



Three programs; **Resident Teachers, Teacher Recruitment and Retention, and Alternative Certification**, were funded through Title II, Part A in the Dallas ISD and implemented by the **Human Capital Management** department. The purpose of the three programs include: (a) increasing student academic achievement and the number of highly qualified teachers in classrooms and (b) holding local educational agencies and schools accountable for improvements in student academic achievement.

## Key Findings

### Implementation

- In 2023-24, the HCM recruitment team held various district-wide job fairs, attending university job fairs in Texas and other states including virtual events. Additionally, the team made international recruitment visits to Colombia, Mexico, Panama, and Philippines.
- The HCM Staffing Team focused on hiring new teachers to fill district vacancies including international H1B teachers and J1 teachers to teach in the district.
- Longitudinal data shows an increase in the percentage of teachers who completed the AC program and continued to teach in Dallas ISD from 2021-22 to 2022-23.

### Stakeholder Feedback

#### Teacher Feedback Surveys

- Resident teachers mostly appreciated the hands-on experience, mentor teachers' support, professional development opportunities, and communication.
- Resident teachers also identified areas for improvement which included: effective communication, higher pay, teacher and staff support, personalized training, and school or grade choice.
- Newly hired teachers' responses about the new teacher academy (NTA) were positive. Teachers gained essential knowledge and skills and they were well prepared for new school year.
- Newly hired teachers needed more time for training and planning, hands-on teaching experience, differentiated training, and improved access to curriculum and data.
- Intern teachers appreciated the means of communication, opportunities to reflect on their classroom teaching, and helping them solve problems related to classroom teaching.
- Most interns benefitted AC program from receiving specific strategies and face-to-face and ongoing support.

## Recommendations

### • Continue efforts to increase the number of candidates to fill teacher vacancies

In 2023-24, the teacher recruitment and retention program hired 1,966 teachers which was close to the program goal of hiring at least 2,000 teacher candidates. Program staff should determine possible reasons why the number was lower and target steps to ensure the district's teacher vacancies are filled for future school years.

### • Evaluate the effectiveness of teachers hired through the alternative certification program

As more Dallas ISD teachers are being hired through alternative certification programs, it is important to ascertain that the programs are producing high-quality teachers by tracking teachers' effectiveness through TEI or other measures. Program staff should utilize teacher TEI ratings to assess the effectiveness of teachers hired through the alternative certification program and determine if the alternative certification program is achieving their goal of improving student achievement.