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PRAIRIE VIEW A&M UNIVERSITY



Preparing Future Leaders by way of a Yearlong Residency Program- The LEADERS Project

Prairie View A&M University

CSOTTE Annual Conference
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San Marcos, Texas



LEADERS Team Presenters



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LEADERS Team



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LEADERS Collaborators



Dr. L.S. SPencer
Collaborator LEADERS Project



Dr. Susan P. Holley
Collaborator LEADERS Project

PROJECT DESCRIPTION

The *Leading Equity Across Diverse Environments with Revolutionary Synergy (LEADERS)* initiative is a partnership grants for the development of leadership programs in conjunction with the establishment of an effective teacher and leader residency program.

The LEADERS Project is a groundbreaking initiative funded by the *US Department of Education*, aimed at supporting **teachers'** and **leaders'** preparation programs in **collaboration** with various school districts.



The ***LEADERS*** mission is to develop a strong school-university partnership and to design a sustainable *Grow Your Own Program* with partner school districts.

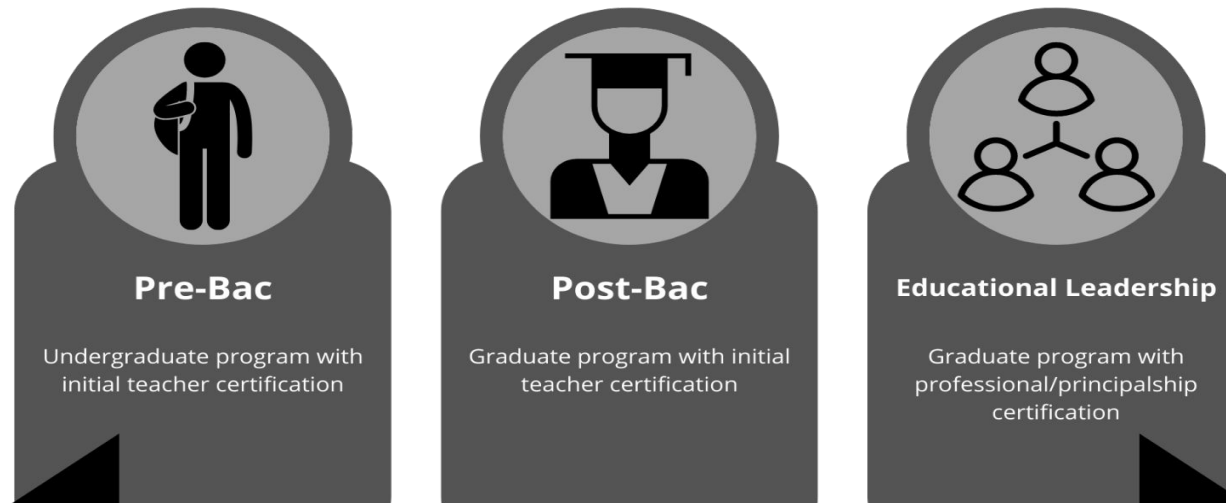
Our overall mission is to empower educators to excel in their roles and foster an **optimal learning environment** for all students to excel.

A **full year** of [clinical experience] under an experienced, effective mentor; a **partnership** between a school district and university so that **practice and theory** are closely linked; **continuing mentorship** after candidates become full-fledged teachers/leaders; and **payment** of [candidates] during the residency year in return for a three- to four-year **job commitment** (Guha et al., 2018).

“Residency programs are **partnerships** among school districts, universities, and other stakeholders **to prepare and retain effective teachers [and principals]**” (NCTR, 2018, p. 3).

L.E.A.D.E.R.S. USDoE Project

Leading Equity Across Diverse Environments with Revolutionary Synergy



1. Culturally Sustaining Residency
2. Initial Professional Learning Community (iPLC) with High-Impact Practices
3. Comprehensive Community Induction Framework (CCIF[®])



PRAIRIE VIEW
A&M UNIVERSITY
WHITLOWE R. GREEN
COLLEGE OF EDUCATION



TEXAS A&M UNIVERSITY
Public School
Administration

PROJECT GOALS

Goal 1

LEADERS project aims to close the academic gaps at high-need schools in *Quality Opportunity Zones*.

