

# Using Higher Education Partnerships to Build Teacher Pipelines: Lessons from Fort Worth ISD



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# Fort Worth ISD at a Glance



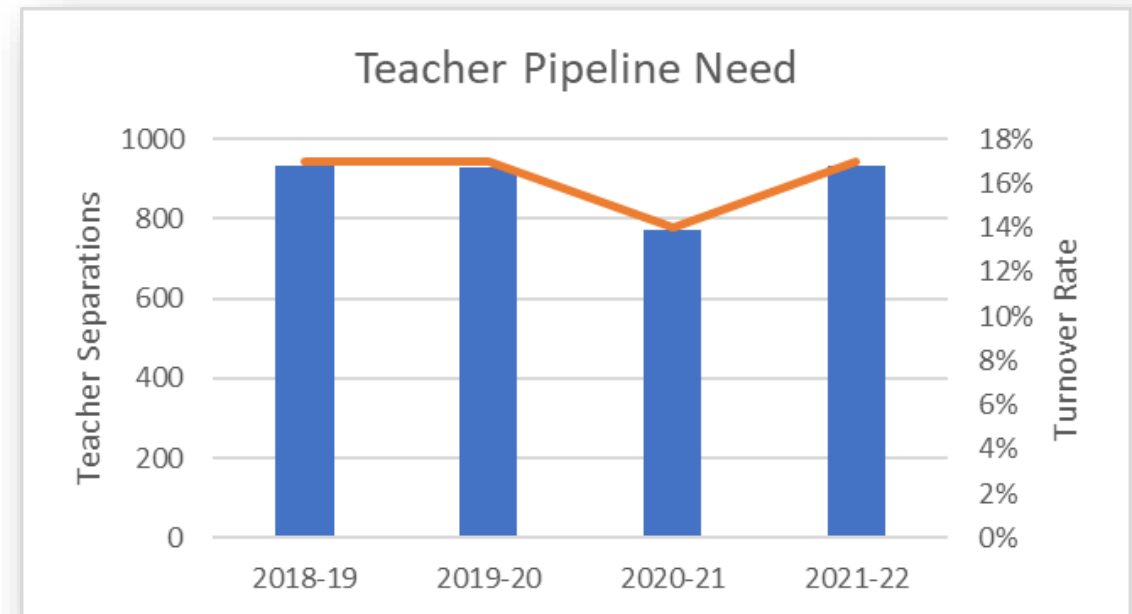
<p><b>74,850 Students</b></p> <p>65% Hispanic/Latino 21% Black/African American</p>	<p><b>140 Schools</b> including innovative models such as Montessori, Applied Learning, VPA, single gender, PTECH, ECHS, and SB1882 partnership campuses</p>	<p><b>10 Higher Education Partners</b></p>
<p>More than 11,000 staff, with <b>~5,500 teachers</b></p>		
<p><b>One integrated talent pipeline strategy</b></p>		

