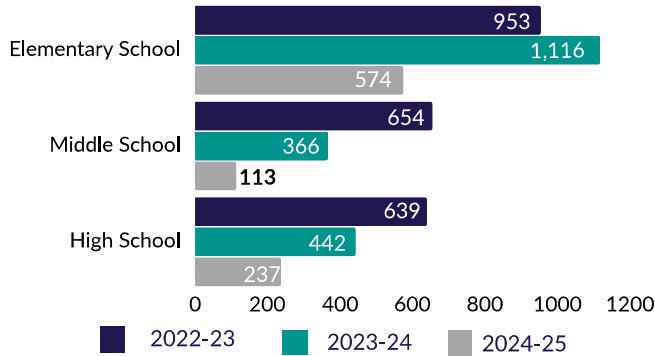




Four hiring initiatives: bilingual hiring incentives, Black and Latino residency teacher program, critical shortage area hiring incentives, and high priority campus (HPC) incentives, were funded through Title II, Part A in Dallas Independent School District and implemented by the Human Capital Management department. The purpose of the four programs include: (a) increasing student academic achievement and the number of highly qualified teachers and (b) holding local educational agencies and schools accountable for student achievement improvement.

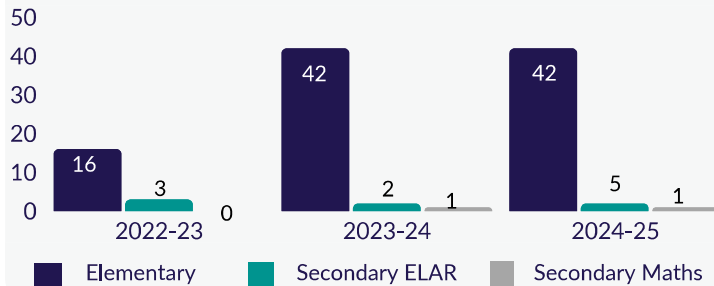


There were more newly hired teachers for elementary school than middle school and high school from 2022-23 through 2024-25.

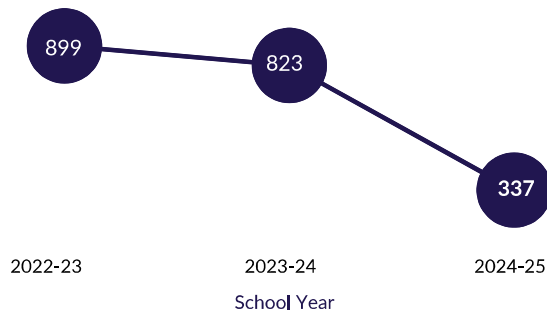


Note: There were 96 in 2022-23, 42 in 2023-24, and 37 in 2024-25 additional teachers assigned as centralized, serving multiple campuses.

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

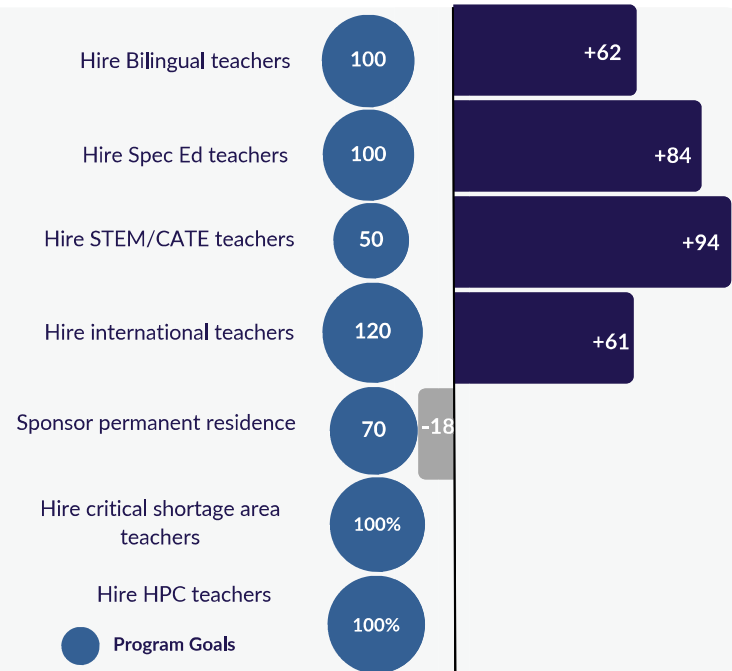


The number of HPC teachers hired decreased from 2022-23 through 2024-25.

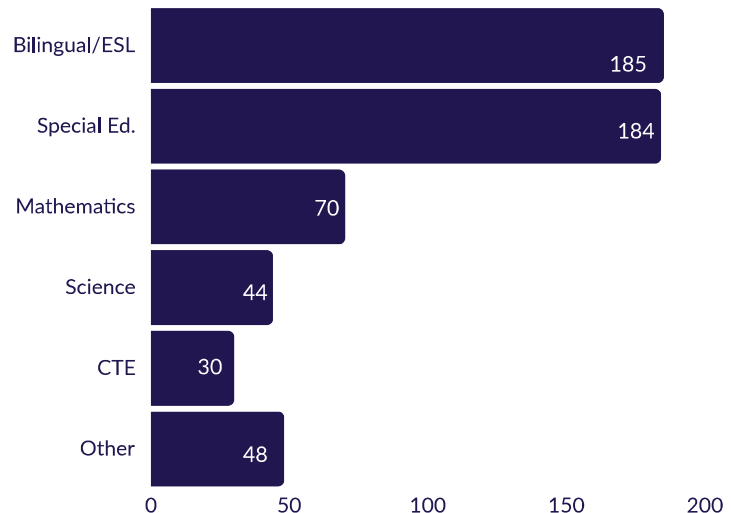


"We had an opportunity to be paired with a mentor teacher who gave us everyday feedback in classroom and to explore the different grades and gain valuable classroom experience"
-Resident Teacher

Most of the program goals were met except for sponsoring permanent residence in 2024-25.



A total of 561 critical shortage area teachers were hired in 2024-25.



Note: "Other" includes dyslexia, foreign language, inclusion, and speech.

"I felt welcomed by the administration team on orientation day and I had an introduction meeting to learn about the school and the procedures."

-Newly Hired Teacher