

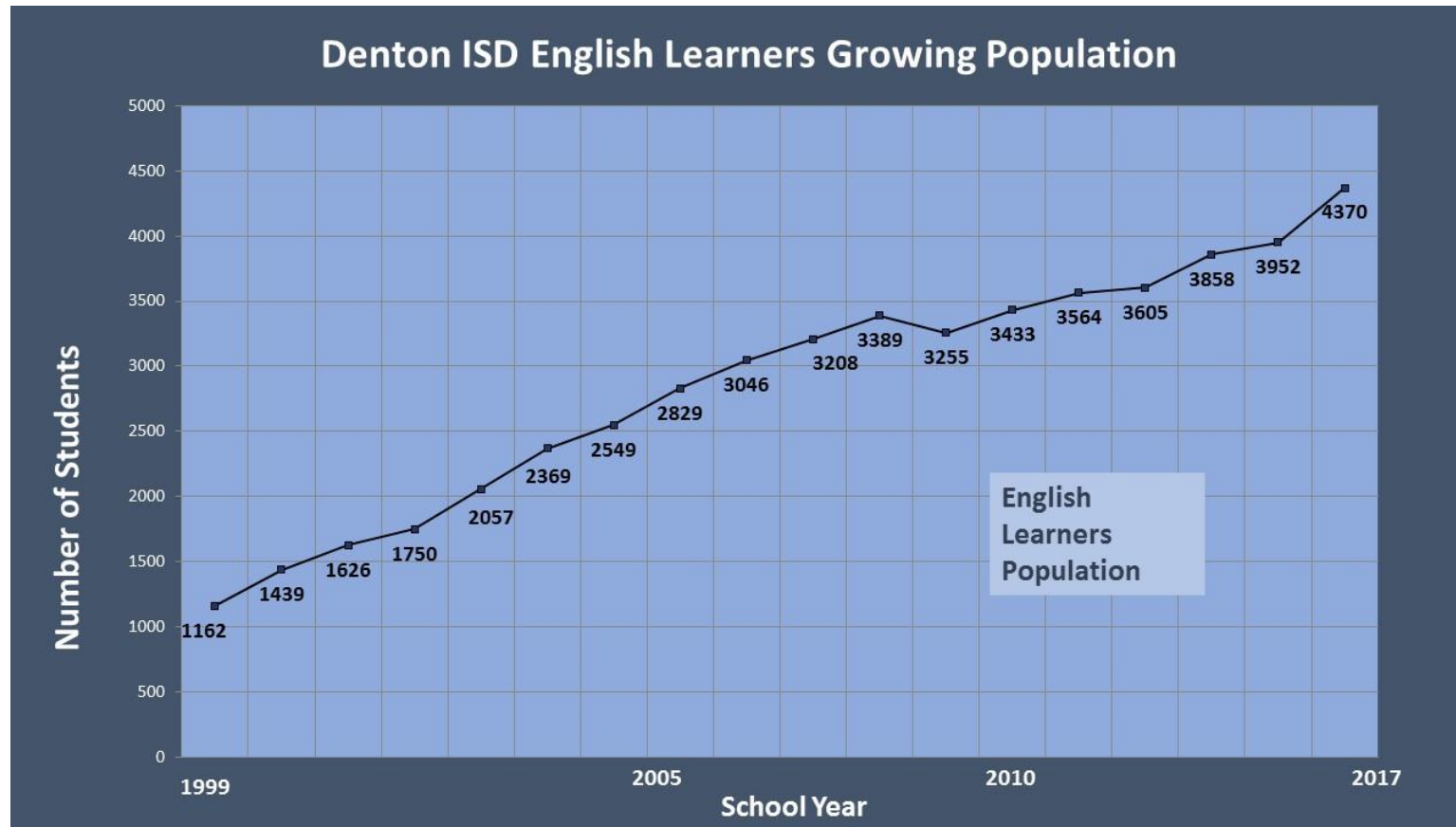
Bilingual Teacher Recruiting Denton ISD

Bilingual Teacher Recruitment Goal

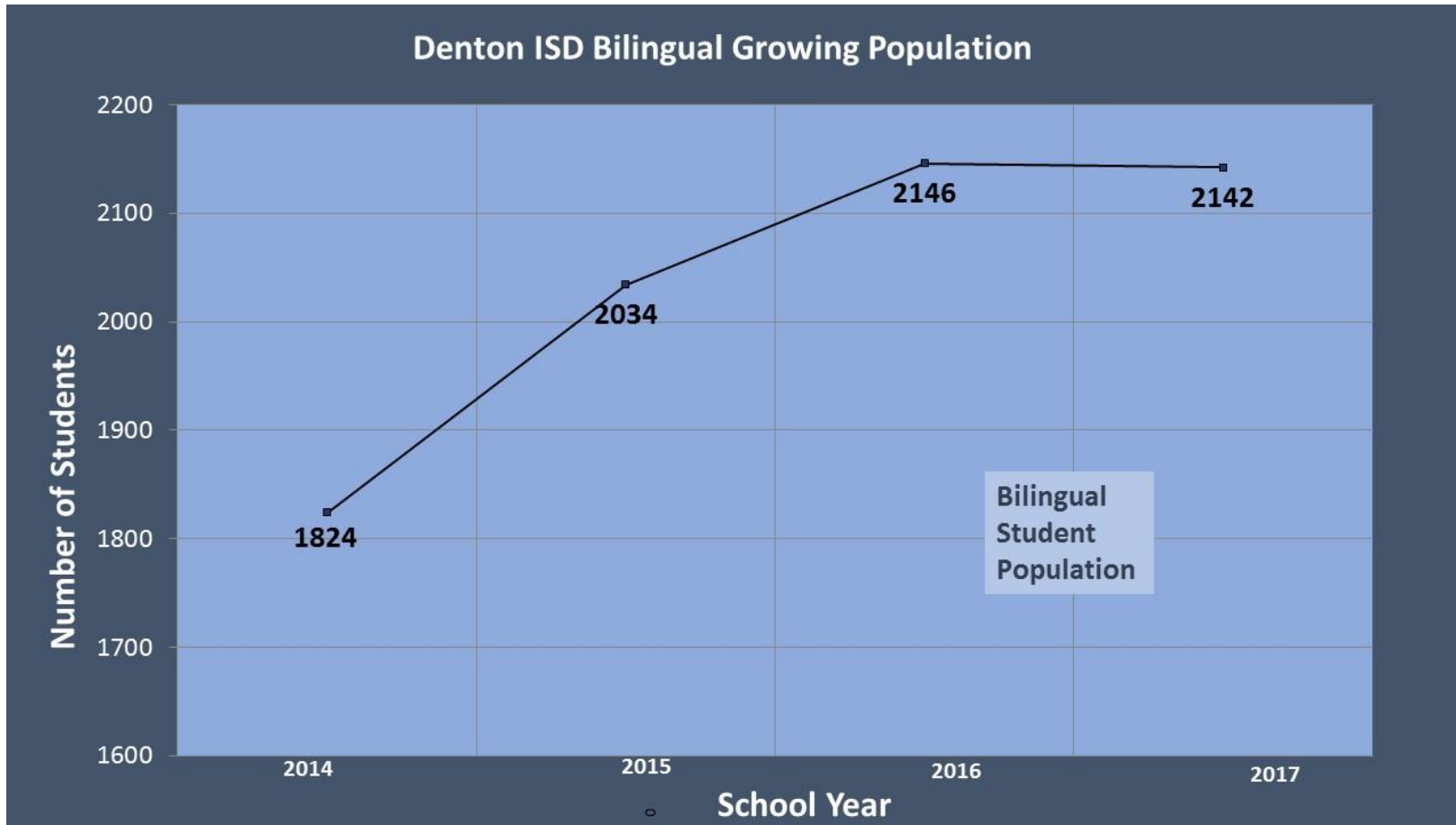
In pursuit of excellence, the district will maintain a diverse workforce with respect to qualifications, expertise, and commitment to excellence.

