

# The Teacher Residency Program in Dallas ISD

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## PROGRAM DESCRIPTION

### INTRODUCTION

Dallas ISD Teacher Residency program focused on:

- Creating a welcoming and supportive environment for residency teachers to grow professionally and gain classroom teaching experience.
- Providing mentoring support, hosting career workshops to support resident teachers navigating the district.
- Accepting teachers during the Fall and Spring semesters each school year
- Training and supporting resident teachers up to two years.

### BENEFITS

The residency program benefits teachers, students and the district.

For resident teachers:

- Effective preparation
- Strong, ongoing mentorship
- Financial support
- Strong job prospects
- Reduced turnover

For students:

- Effective and culturally responsive teaching
- Stronger relationships with adults
- Greater support in the classroom

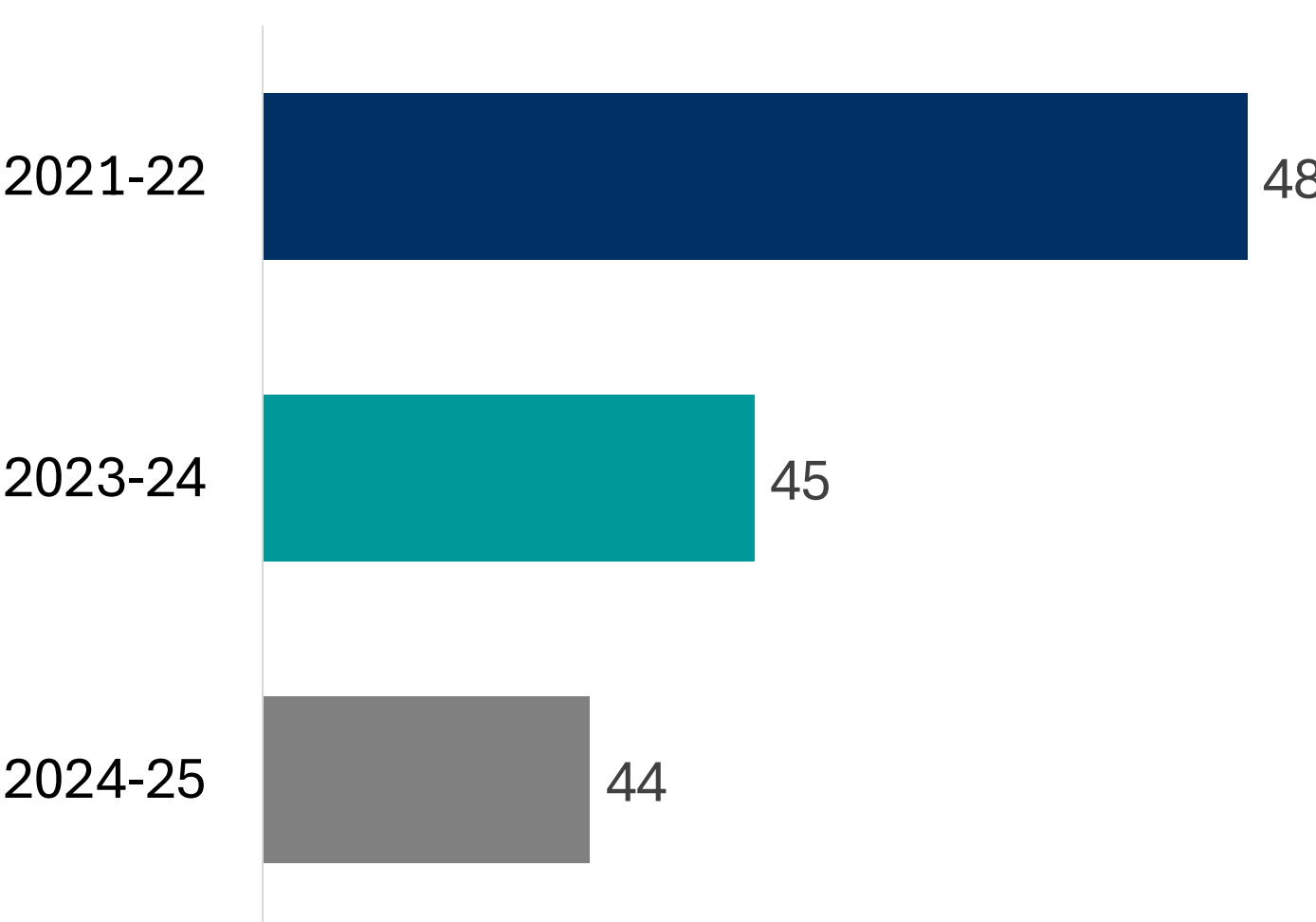
For district:

