



Staffing and Support Update

July 2022

Pathways to Becoming a Teacher

Traditional

- Bachelor's Degree
- Teacher certification as part of degree plan

Alternative

- Bachelor's Degree
- Additional teacher training courses
- Teacher certification exams

District of Innovation

- Bachelor's Degree
- May also be working through alternative certification
- Additional district professional learning on teaching and learning
- Campus mentor assigned to teacher and a designated district support person

Teachers Hired via District of Innovation

Total DOI hires: 62

- Breakdown by Level
 - Elementary: 8
 - Intermediate: 15
 - Middle School: 21
 - DAEP/JJC: 3
 - High School: 15
- Of the 62 DOI Teacher hires, 27 DOI teachers are already employed by BISD
- Of the 62 DOI Teacher hires, 39 DOI Hires are enrolled into an Alternative Certification Program

Current Teaching Job Openings

DOI Eligible Openings

Elementary School	Math (1)
Intermediate School	0
Middle School	Spanish (1)
High School	English Language Arts (1), Math (2), Health Science (1), Cosmetology (1)

DOI Ineligible Openings - SPED, Bilingual, PreK

Elementary School	4 SPED, 1 Bilingual, 1 Bilingual/PreK, 1 PreK
Intermediate School	7 SPED
Middle School	7 SPED
High School	9 SPED

Human Resources & Teaching & Learning

Ensuring Supports for **ALL** Teachers

- Returning to Bryan ISD Traditional & Alternative
- New to Teaching & New to Bryan ISD Traditional
- New to Teaching & New to Bryan ISD Alternative
- New to Teaching through District of Innovation



Teachers Hired Through District of Innovation

District designed professional learning that is aligned with alternative certification programs to support progress.

- Mentoring Program with additional support and more dedicated time
 - Observations of Peer Teachers
- Jumpstart to Teaching
 - Ethics
 - Education - Foundational Elements
 - Communication
 - Classroom Behavior Supports and Structures
 - Supports and Resources for Teachers
- New Teacher Institute
- Ongoing Job Embedded Professional Learning
 - Instructional Coaching
 - Collaboratives - after school teacher sessions by grade level/subject
 - On Demand Sessions with Live Support
- Additional Summer Professional Learning Sessions

Discussion & Questions