# Teacher Pipeline Strategy

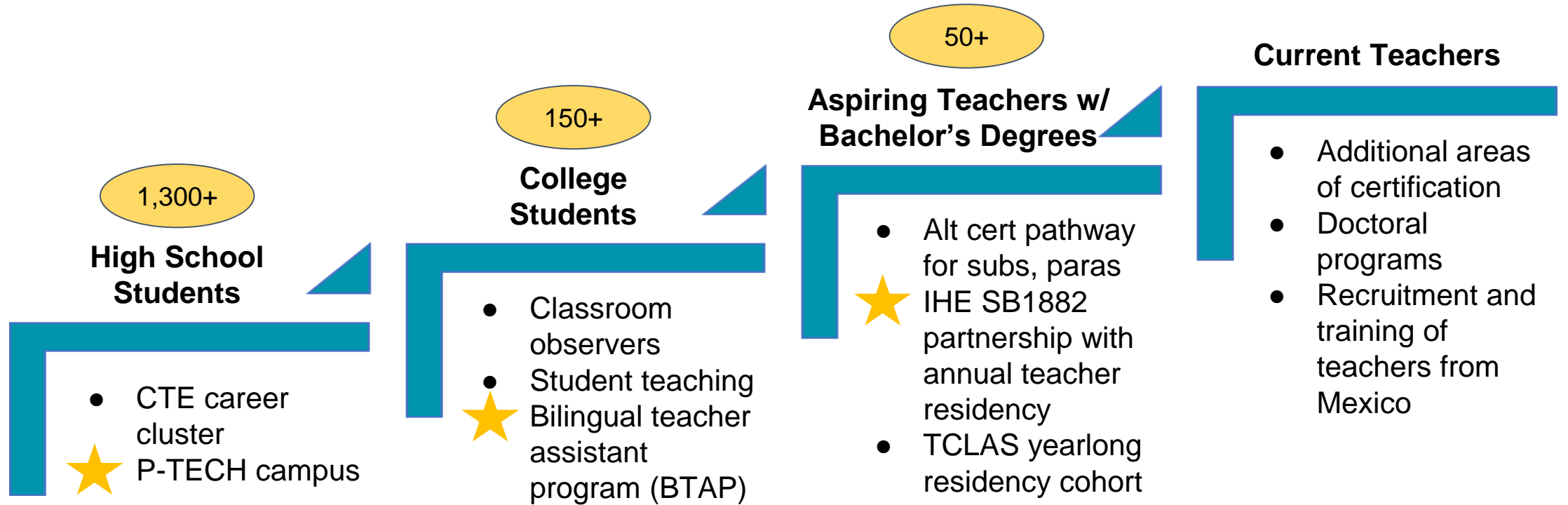


## Data Insights

- With one year of exception during COVID, FWISD must replace ~930 departing teachers (17%) each year
- Teacher vacancies high in bilingual/ESL, secondary math/science, SPED
- High family demand for certain choice models
- Opportunity to diversify teacher workforce



# Pipelines Throughout the Teaching Journey



## Partner Institutions of Higher Education (IHEs)



# Spotlight: P-TECH at Polytechnic High School



We recognize that many of our students have a dream to teach, and we realize that our very own graduates can have an extraordinary impact on their communities as future Fort Worth ISD teachers. Our district is working diligently to **build a new network of teachers who look like Fort Worth ISD students, come from Fort Worth communities, and are invested in Fort Worth neighborhoods.** We want to build a strong pathway which reaches the students who have already expressed interest in teaching, and create a support structure to help them achieve their goals.



**Teaching P-Tech Academy – Multidisciplinary or Public Service Endorsement**

**FOR THE GRADUATING CLASS OF 2024 and beyond**

This program offers individual pathways for students to simultaneously obtain their high school diploma, earn a two-year Associate degree, and gain workplace learning experience. P-TECH provides greater opportunities and priority for students when they enter the workforce after successful completion of the program. P-TECH is a partnership between FWISD, TCC and industry partners. The Teaching P-TECH Academy offers one (1) Career Focus.

Polytechnic High School Associate of Arts in Teaching								
	9 <sup>th</sup> Grade		10 <sup>th</sup> Grade		11 <sup>th</sup> Grade		12 <sup>th</sup> Grade	
	Fall	Spring	Fall	Spring	Fall	Spring	Fall	Spring
High School	English I or II	English I or II	English II or *III	English II or *III	*English III or IV	*English III or IV	*English IV or *English Elective	*English IV or *English Elective
	Algebra I or Geometry or Algebra II	Algebra I or Geometry or Algebra II	Geometry or Algebra II or *Pre-Calculus	Geometry or Algebra II or *Pre-Calculus	Algebra II or *Pre-Calculus or *Statistics	Algebra II or *Pre-Calculus or *Statistics	Pre-Calculus or Calculus	Pre-Calculus or Calculus
	AP Human Geography	AP Human Geography	*US History	*US History	World History	World History	*Economics	*Government
	Biology or Chemistry	Biology or Chemistry	Chemistry or *Earth and Space Science	Chemistry or *Earth and Space Science	3 <sup>rd</sup> Year Science	3 <sup>rd</sup> Year Science	4 <sup>th</sup> Year Science or *Environmental System	4 <sup>th</sup> Year Science or *Environmental Science
	AVID 1	AVID 1 Health	AVID 2	AVID 2 PE	AVID 3	AVID 3	AVID 4	AVID 4
			Spanish 1, 2, 3, 4, or 5	Spanish 1, 2, 3, 4, or 5	Spanish 1, 2, 3, 4, or 5	Spanish 1, 2, 3, 4, or 5		
	Honors Principals of Education AB (EDH14201AB)	Honors Principals of Education AB (EDH14201AB)	PSAT	*DC Child Development AB (TBD)	*TBD	*TBD	*DC Practicum in Education & Training A (EDD14502A)	*DC Practicum in Education & Training B (EDD14502B)
	KINE 1164 (1)		*HIST 1301 (3)	*HIST 1302 (3)	*ENGL 1301 (3)	*ENGL 1302 (3)	*ENGL 2327 (3) or *MATH 1350(3)	*ENGL 2328 (3) or *MATH 1351 (3)
College		SPCH 1311 (3)	*GEOG 1401 (4)	*TECA 1354 (3)	*TECA 1303 (3)	*PHIL 2306 (3)		
		ARTS 1301 (3)				*MATH 1314 (3) or *MATH 1342(3)	*ECON 2301 (3)	
					*PHYS 1415 (4)	*BIOL 2306 (3)	*GOV 2305 (3)	
	Up to 1 Hours	Up to 6 Hours	Up to 7 Hours	Up to 6 Hours	Up to 13 Hours	Up to 13 Hours	*EDUC 1301 (3)	*EDUC 2301 (3)
			Associate Degree: Associate of Arts in Teaching College Level Certification(s): Educational Aide I Industry Certification(s): Educational Aide I					

\* TSI compliance or TSI waiver will determine if the course is taken as a Dual Credit course for TSI placement courses.