- Attract and retain talents
- Improved student outcomes
- Greater instructional support
- Invest in veteran teachers

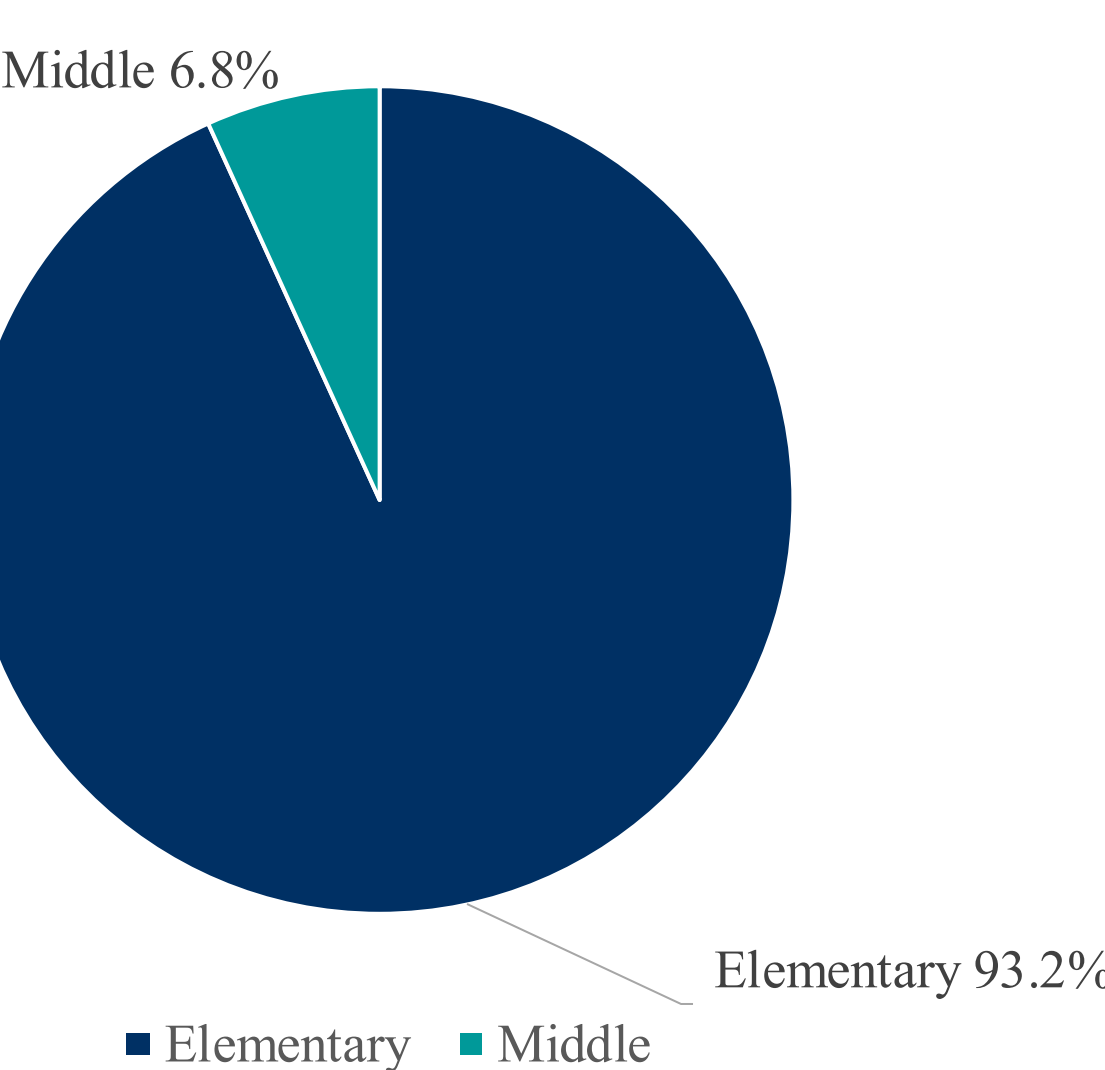
## HIGHLIGHTED FACTS

The number of resident teacher during the last several years remained stable. Most of the resident teachers were assigned to elementary schools.

