

Strategic Staffing

Combining Models for Success after TCLAS



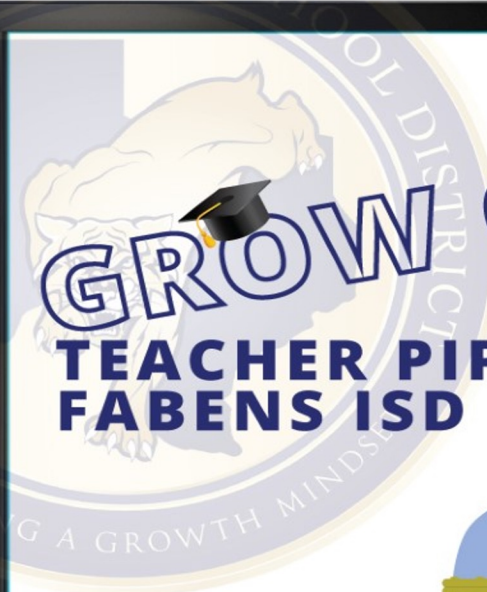
Fabens ISD Strategic Staffing Team:

Aide Polanco, Human Resources
Director

Dr. April Galaviz, Director of Federal
Programs & Grants

Michele Gonzalez, Assistant
Superintendent for Leadership,
Assessment, Curriculum, & Instruction





GROW OUR OWN

TEACHER PIPELINE FABENS ISD

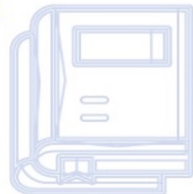
Miner Mentor Program

0-2 years of experience



Teacher Residents

Paid residencies for entire year of student teaching



Recruiting and Retaining Experienced Teachers



Dual Credit Credentials

Funding opportunity - pays for their graduate courses



Teacher Incentive Allotment



High School Students

Education & Training Pathway

Teacher Assistant Certification or Associates

Paraprofessional Teacher Pathway Scholarship





Paid Teacher Residency Program

Full Year Residency with Co-teaching model

Mentor Stipends



The Miner Teacher Residency involves a full year of hands-on clinical preparation in an elementary or middle school classroom, alongside a carefully selected and trained Mentor Teacher. In addition, residents receive ongoing coaching and support from a UTEP Site Coordinator, a UTEP faculty member who is based on-site at partner campuses.

The goal of the Miner Teacher Residency is to prepare the highest-quality teachers who are Day 1-ready to meet the needs of culturally, linguistically, and economically diverse learners and to provide rigorous, high-quality learning experiences for all students.