Goal 2

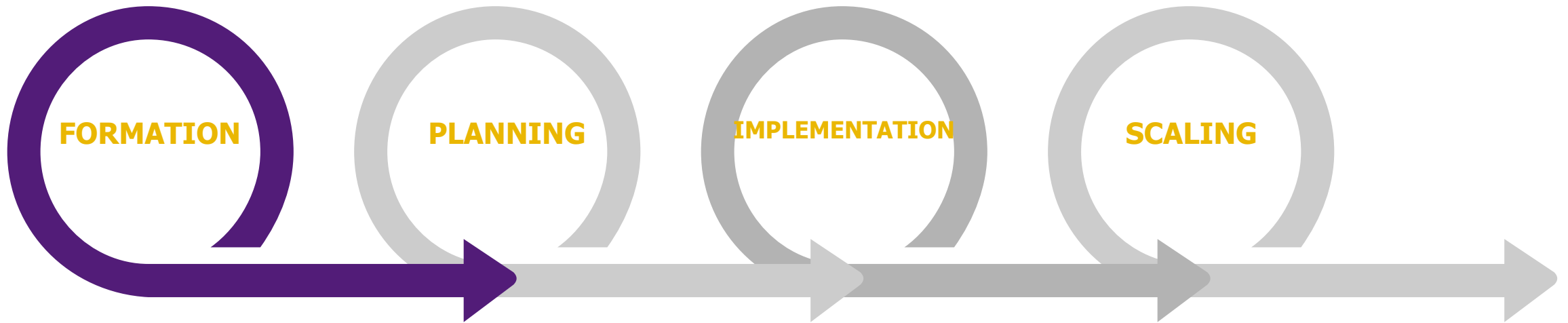
LEADERS project aims to develop mentoring capacity to support classroom practice and school culture.

Goal 3

LEADERS project aims to improve the educator-student demographic match.

Goal 4

LEADERS project aims to prepare effective educators for high-need areas who will remain in the profession.