# of resident teachers by school year



Resident Teacher by School Level



## SERVICES PROVIDED

Dallas ISD mentors/host teachers assisted the resident teachers:

- Planning lessons
- Analyzing student data
- Delivering instructions
- Identifying area of strength and growth

## 2024 FALL SURVEY

- Resident teachers reported that the onboarding and hiring experience was efficient and easy.
- Resident teachers received adequate support from campus leadership.

Onboarding experience was efficient and easy



Agree Strongly Agree

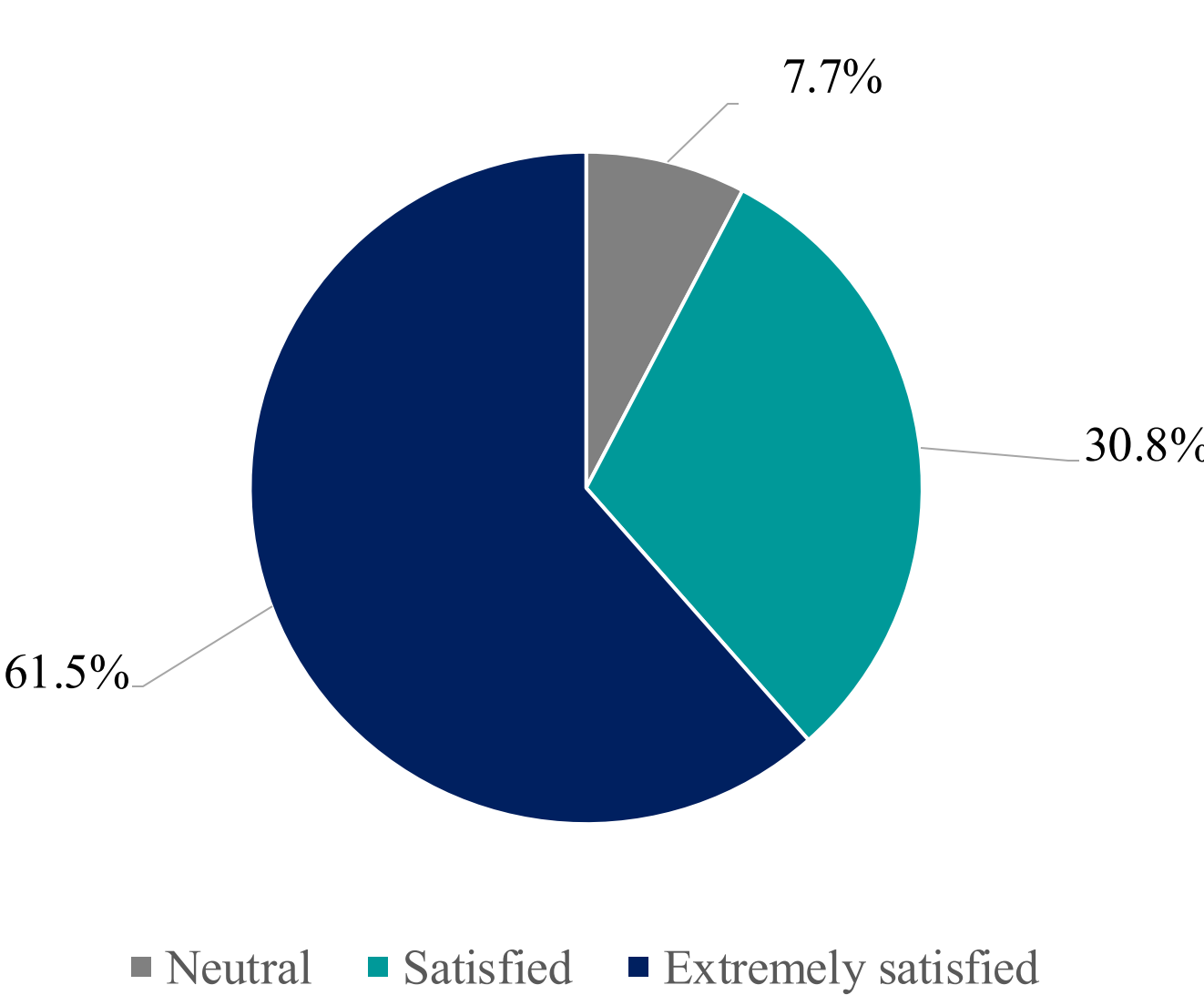
Support received from mentor/host teacher



