverse workforce

Purpose of Report:

This summary will provide the Board of Trustees with information regarding the partnerships between Denton ISD, the University of North Texas, and Texas Woman's University on two unique Residency programs.

Objectives:

- Develop new pathways to education and teacher training by removing barriers to clinical teaching
- To train future Denton ISD teachers and principals during the full-time residency year.
- To provide a practical path for recruitment and retention
- To provide opportunities to learn and grow
- To provide teachers with a pathway to obtain a master's degree in educational leadership
- Increase the number of well-prepared, diverse instructional leaders
- Provide real-world learning experiences for future professionals

Operational Impact

- Continuing our current teacher residency pathway will require a commitment of \$20,000 per resident or utilization of an instructional aide FTE within our current staffing model.
- Maintaining our current principal residency pathway will require a minimum district match of \$15,000 per resident.

Results:

- The opportunity to hire as many as twenty-six highly qualified, trained, and certified Teacher Residents as classroom teachers.
- Strengthening our principal pipeline through the principal residents to fill future vacancies due to growth and retirements.

Other Options:

N/A