**FRAMEWORK &
TEAM**

Key Components
Key Personnel

RECRUITMENT

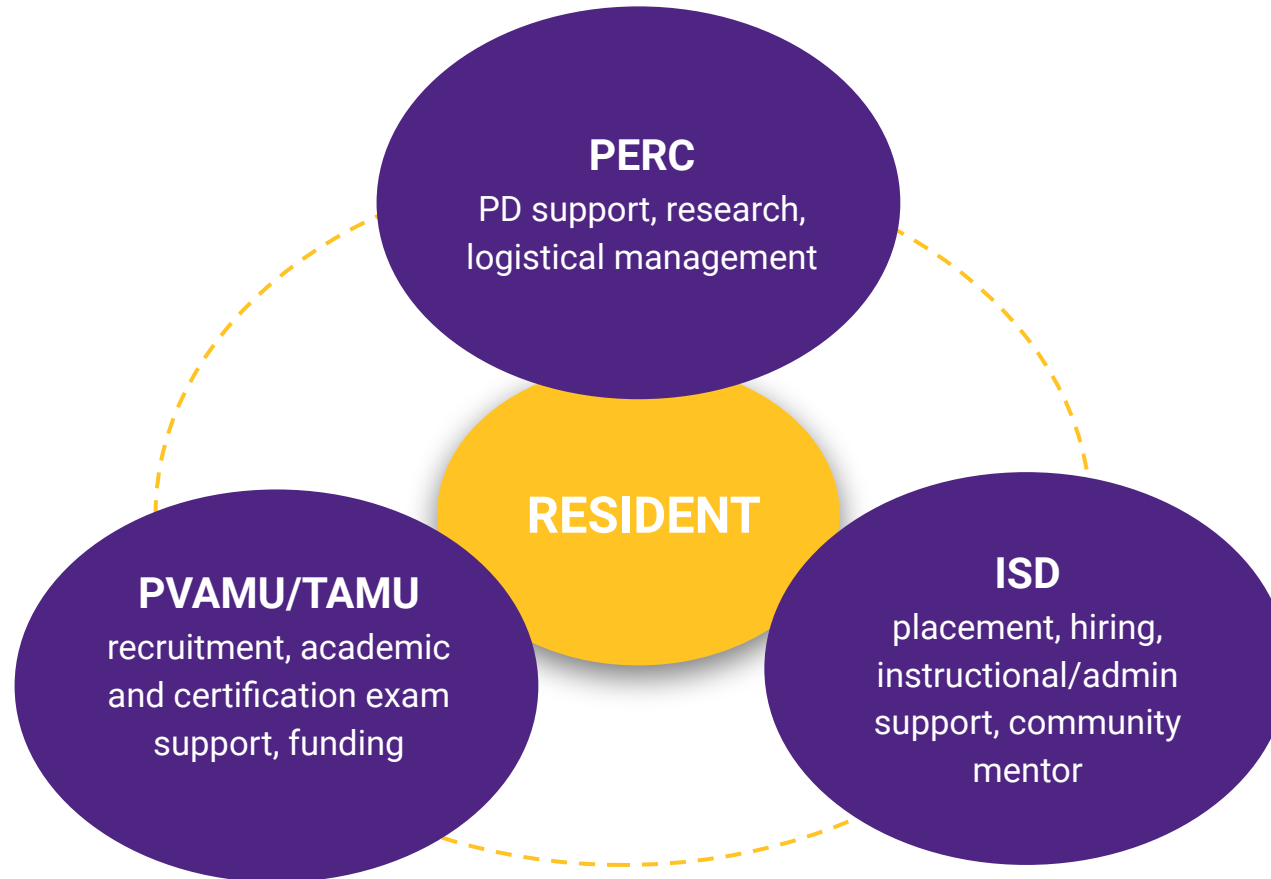
Meeting with district
personnel

PLACEMENT

Hiring
Mentor Training
Supervisor Training

SUSTAINING

In Progress





LEADERS

Initial Teacher Certification

Professional Certification

1. Prebac/Undergrad

2. Postbac/Graduate

3. Principalship

Mentor Teacher

Mentor Teacher

Mentor Leader

Professional Development

Professional Development

Professional Development

Induction Experiences

Induction Experiences

Induction Experiences

Staffing Model

Community Mentor

Culturally Responsive Curr.

iPad

Professional Stipend

Living Wage Stipend

Panther Teacher Residency

Panther Teacher Education Residency Model
(pantherTERM)

LEADERS

Items consistent across all 3 components

GOAL:

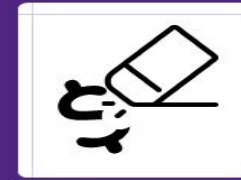
1. Increase teacher retention
2. Increase the number of diverse teachers
3. Develop a rigorous clinical experience for teachers to be day-one ready.
4. Offer a stipend during the residency year to help offset tuition costs.

PantherTERM



pantherTERM

(Panther Teacher Education Residency Model)



