



# TEACHER RESIDENCY PARTNERSHIP



# ABOUT THE PARTNERSHIP

Denton ISD was selected by the University of North Texas as the pilot district for the Teacher Residency Program. The program launched in August 2023 through the collaboration of university professors and Denton ISD administrators. There are 23 full-time UNT residents placed at three elementary campuses: Borman, Newton Rayzor, and WS Ryan. Residents are paired with an exemplary teacher; teachers were hand-selected by the campus administrators.



# TEACHER RESIDENCY OBJECTIVES

## Objective 1

In partnership with our colleagues at the University of North Texas, develop new pathways for teacher training by removing barriers to clinical teaching and providing employment and compensation to a year round Residency for future educators



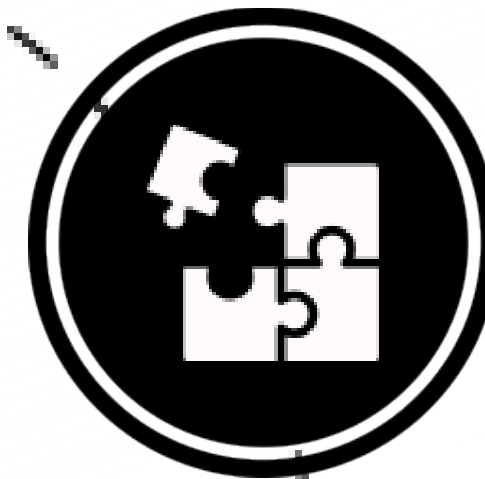
## Objective 2

To train future Denton ISD teachers during the residency thereby acclimating them to Denton ISD culture which allows a smooth transition into the first years of employment as a certified teacher.



## Objective 3

Provide a practical path to recruitment and retention of teachers for Denton ISD by developing a meaningful and innovative model preparing teachers for the future of education.



# MENTORING & DEVELOPMENT

Exemplary Teachers were identified at each campus and assigned to resident teachers. Throughout the school year, meetings were held with these mentors by UNT and with the Employee Engagement staff to maximize the potential of the resident's work.



Focus on Anticipation Phase, Strengths of Resident Teachers, and Fostering Strong Collaboration based on Mutual Trust

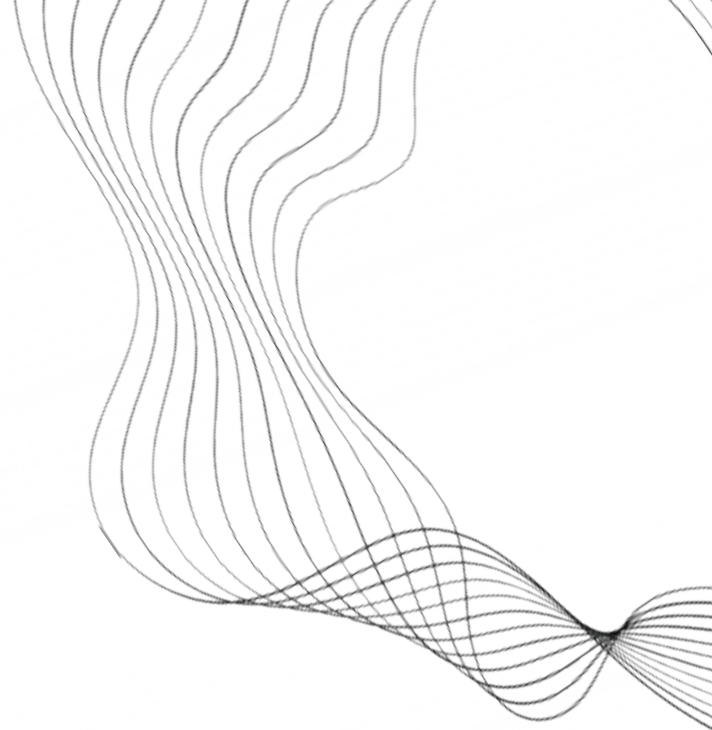
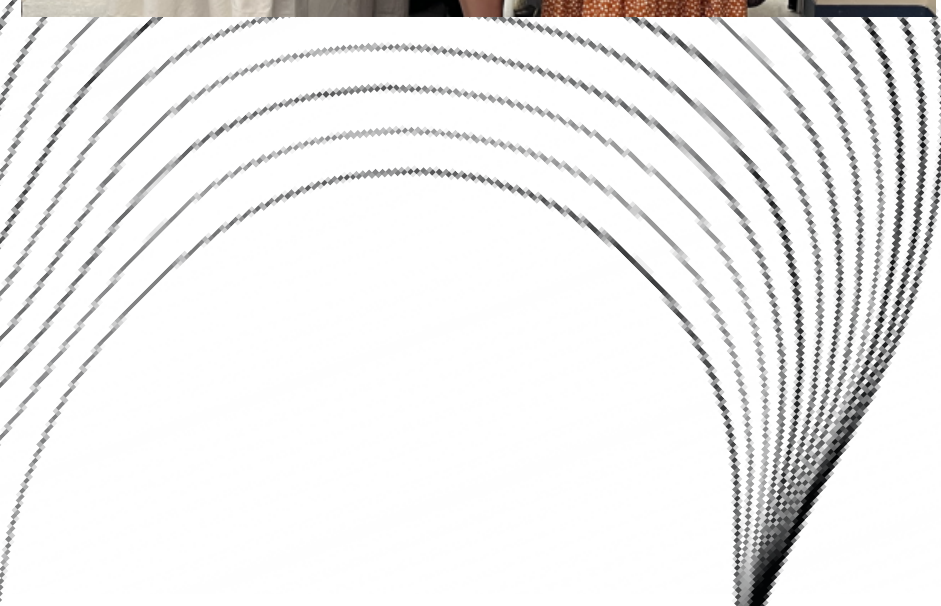
**EARLY FALL**

