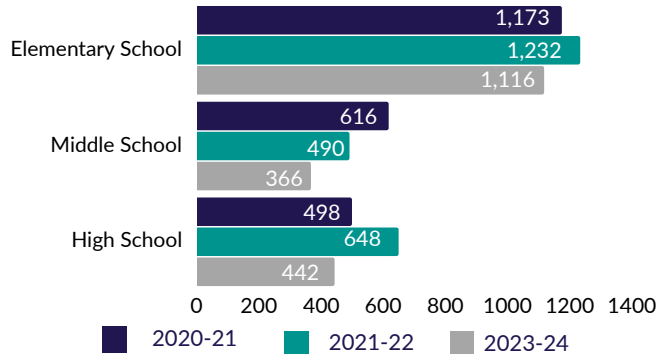




Three programs; **Resident Teachers, Teacher Recruitment and Retention, and Alternative Certification**, were funded through Title II, Part A in the Dallas Independent School District and implemented by the Human Capital Management department. The purpose of the three programs include: (a) increasing 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.

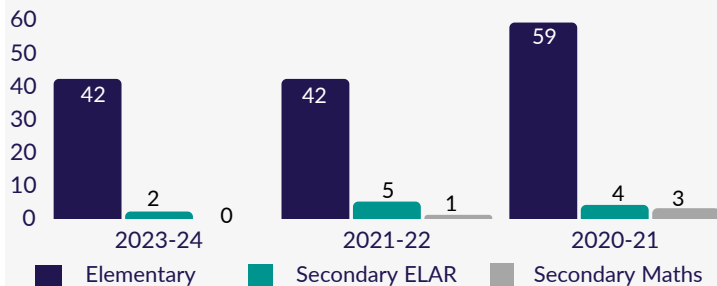


There were more newly hired teachers for elementary school than middle school and high school combined from 2020-21 through 2023-24.

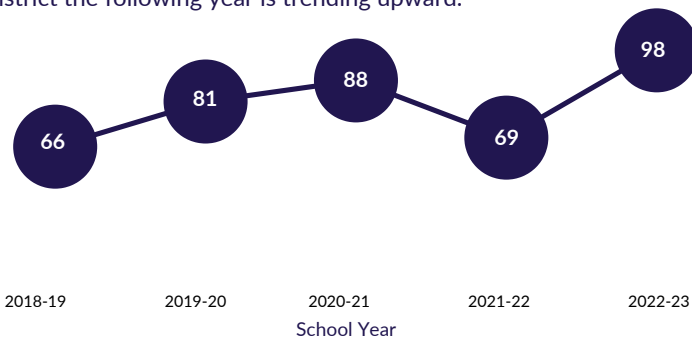


Note: In 2023-24, 42 additional teachers were assigned as centralized, serving multiple campuses.

The number of resident teachers varied each year. However, there was a higher percentage of elementary teachers than secondary school teachers in the residency teacher program each year.

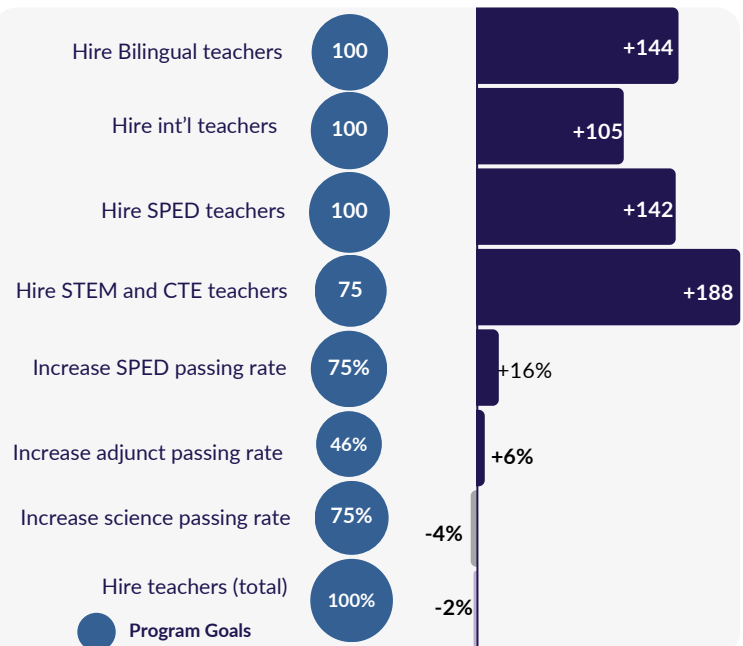


The percentage of Alternative Certified teachers who remain in the district the following year is trending upward.

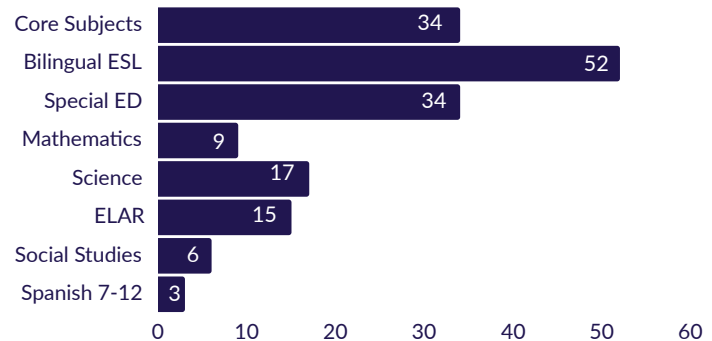


"It provides us with effective practices, creates a community of educators who advocate for the rights of students, strong and culturally relevant lessons for students"
 - Resident Teacher

Most of the program goals were met except for science teacher passing rate and total number of teachers hired in 2023-24.



A total of 170 interns in eight certification areas were enrolled in the AC program between summer 2023 and spring 2024.



"Campus Orientation Day was well planned and informative, and it created a sense of excitement with high expectations for teachers, and students"

- Newly Hired Teacher

"AC program provided means of communication, opportunities to reflect on classroom teaching, and helped me solve problems"

- Alternative Certification Intern