

# Teacher Residency 2019-2020

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OSSD Human Resources



# By the numbers, Mississippi needs more teachers.

In 2011, Mississippi issued  
3,626 initial teacher licenses.  
In 2018, Mississippi issued 1,624.



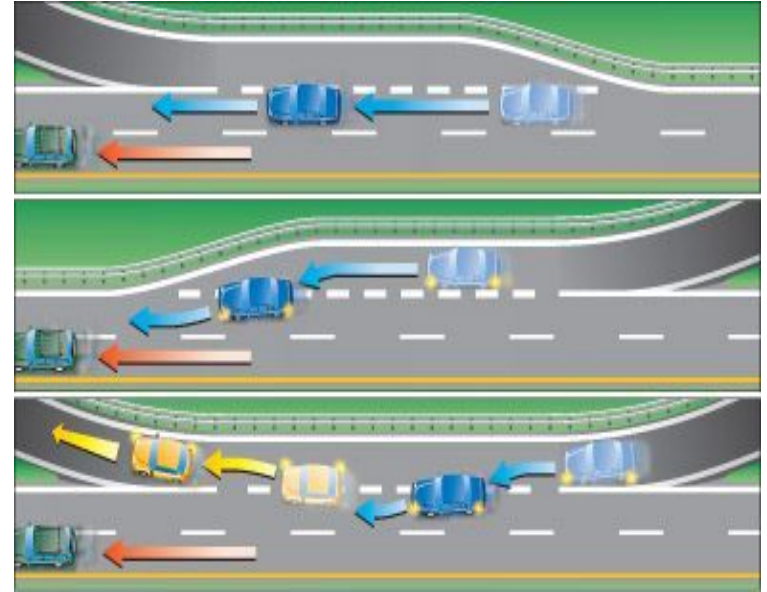
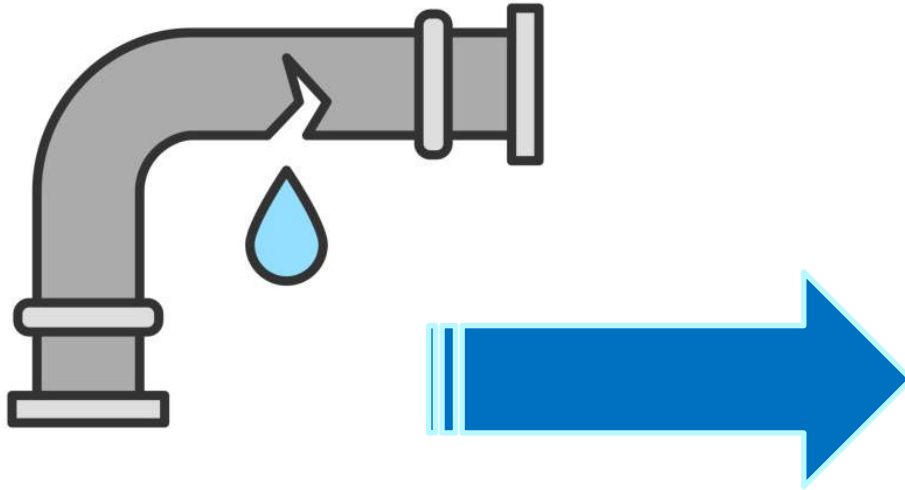
In June 2018, Mississippi  
school districts had more  
than 2,100 job openings  
for teachers.



Mississippi Teacher Residency

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# From Leaky Pipelines to Human Capital Highways...



**...expanding pathways for professional entry and teacher leadership.**

# New Initiatives

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## TEACH OSSD

- Candidates must have a Bachelor's degree
- Candidates take the initial 2 classes free with William Carey University in order to obtain 3 year alternate license
- Candidates commit to potential residency position if selected and available
- Classes could be applied to a 5 year license and a Masters program

## TEACHER RESIDENCY

- Candidates must have an Associates degree
- Kellogg Grant through MDE to fund last 2 years of standard education degree
- Candidates receive housing stipend
- Mentor teachers receive annual stipend
- Candidates commit to 2 year internship and 3 year commitment to district if available

# Mississippi Teacher Residency



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TEACHER RESIDENT CANDIDATES

## Mississippi Teacher Residency Program Selection Process- 2019

Qualifications  
Screening

Academic  
Results

Interviews

Teacher  
Institute

### Check for Minimum Qualifications:

- Check to see if candidates have 60 + Hours with at least a 2.75 GPA or an AA Degree with a 2.75 cumulative grade point average.
- Check to see if candidate completed full application.

### Interview: Check for aptitude, attitude, and personality: (Interview Weekend)

- Conducted by a panel of experienced school leaders and teachers.
- Includes pre-work questions (Video of Elementary Teacher)

**Application Opens:  
February 15, 2019**

**Application Closes:  
March 15, 2019**

**Invitation to Interview  
Sent to Candidates:  
March 22, 2019**

**Interview Weekend  
April 06, 2019**

**Selected Candidates  
Notified  
April 15, 2019**

Questions?  
Email: [mtr@mdek12.org](mailto:mtr@mdek12.org)

### Check for Academic Foundation:

- Review candidate's transcripts for success in English and Math.
- Review candidate's assessment results if applicable.
- Review responses to questions to check for alignment with teacher competency framework.

