

Strategic Staffing: Teacher Residency in Socorro ISD

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Why we Implemented a Teacher Residency Model with University of Texas – El Paso

Well-designed residency models have many benefits including:

- A strong pool of candidates for recruitment

- Improved retention rates

- Improved student performance

The National Center for Education Evaluation and Regional Assistance found that teacher residency program teachers are more likely to remain in the same district than other non-resident teachers.



Residency Program Strategic Staffing Model

Teacher Residents are with their mentor teachers <u>153 days</u> per school year				
Monday				

A Snapshot of Underutilized Substitute Funding for Reallocation

<u>Substitute Information</u>	August	September	YTD
Unfilled Absences	2640	1773	4413
Fill Rate	64.3	67.5	65.7
Underutilized Funds	\$369,000	\$265,000	\$661,950



Strategic Staffing Funding Structure

Under this strategic staffing model, Teacher Residents earned between \$11,000-\$14,000 from Socorro ISD, funded with reallocation of unallocated substitute teaching dollars.

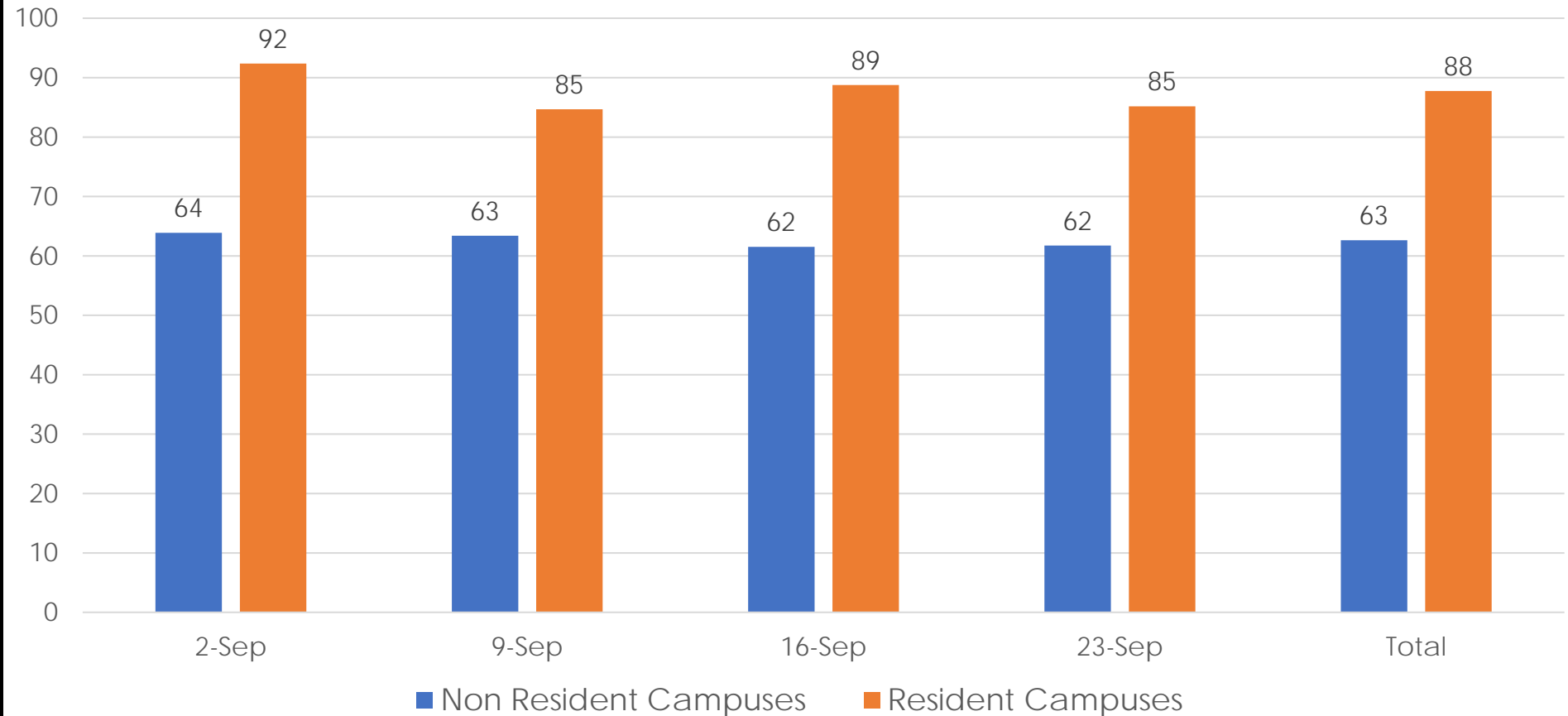
- On average, approximately \$300,000 of funds allocated for substitutes goes unused per month (unfilled absences)
- Reallocate those consistently unused funds to pay teacher residents at substitute daily rate for each day on campus
- Funding Example: \$90/day daily rate X 153 days = \$13,770
 - ~115 days funded via reallocation of unused funds (\$10,350 per resident)
 - ~38 days funded via allocated substitute funds for residents serving as subs (\$3,420 per resident)
 - Unallocated substitute dollars just from the first two months of the year can fund all current resident positions for the full year
- Note: Their pay is currently supplemented with TCLAS Decision 5 funds to bring them to a minimum of \$20,000 for their Residency year.

Impact: Growth of Residency (Pay Matters)

	2019-2020	2020-2021	2021-2022	2022-2023
Number of Residents	6 (1 campus)	32 (4 campuses)	45 (6 campuses)	Projecting 57 (8 campuses)
Context	Pilot residency year	Strategic staffing design year: planning to sustainably fund resident wages	<p>Begin to offer stipends for mentor teachers with clear roles, responsibilities, and ongoing training</p> <p>Strategic staffing implementation year: resident wages sustainably funded through strategic staffing reallocation</p>	UTEP residents signed a 3-year commitment to SISD (1 year residency, 2 additional years as a teacher of record)

Short-Term Benefits: Substitute fill rates are at least 20% higher at campuses with residents in strategic staffing roles

September 2022 Snapshot



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Additional Resources for more information about SISD's Sustainable Residencies and Strategic Staffing:

[The Socorro & UTEP ESF Essential Action 2.1 Overview](#)

[Socorro ISD & UTEP: Strategic Staffing Case Study](#)

[ESF Leadership Highlights - El Paso Match Day -](#)

