



LOUISIANA'S NEXT GENERATION EDUCATORS

Mentor Training Models

*DeSoto Parish Schools
and
Northwestern State University*

TEACHER RESIDENCY INITIATIVE (TRI)

- **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.



FIVE-PRONGED APPROACH

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

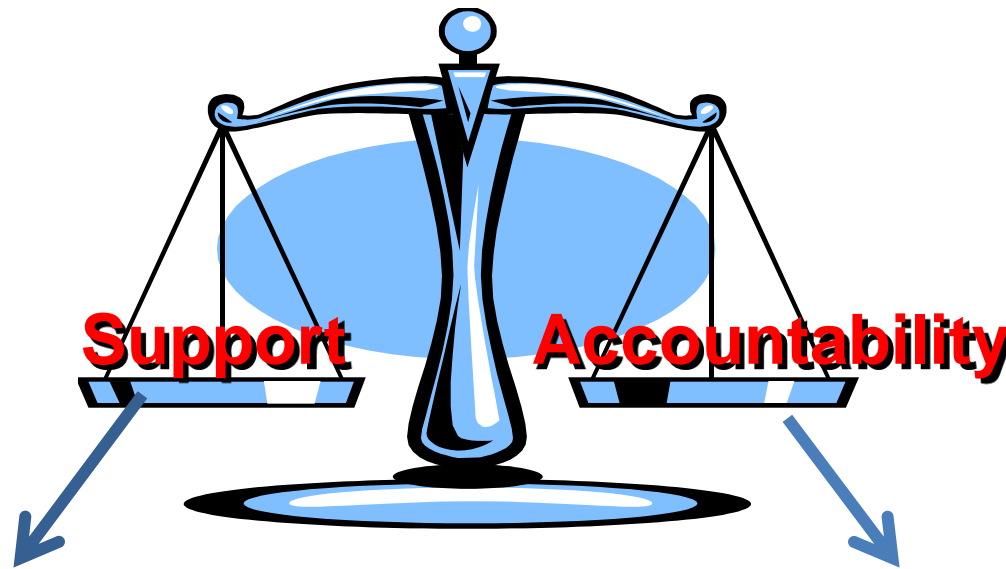
Northwestern State's **PRACTITIONER TEACHER PROGRAM (PREP)**

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

DESOTO PARISH SCHOOLS/TAP MODEL

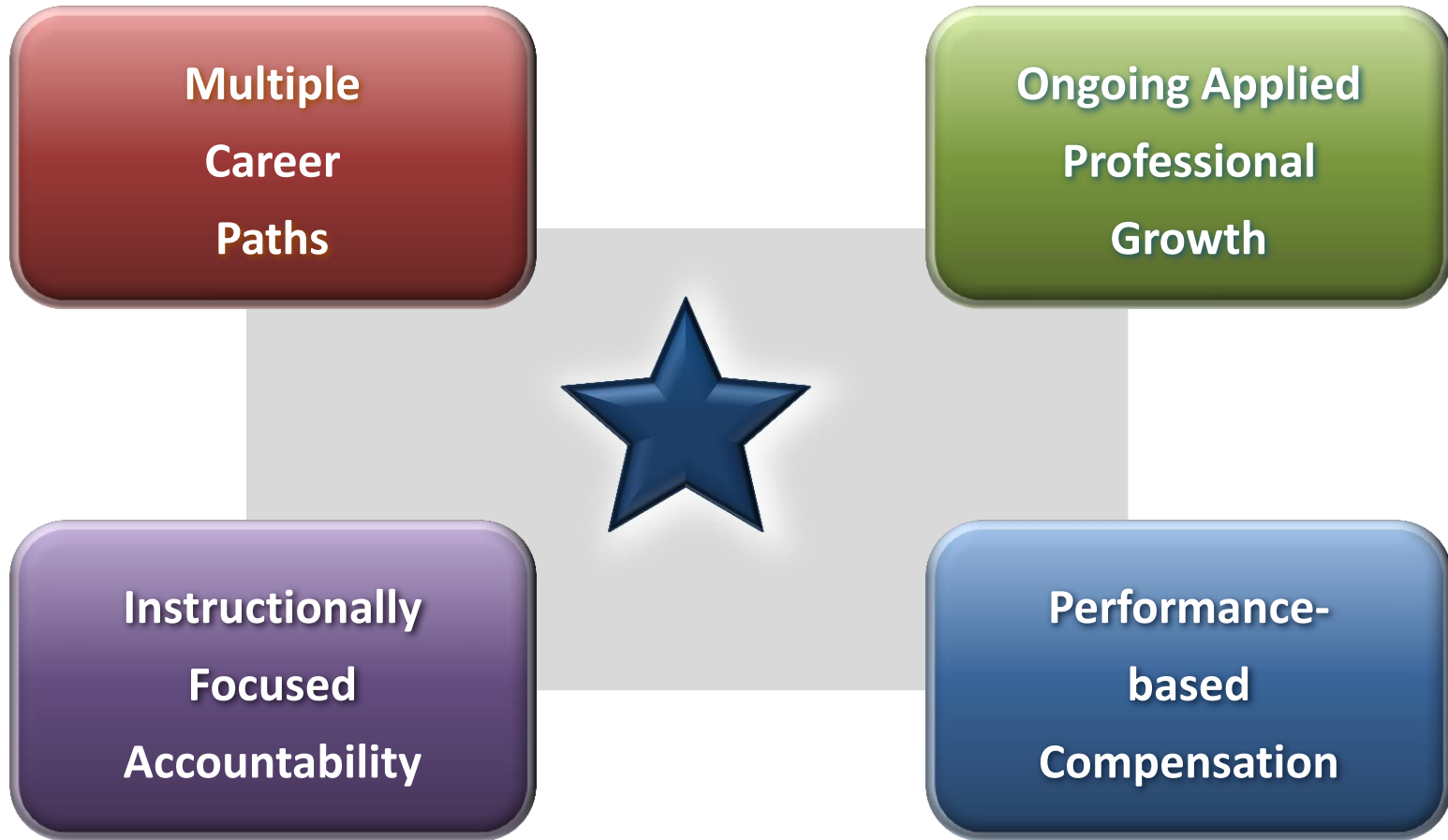
TAP: A Balance of Support and Accountability