Focus on Guiding Residents to Analyze Mid-Year Learning Data; UNT led Update on Mentor Feedback to Foster Residents' Growth

**LATE FALL**

Focus on Reflection Phase; Taking Mentors' Feedback to Build Framework for Successful UNT Residency Program in Denton ISD moving forward

**SPRING**



# HIRING RESIDENTS: Signing Day



Students of Denton ISD are the beneficiaries of the residency program. By hiring the teachers we invested in training, our students benefit from the impact they bring to the classroom

On March 8, 2024, 12 resident teachers signed their first employment contract with Denton ISD taking a leap towards fulfilling their dream of working as a teacher.



# TESTIMONIALS



## Abbey Williams, Resident @ WS Ryan

This residency program has provided aspiring educators, such as myself, with a remarkable and invaluable experience. From inception to completion, we have been privileged to participate in a profoundly fulfilling journey. Interacting with seasoned professionals, exceptional leaders, and belonging to a nurturing community has been truly enriching.



## Kendyl Kohnfelder, Resident @ Borman

This UNT Residency program is an amazing opportunity because having the chance to be on a campus from the beginning has allowed me to see the way students can grow. I have also seen the ways I can grow, too. It has given me the chance to present and provide for my family while still receiving invaluable field experience. I have really enjoyed the mentorship of the campus as a whole; making lifelong connections with my mentor teacher, grade level team, and other colleagues.

# REFLECTION & NEXT

## STEPS

Building upon a successful school year, the district aims to continue the Residency program providing opportunities for Senior Education students to work in our schools with the best mentors as they complete their certification requirements

With feedback from current Residents and Denton ISD Mentors, we are building a framework for continued success and expansion.

### Evaluation



Denton ISD will expand its Residency footprint by adding 2 campuses, Alexander Elementary and Evers Park Elementary.

### Expansion



Denton ISD is engaging with UNT selecting candidates for Denton ISD Residency Cohort 2 with 25 students beginning this summer.

### 2024-2025





# PRINCIPAL RESIDENCY PARTNERSHIP





# ABOUT THE PARTNERSHIP

Denton ISD was selected through a competitive grant process for the Principal Residency Program. The program launches in August 2024 through the collaboration of university professors and Denton ISD administrators. Interest is high with full-time employees being placed at multiple campuses around the district as Administrative Residents. Residents are paired with an exemplary Principal at high needs campuses. Ten residents will be selected through an application process.

## Campuses Selected for Participation:

Alexander

Ginnings

Hodge

Rivera

Navo & Braswell

Providence & Cross Oaks

Savannah & Paloma

Stephens & Myers

Calhoun & Strickland

Evers & McNair

# PRINCIPAL RESIDENCY OBJECTIVES

## Objective 1

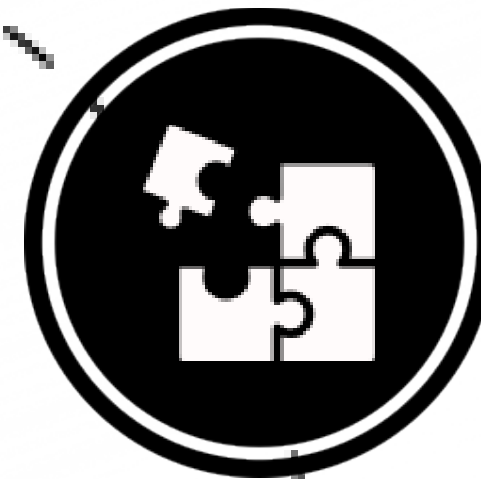
In partnership with UNT, provide a pathway for teachers to obtain a master's degree in educational leadership while participating in a full-time, year-long residency program at a high-needs campus

## Objective 2

Increase the number of well-prepared, diverse instructional leaders by building sustainable leadership pipelines that can support the continued growth in Denton ISD and anticipated opening of new campuses

## Objective 3

Utilize a full-time, year-long residency to fully prepare residents to understand, apply, and experience the role and responsibilities of campus administration



# QUESTIONS?