# Spotlight: Bilingual Teacher Assistant Program



FORT WORTH ISD BTAP

## Bilingual Teacher Assistant Program

### WHAT IS BTAP?

The **Bilingual Teacher Assistant Program** is a program designed for bilingual students seeking a major in bilingual education.

Fort Worth ISD will hire the students as part time Bilingual Teacher Assistants. Students are placed in a dual language classroom with a master teacher who mentors the student as they assist in the classroom.

### APPLY | CONTACT

[www.fwisd.org/careers](http://www.fwisd.org/careers)

Luis Berzoza, BTAP Coordinator  
luis.berzoza@fwisd.org | 817-814-2408

### WHY JOIN BTAP?

- » Gain valuable experience
- » Flexible work schedule
- » Network with families, teachers, and administrators

### REQUIREMENTS

- » Bilingual (Spanish/English)
- » Current college student
- » Pursuing a degree in bilingual education
- » GPA of 3.0 or higher



Texas  
Wesleyan  
UNIVERSITY




UNIVERSITY OF  
TEXAS  
ARLINGTON

The goal of The Bilingual Teacher Assistant Program (BTAP) is to increase the number of Highly Certified Bilingual Elementary Teachers in Fort Worth ISD. BTAP recruits, hires, and mentors bilingual college students who are studying to become high-needs Bilingual/ESL teachers.

# Spotlight: LAN Teacher Residency






Smaller. Smarter.

GRADUATE ADMISSIONS  
1201 Wesleyan Street Fort Worth, Texas 76105  
Phone: 817-531-4930 | graduate@twwes.edu

## LEADERSHIP ACADEMY NETWORK (LAN) TEACHER RESIDENCY


► [TXWES.EDU/LAN-RESIDENCY](https://txwes.edu/lan-residency)




### ABOUT THE PROGRAM

Get hands-on teaching experience in your first year of the program under the supervision of a master teacher at the Leadership Academy Network (LAN). You'll even earn a salary and benefits during this training. Once a week, you'll take evening classes at Texas Wesleyan to prepare you for your teacher certification exams.


After you've earned your teacher certificate, you'll be moved to the top of the hiring pool for the LAN, which means the potential of earning a higher teacher's salary in your second year. Pretty good deal, right? You'll be finishing your coursework to complete your Master of Arts in Teaching simultaneously.



**MASTER-TEACHER TRAINING**  
Hands-on training in the classroom under a master teacher.



**FINISH WITH A MASTER'S**  
Earn a teaching certificate and master's degree in just 2 years.



**SCHOLARSHIPS AVAILABLE**  
Our big scholarships make a master's degree in teaching affordable.

### CHOOSE YOUR CONCENTRATION

You'll earn your EC-6 with ESL teaching certification and a Master of Arts in Teaching in:

- Administration
- Curriculum & Instruction
- Reading Specialist
- Reading and Writing
- Second Language Education & Culture

### WHEN ARE CLASSES?

First year:

- In-classroom training with a master teacher Monday-Friday
- Evening classes once per week for teacher certification at TXWES

Second year:

- Full-time teaching Monday-Friday
- Master's coursework via online or evening classes at TXWES

### HOW LONG WILL IT TAKE?

2 years and 36 credit hours: earn your teacher certification in the first year and complete your master's degree in the second year.

### TUITION & FEES

Tuition & Fees Total: \$592 per credit hour

### SCHOLARSHIPS AVAILABLE

Scholarships up to \$9,000 are available for the first year and \$5,000 for the second year. Students must apply each year for scholarships.

### INTERESTED? HERE ARE THE ADMISSION REQUIREMENTS

- A bachelor's degree from a regionally accredited college or university
- Earned a minimum 2.5 GPA, either cumulative or from your last 60 credit hours
- Pass a Fort Worth ISD background check

### HOW TO APPLY

- Apply to a FWISD Teacher Resident position
- Apply to the Master of Arts in Teaching at Texas Wesleyan
- Apply to the Teacher Education Program - we'll send you information after you apply to TXWES

**LET'S APPLY**  
Go to [txwes.edu/lan-residency](https://txwes.edu/lan-residency) to apply.  
DEADLINE: JUNE 15

**VISIT US**  
[TXWES.EDU/GRADEVENTS](https://txwes.edu/gradevents)

**CONTACT US**  
GRADUATE ADMISSIONS  
[graduate@twwes.edu](mailto:graduate@twwes.edu) | 817-531-4930

The Leadership Academy Network is a partnership between Fort Worth ISD and Texas Wesleyan University, designed to accelerate academic performance of six historically underperforming campuses. Leveraging the funding and flexibility of SB1882, the LAN pursues a coherent talent pipeline plan designed for its unique model.



Texas  
Wesleyan  
UNIVERSITY

# Spotlight: Future Teachers Luncheon



- 200 Education and Training students heard from Talent Management team members about the journey to becoming a Fort Worth ISD teacher.
- Former Teacher Resident, Aracely Valdes, spoke to Education and Training seniors about never giving up on your dream to become a teacher.







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