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

- Rubrics
- Evaluations
- Student Test Scores
- SLT attainment
- Performance Pay

TAP ELEMENTS OF SUCCESS



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”

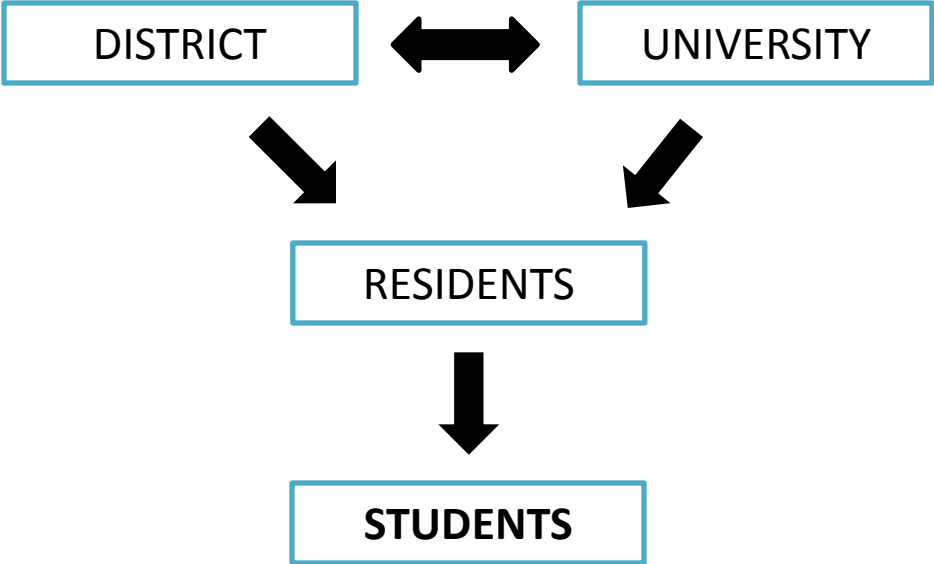
- By School
- By Content/Grade Level

MENTOR RESPONSIBILITIES

Responsibility Survey Domains:

- Staff Development
- Instructional Supervision
- Mentoring
- Community Involvement
- School Responsibilities
- Growing & Developing Professionally
- Reflecting on Teaching

MUTUALLY BENEFICIAL INITIATIVE



LESSONS LEARNED

Areas for Improvement:

- University/District Partnership in Mentor Selection & Training
- Residency Leadership Team Meetings

Q & A