Panel 1

Grow Your Own Models for Teacher Recruitment
Grow Your Own programs focus on recruiting and training potential teachers in the communities where they live.

60% of U.S. teachers teach within 20 miles of where they went to high school.
Students Recommended by Educators

<table>
<thead>
<tr>
<th>Elem</th>
<th>Middle</th>
<th>High</th>
<th>Recent Grads</th>
<th>Total</th>
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<tr>
<td>67</td>
<td>43</td>
<td>90</td>
<td>94</td>
<td>294</td>
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Campus Visits by Dr. Valenta

2015-16 & 2016-17, Dr. Valenta visited EVERY campus in DISD to share the vision. 2017-18 shared Vision with 500+ new employees.

Coming Soon...
- Future Teacher Academy @ Technology Center
- Education in Training Student Ceremony
- High School Visits with Teach Denton students

Announcing TD Scholarships

2016-17 awarded two (2) scholarships to TD students.

Over 16 million hits:
Kindergartner Signs Contract

Teach Denton Tool Kits – email kkirby@dentonisd.org
Richard Valenta
Denton ISD/Teach Denton

What additional impact have you seen or anticipate seeing ‘local’ teachers make in your district?
Leah Zavala
Denton ISD/Texas Association of Future Educators/Teach Denton

How have you gone about recruiting students to be interested in teaching?
How did your experiences and messages you received in high school drive you to your decision to teach?
Harlingen CISD & the University of Texas Rio Grande Valley are revolutionizing teacher preparation by graduating perspective teachers with a “first year teacher” repertoire.
Redefining Teacher Preparation

- Designing a clinically rich model based on proven practices and research
- Embedding experiences equivalent to that of a first year teacher
- Finding opportunities for research in the field of education
- Creating mutual benefits for teacher candidates and cooperating teachers
- Building reflective practitioners
Why the Partnership with UTRGV?

Goal 2: We will attract, develop, and retain highly effective educators and provide the tools they need to maximize all students’ success.

- SR 2.1 Implement a transformed recruitment plan to attract highly effective educators.
- SR 2.3 Create avenues for educators to acquire new knowledge and reach high levels of success.
- SR 2.5 Establish a retention plan for highly effective educators.
- SR 2.6 Create multiple venues for professional development designed to transform the learning experience of students.
The Perspective From Within
STEP UP Graduate: Melanie Rincones
Melanie Rincones
STEP UP
What helped you persist through the program?
Contact Information for Presenters

• Dr. Patty Alvarez McHatton
  • Dean of the College of Education and P-16 integration
  • patricia.mchatton@utrgv.edu

• Dr. Arturo Cavazos
  • Superintendent of School for Harlingen CISD
  • arturo.cavazos@hcisd.org

• Veronica Kortan
  • Administrator for Organizational Development
  • maria.kortan@hcisd.org
Arturo Cavazos
Harlingen CISD

How have you worked with programs to recruit and retain locally grown talent?
What have you learned about tailoring your preparation of teachers to meet the needs of specific districts?
Grow Your Own Grant – TEA Grant Opportunities
Teach Denton – kkirby@dentonisd.org
STEP UP Program at UTRGV - patricia.mchatton@utrgv.edu
Harlingen CISD - arturo.cavazos@hcisd.org and maria.kortan@hcisd.org