Student Loan
Forgiveness



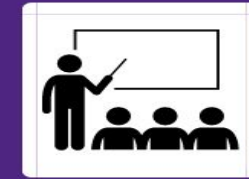
iPad & Technology
Support



Classroom and
Community Mentor



Professional
Development +
Induction Support



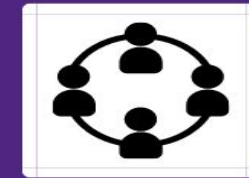
Paid Residency



Masters Program



3-Year Intent to
Serve Contract
with Partner ISD



Residents'
Learning
Community



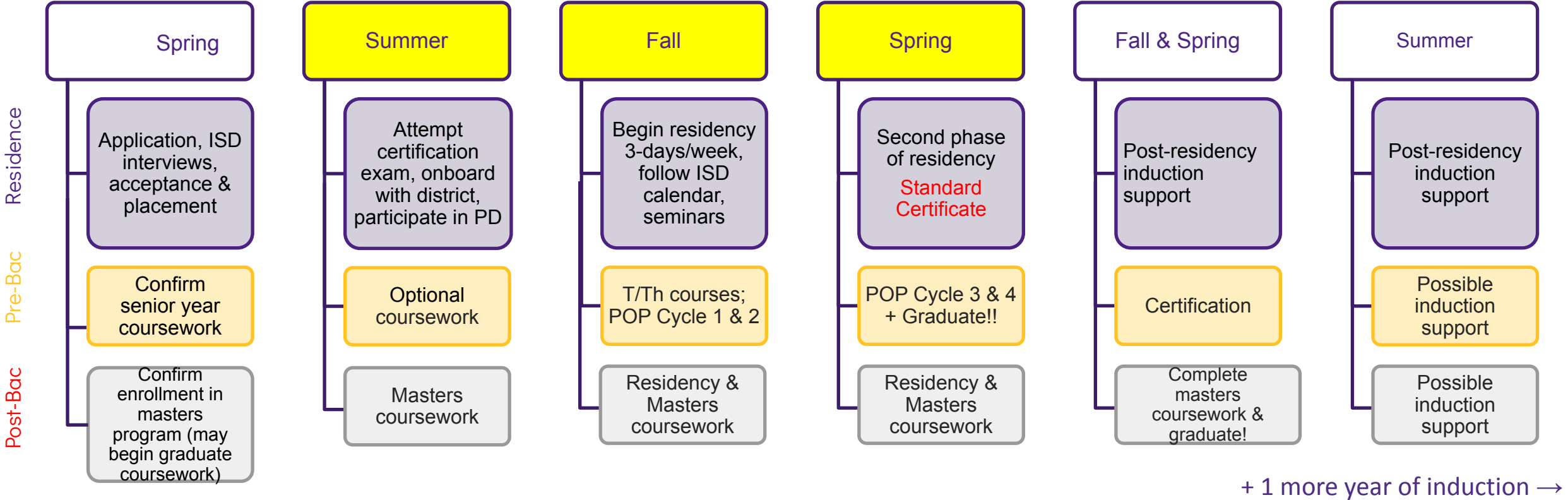
Instructional
Coach / Site
Supervisor

Contact edcert@pvamu.edu or term@tamu.edu
for more information.

Residency Timeline



Residency Year



RESIDENCY YEAR- PantherTERM

SUMMER

- Interview and be placed in partnering district
- Begin professional development for content exam
- Join district professional development and induction

