Mentor Training Models

DeSoto Parish Schools
and
Northwestern State University
Teacher Residency Initiative (TRI) is an innovative program designed to identify and prepare teachers for hard-to-staff schools in DeSoto Parish School System (DPSS) for the 2015-16 school year.

Northwestern State University (NSU) and DPSS partnered to recruit, train, and retain effective teachers from a pool of local talent.
The design of the program is based on a five-pronged approach to developing and retaining high-quality teachers:

1) targeted recruitment and rigorous selection of residents and mentors

2) intensive collaborative pre-service preparation focused on the specific staffing needs of the hard-to-staff schools

3) coordinated induction support

4) strategic placement of residents in hard-to-staff schools

5) regular evaluation of teacher effectiveness based on TAP indicators and student performance data
PREP is a summer intensive, certification only program for those who have already earned at least a baccalaureate degree.

- complete 9 graduate-level hours during the summer
- candidates enroll in 6 graduate hours of internship and seminar in both fall and spring semesters
TAP: A Balance of Support and Accountability

- Master and Mentor Teachers
- Clusters
- Planning and Classroom Support
- Rubrics
- Observations

- Rubrics
- Evaluations
- Student Test Scores
- SLT attainment
- Performance Pay
TAP ELEMENTS OF SUCCESS

- Multiple Career Paths
- Instructionally Focused Accountability
- Ongoing Applied Professional Growth
- Performance-based Compensation
TRI MENTOR SELECTION

• Selection **Criteria**

• **Interview** Process/Questions
MENTOR PROFESSIONAL DEVELOPMENT

- TAP Core Training
- District Master Teacher Meetings
- DeSoto TAP Summer Institute
- National TAP Summer Institute
- TAP National Conference
- EMT On-Site Coaching/Support
PAIRING MENTORS WITH TRI RESIDENTS

“Best Fit”

• By School

• By Content/Grade Level
MENTOR RESPONSIBILITIES

Responsibility Survey Domains:

• Staff Development
• Instructional Supervision
• Mentoring
• Community Involvement
• School Responsibilities
• Growing & Developing Professionally
• Reflecting on Teaching
MUTUALLY BENEFICIAL INITIATIVE

DISTRICT  ↔  UNIVERSITY

RESIDENTS

STUDENTS
LESSONS LEARNED

Areas for Improvement:

• University/District Partnership in Mentor Selection & Training

• Residency Leadership Team Meetings