Miner Mentor Program and TEA Mentor Program Allotment

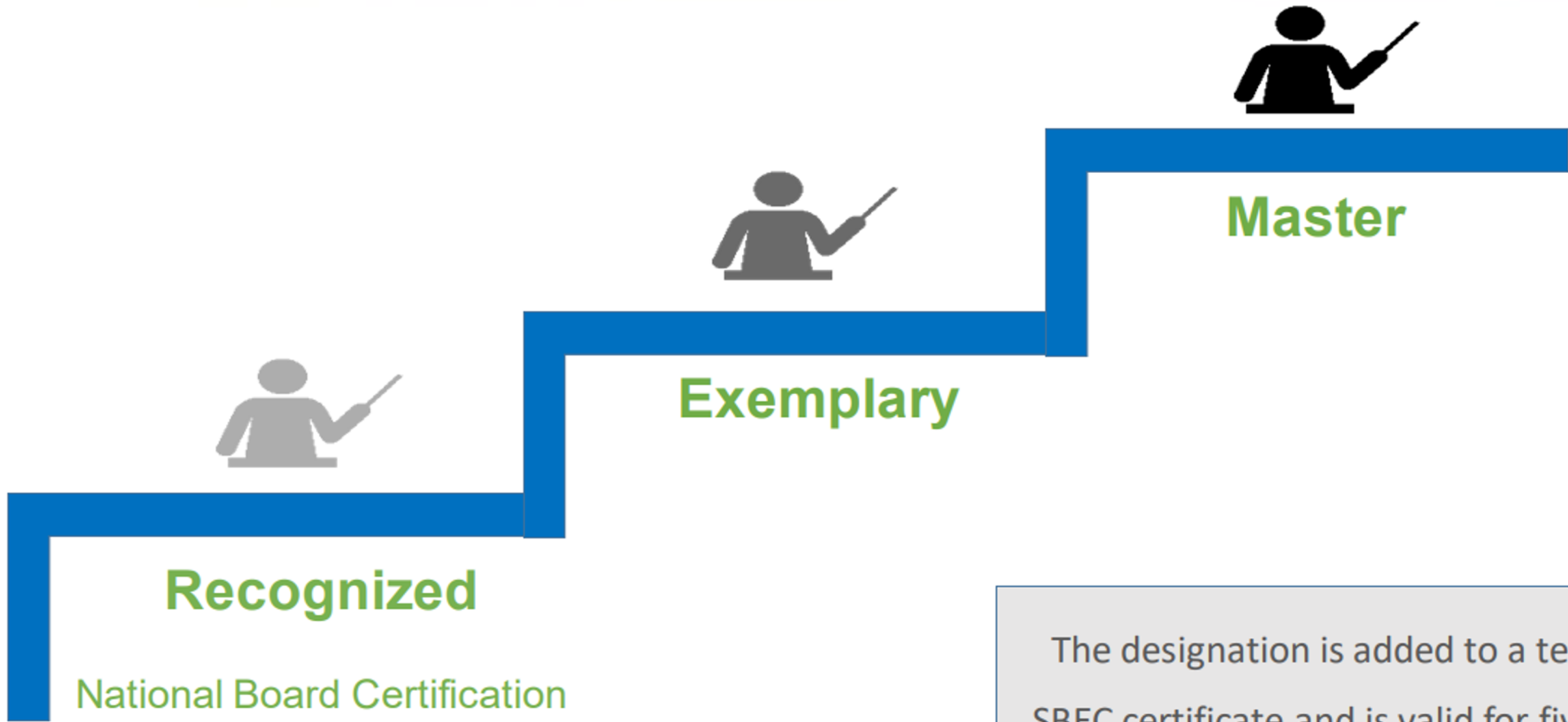
- Differentiated Mentor support for first three years
- UTEP Site Coordinator – Has office at Fabens ES
- Mentor Stipends
- New Teacher Academy



\$75,000 Allotment through 2025 - Pays for program, mentor stipends, and subs. Supplemental support from the El Paso Community Foundation and UTEP



Teacher Incentive Allotment works in conjunction with the Local Optional Teacher Designation System



The designation is added to a teacher's SBEC certificate and is valid for five years.

TIA Designation Ranges

Teacher Designation (TIA Compensation Level)	Designation Range
Recognized	\$3,000 - \$9,000
Exemplary	\$6,000 - \$18,000
Master	\$12,000 - \$32,000