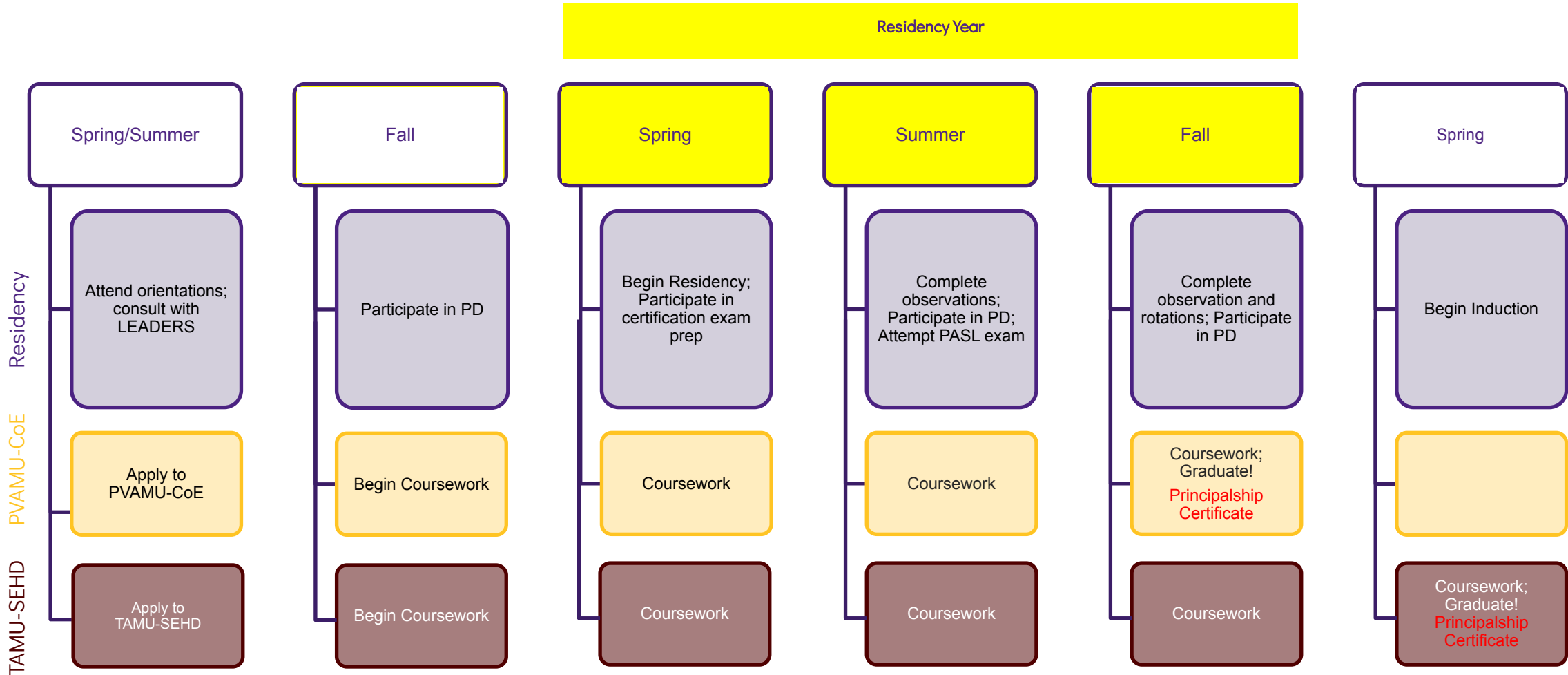
FALL

- Monday – Thursday: Assigned to P12 High-need Classroom
- Friday: Professional Development
- Pacing (co-teaching model): One teach, one assist; alternative teaching; one teach, one observe; station teaching; parallel teaching

SPRING

- Monday – Friday: Assigned to P12 High-need Classroom
- Pacing (co-teaching model): Resident intern teaches, mentor observes

RESIDENCY YEAR- Principalship



+ 2 years of induction →

[PERC Website](#)

[Sample Companion Guide](#)

RESIDENCY MOU

What is New?

SUBAWARD
AGREEMENTS

INTERDEPARTMENTAL
COLLABORATION

INTER-UNIVERSITY
PARTNERS

University-School Partners



Evaluate how resident teachers and leaders compare with non-residents (e.g., retention, self-efficacy, performance, Students outcomes etc.).

Evaluate the quality of candidates entering the teaching/leadership profession from various disciplines.

Evaluate the effectiveness of PDs and iPLCs.



Articulate how our high-need districts compare and contrast with one another in terms of equitable access, hiring practices, climate, and student achievement gaps at high-need schools in QOZs.

Establish the quantitative and qualitative effect of comprehensive teacher/leader induction.

Establish a sustainable GYO Model for partner districts.

NEXT STEPS

01

SPRING 2023

Rising Residents Recruitment

02

FALL 2024

Master's Degree Teacher Residency
Program Recruitment. Panther
Teacher Educator Residency Model-
PTERM

03

FALL 2024

Education Administration
Recruitment- Panther Leader
Residency Program-Principalship-
PLR

04

FALL 2024

Paraprofessional and Teacher Aides
Recruitment- Panther Teacher
Residency PTR Pre-baccalaureate

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THANK YOU!