Neutral Satisfied Extremely satisfied

- Support and P.D. session provided were the strengths of the program

Monthly virtual P.D. sessions



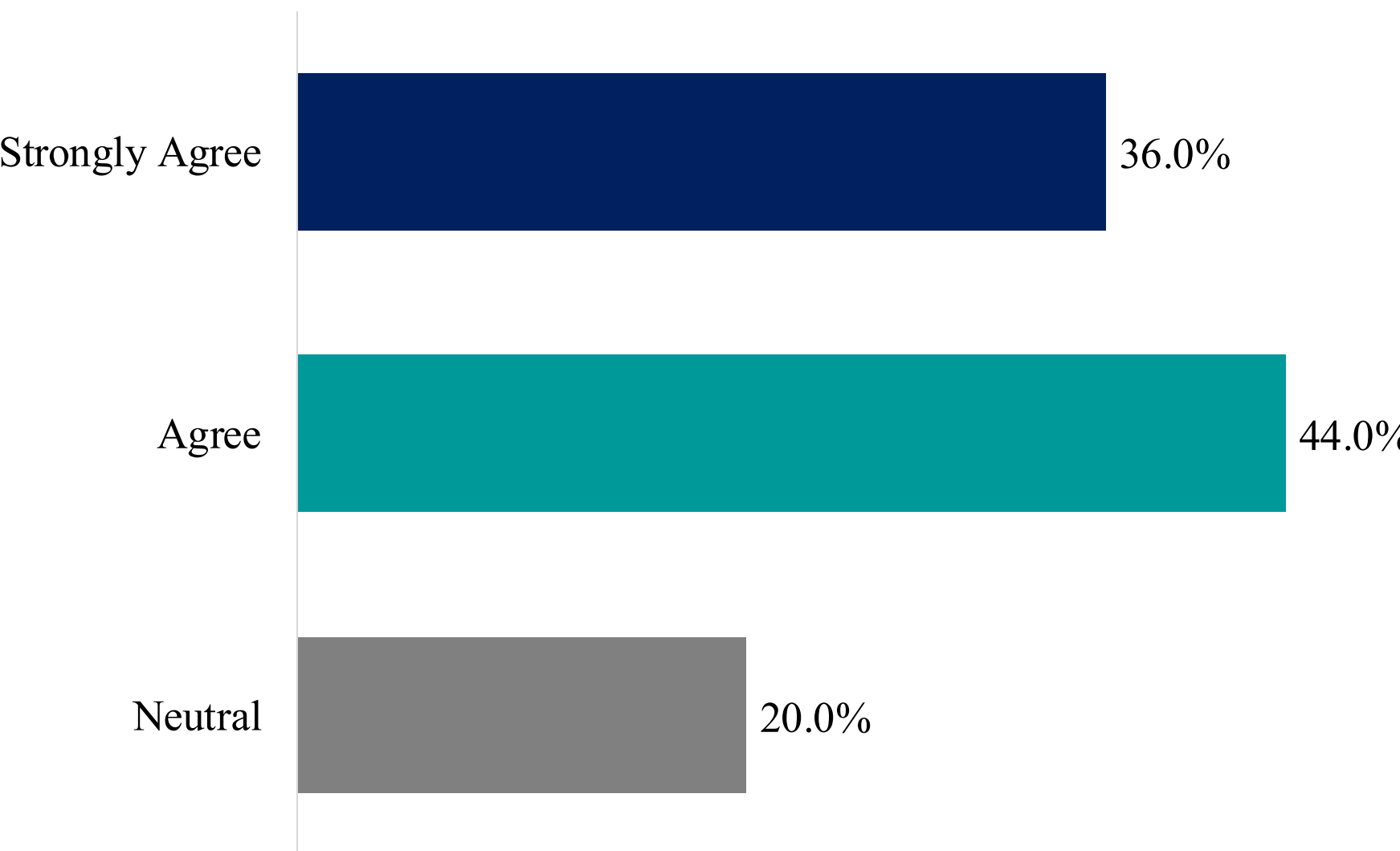
Neutral Satisfied Extremely satisfied

- Resident teachers expected more clarity and communication on program details.