Average Campus Allotment



Recognized

\$8,405



Exemplary

\$16,810



Master

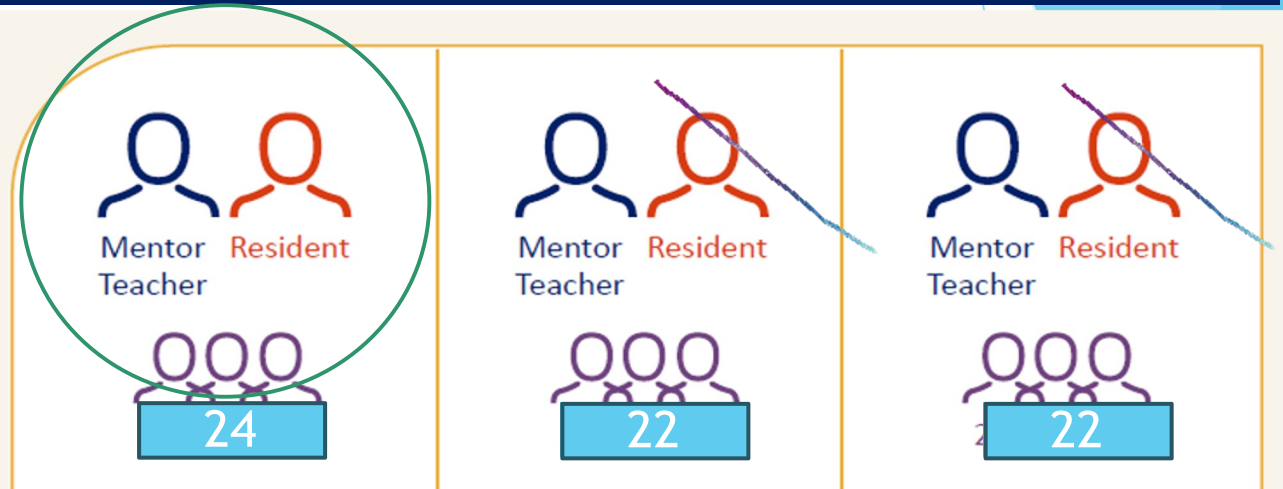
\$30,017

Vacancy: Pair Teaching

The **Co-Teacher** model puts residents alongside his/her mentor for the entire school year. Because there are two teachers in that classroom, the student-to-teacher ration is cut in half.

Model Benefits:

- Addresses teacher vacancies
- Addresses student to teacher ratio, allowing for greater differentiation
- Teacher residents receive maximum co-teaching time



- **One teacher over the class size limit**
- **Master Teacher with proven effectiveness**
- **TIA Designated**
- **12:1 Student:Teacher Ratio**
- **HB 4545/ HB 1416 Serve students in most need**

4 Teachers = 260,000-280,000 / 3 teachers - 195,000 + 1 Resident - 22,500 = 217,500

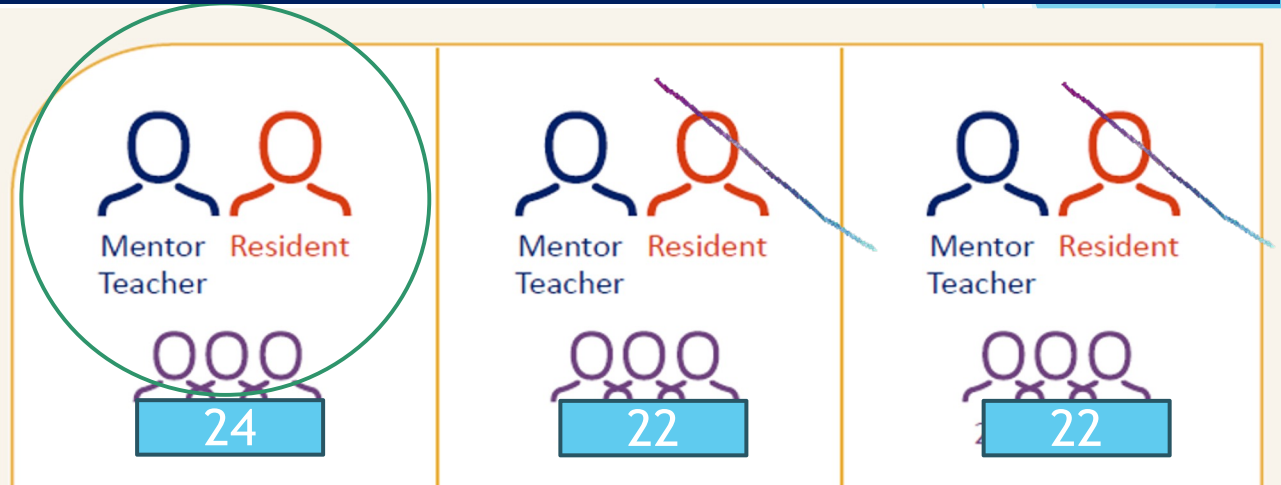
Vacancy: Pair Teaching

Flexibility:

Spring-start Residents can be placed in grade level with highest growth in enrollment. The following fall, the placement can change based on projected growth.

Shared resident in departmentalized team with shared mentor stipend allows for resident to follow larger class.

Provides for a varied residency experience.



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- TIA Designated
- 12:1 Student:Teacher Ratio
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