### Check for aptitude, attitude, and personality: (Interview Weekend)

- Candidates participate in Teachers Institute and end with a written reflection.
- A small number of candidates who do not demonstrate the required standards will not continue.

<b>APPLICATION LAUNCH</b>	<b>COMPLETE BY:</b> <b>FEB. 15, 2019</b>	Application Launches for Prospective Residents (Application can be found on MDE Office of Teaching and Leading Website)
<b>CANDIDATE SELECTION</b>	<b>MAR. 15, 2019</b>	Application Closes for Prospective Residents
	<b>APR. 01, 2019</b>	Application Review and Interviews for Prospective Residents (Jackson, MS)
<b>CANDIDATE NOTIFICATION</b>	<b>MAY 01, 2019</b>	Residents Notified
<b>RESIDENT ORIENTATION</b>	<b>JUNE 03-04, 2019</b>	Orientation for Residents (Jackson, MS)
	<b>JULY 07-08, 2019</b>	Mississippi Teacher Residency Program Kick-off at 2019 Elevate Teachers Conference (Jackson, MS)
<b>RESIDENT PLACEMENT</b>	<b>AUG. 01, 2019</b>	First Day for Residents
	<b>QUARTERLY</b>	Professional Workshop Series (Jackson, MS)

# Advocate for Positivity

Teaching is great because

Light bulb moments

SEE the impact you make in lives

Share knowledge and interests

Comradery of teachers

Be with your children

Schedule flexibility

Job Security

Daily joy with children and young adults

Fulfilling

Ongoing focus on others

Invest in the future

Growth in the leadership in community

Value in the difference you make

FUN



# Mississippi Teacher Residency

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MASTER MENTOR TEACHER

## Mississippi Undergraduate Teacher Residency Pathway

- Ocean Springs School District will collaborate with MDE to recruit 6+ diverse teacher candidates who hold at least an associate's degree or 60+ hours towards a Bachelor's Degree and a 21 or higher on the ACT.
- Enroll candidates in an undergraduate mixed delivery teacher education program as a dual Elementary and Special Education Major. Full cost of tuition will be covered by the Kellogg Foundation.
- Place candidates in the classroom of a highly skilled Master Teacher for two years as a "Teacher in Residence" and AmeriCorps Member. **(Mentor Teacher receives a \$5,000 yearly stipend)**
- At the completion of the Mississippi Teacher Residency requirements and passage of the required licensure exams, candidates will receive a standard three-year license. Candidates will be required to teach in Ocean Springs School District for three years at the conclusion of their residency program.

# Master Teacher Qualifications (Mentor)

### REQUIRED QUALIFICATIONS:

- Certified Mississippi full-time public school teacher with at least four years of teaching experience with areas of endorsement of Elementary Education and/or Special Education.
- Master's degree, National Board Certified, and/or administrative experience.
- Understanding of the instructional shifts needed to teach to Mississippi College and Career Ready Standards.
- Evidence of student growth at the classroom, district, state, and/or national level.
- Be rated "effective" or "highly effective" on the Professional Growth System observation and evaluation.

### ADDITIONAL QUALIFICATIONS:

- Understanding of adult learning theory.
- Experience in delivering instructional content
- Ability to multitask
- Knowledge of the domains of the Professional Growth System

# Master Teacher Application (Mentor)

### CREDENTIALS

- Updated resume
- Copy of MDE Educator License
- Leadership roles and honors
- Personal Statement
- Evaluation from most recent, completed academic year. A complete report must include the summary or composite score, and comments, if comments are available.
- Two Recommendations: one from principal or building administrator and one from a colleague
- Recommendation from a former student and/or parent
- Data that supports student growth

# Master Teacher Recommendations (Mentor)

### RECOMMENDATION FORM:

- Explain why you feel the applicant is qualified to be a Master Teacher:
- Explain the applicant's skills and accomplishments as they relate to becoming a Master Teacher:
- Explain interpersonal skills this person possesses that qualifies them to be a Master Teacher:

Please rate on 1 (low)-5 (high) scale.

Classroom management: \_\_\_\_\_

Staff relations with peers: \_\_\_\_\_

Understanding of teaching pedagogy: \_\_\_\_\_

Willingness to dedicate additional time: \_\_\_\_\_

Commitment to OSSD vision and mission: \_\_\_\_\_

**Applications are due February 21, 2019**

# Together We Are Better!

## Join OSSD!



# What piece of the puzzle will you be?

   @OSSDGreyhounds - [ossdms.org](http://ossdms.org)

## WHO

Teachers, Staff Members,  
Operations, and  
Cafeteria Employees

## WHAT

3rd Annual OSSD Teacher Fair

## WHEN

Saturday, March 9th, 2018  
9:30-11:30a.m.

## WHERE

Ocean Springs High School  
6701 Old Spanish Trail  
Ocean Springs, MS 39564

# Questions

<https://mdek12.org/OTL/MTR>