## 2025 SPRING SURVEY

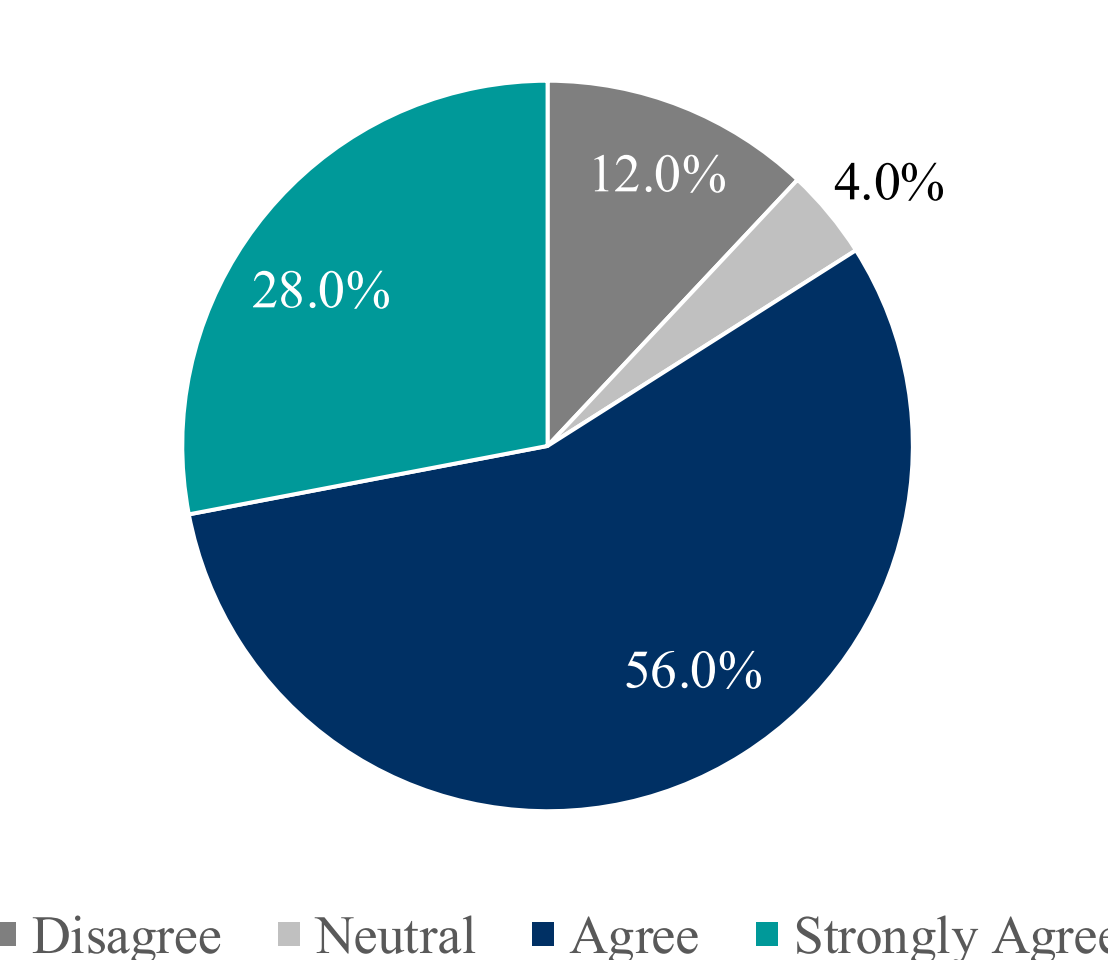
- All resident teachers were satisfied with support provided by mentor and coordinator.
- Teachers felt supported by the campus coordinators.

Dallas ISD has a strong curriculum and resource



- 84% of resident teachers enjoyed teacher placement and learned a lot.

My campus culture is very positive



Disagree Neutral Agree Strongly Agree



## CONCLUSION

Dallas ISD teacher residency program is a major strength for the teaching profession, it provides intensive, year-long training that helps prepare and retain highly effective teachers, especially in high-need districts. This program benefits resident teachers, students and district overall by providing effective instruction and creating new opportunities for educators.

Dallas ISD Human Capital Management, in partnership with School Leadership, Academic Services, and other departments, look forward to continue the residency program to improve student outcomes.