Meet the Bilingual Recruiting Committee

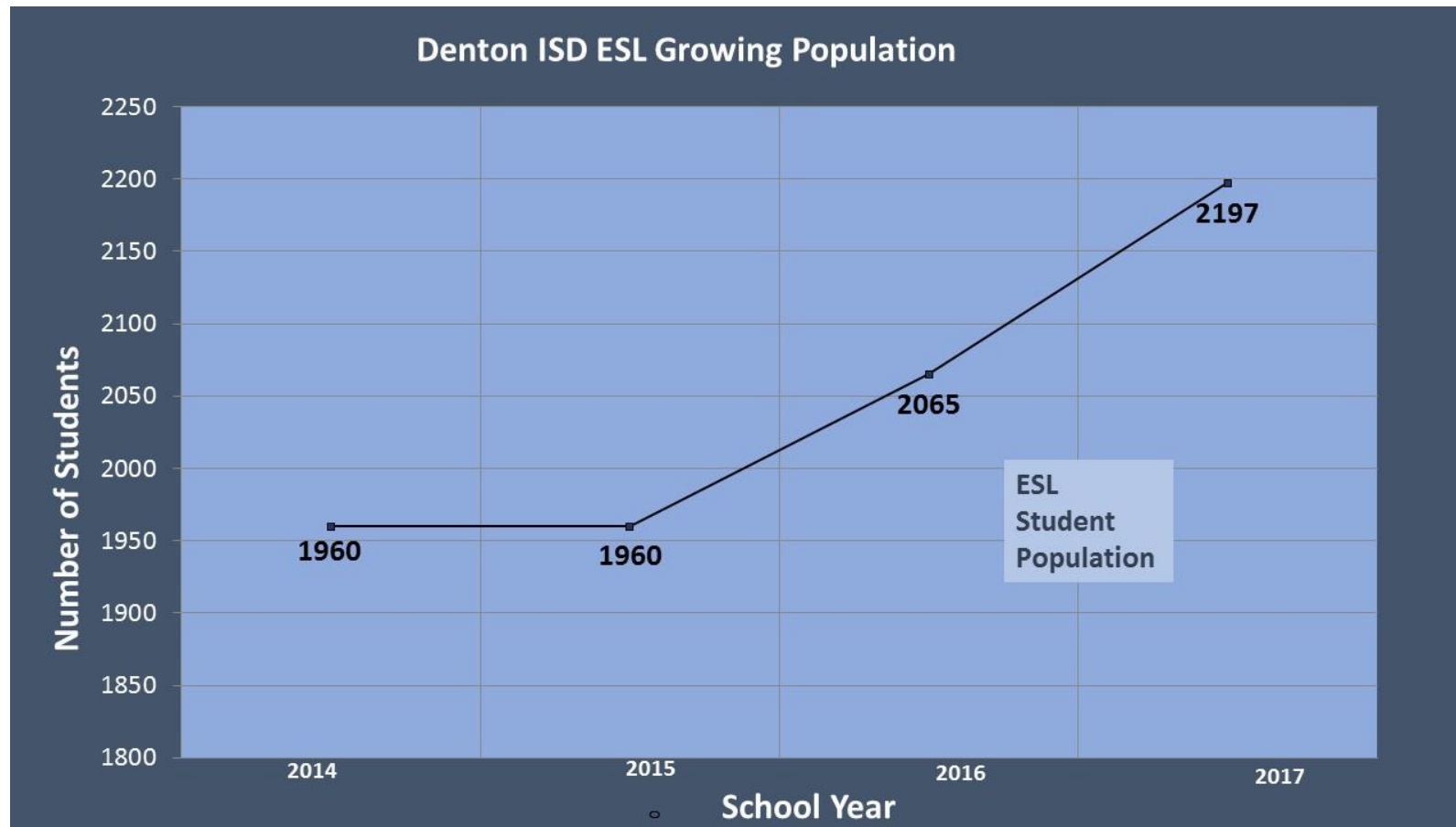
Teresa Taylor- Director of Bilingual/ESL Programs
Dr. Patty Jensen- Principal of Hodge Elementary
Dr. Lacey Rainey- Principal of Pecan Creek
Michele Sandefur- Principal of Borman Elementary
Nicole Poole- Principal of WS Ryan Elementary
Marcy Auchter- Principal of Ginnings Elementary
Dr. Linda Tucker- Principal of Evers Park Elementary
Tracy Johnson- HR Coordinator of Elementary Professional Personnel



Trends in Bilingual Education



Trends in Bilingual Education



Trends in Bilingual Education

Bilingual Teacher Recruiting Efforts

- Monthly Committee Meetings
 - Job Fairs (On-site interviews)
- Interviews with integrated small group teaching demonstration
- Hospitality table and "thank you" bags for all applicants
 - Letters of Intent for qualified applicants
 - NABE Conference Attendance
- Partnership with TWU 50/50 Student Teachers

Partnership with TWU

- Employ TWU bilingual student teachers as part-time BIL Instructional Paraprofessionals
 - Format of the Program
 - Applicant Screening Event- December 15, 2016
 - 50% of applicants were Denton ISD graduates
- Fall 2016- Three applicants, three placements (2 were offered BIL teaching positions in DISD)
- Spring 2017- Eight applicants, three placements which aligned to budget for Fall 2016
 - The stories behind the student teachers
- Proposed Action- funding approval for remaining 5 student teachers

Don't Just Take Our Word For It



Iris Ramirez, 50-50 Participant, Spring 2016, RHS Class of 2000

Moving Forward

- Expand 50/50 student teachers program to accommodate 8 paraprofessional positions each semester
 - Continuing efforts to interview BIL applicants
 - Grow and support BIL applicants
- New Bilingual Teacher Induction Program (retention v. recruitment)

**Thank you for your continued
support of our bilingual
teacher recruitment efforts!**