



RAISE Principal Residency: Becoming a District Partner



Principal Investigator



Dr. Beverly Irby

*Director, ELRC, Co-Director, CRDLLA,
Regents Professor, Senior Associate
Dean*

Co-Principal Investigators

Dr. Rafael Lara-Alecio, *Director of CRDLLA, Regents Professor, EPSY*

Dr. Fuhui Tong, *Associate Professor, EPSY*

Dr. Gwen Webb, *Associate Professor, EDAD*

Dr. Carl Fahrenwald, *Clinical Assistant Professor, EDAD*

Dr. Doug Rice, *Program Coordinator & Principal Practicum Director, EDAD*

Coordinator

Dr. Cindy Guerrero, *Research Scientist, EPSY*



- 5 year expansion grant awarded by U.S. Department of Education - Education Innovation and Research (EIR)
- Purpose: To scale evidence-based, field-initiated leadership innovations for school enhancement and turnaround for high-needs schools to improve student achievement and attainment.



Three Expansion Components of RAISE

Component 1: Principal Residency

- Master's Degrees in Educational Leadership & Admin
- Enhanced residency to build leadership capacity
- Goal of Principal Certification
- Evaluated with embedded study on Virtual Mentoring and Coaching (VMC)
- Evaluated with RCT

Component 2: Virtual Professional Development - VPD (Virtual Professional Leadership Learning Communities, Virtual Mentoring and Coaching)

- State and national school leaders engaged in Virtual Professional Development
- Virtual Professional Leading Learning Communities (VPLCs) with Virtual Mentoring and Coaching (VMC)
- Open Online Professional Individualized Learning (MOOPIs) related to Enhancing and Turning Around Schools
- Leadership Institutes
- National Think Tanks (Certificates approved by the Texas Education Agency via Continuing & Professional Education (CPED) and TAMU ELRC & CRDLLA Centers)

Component 3: School Enhancement & Turnaround

- National Reach - school leaders involved in VPD
- Virtual Mentoring and Coaching with a District School Performance Predictor Artificial Intelligence Platform
- External Root Cause Analysis
- Campus Strategic Planning
- Leadership Institutes
- National Think Tanks (national failing schools involved in VPD)
- Evaluated with QED

C1: Principal Residency



RAISE Principal Residents -

- complete M. Ed. in Educational Administration (**online - synchronous**) at TAMU
 - participate in evidence-based residency model
 - 3 semester embedded residency activities in the coursework and external to courses (campus-based)
 - practical coursework assignments (family/parent engagement, instructional feedback, action research)
 - includes summer residency where principal role is simulated
 - goal to earn principal certification
 - participants remain in a full-time education role
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Prerequisites for RAISE Principal Resident research participants

- established as *teacher specialist/instructional specialist* on a **K-8** high-needs campus (**assigned to one campus only**)
 - in a district that is partnering with RAISE

 - remain on same campus during *two years* of RAISE project
 - Cohort 2: Fall 2024 - Spring 2026
 - Cohort 3: Fall 2025 - Spring 2027

 - admission into Texas A&M University Master's in Educational Administration and to the Certification Program
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M. Ed. Educational Administration

2024

Fall

Bilingual Ed Curriculum Dev (BESL 614)
Directed Studies Action Research (BESL 685)

2025

Spring

Admin of Special Populations and Programs (EDAD 624)
Admin of Change in Ed Organizations (EDAD 637)
Practicum (EDAD 684)/**RESIDENCY**

2025

Summer

School Principalship (EDAD 605)
K-12 School Financing & Budgeting (EDAD 608)
Public School Law (EDAD 609)
Practicum (EDAD 684)/**RESIDENCY**

embedded supports to prepare for Performance Assessment for School Leaders (PASL) Tasks and Principal as Instructional Leader (268)

2025

Fall

Instructional Leadership Dev Training (EDAD 606)
Developing School-Community Partnerships (EDAD 638)
Practicum (EDAD 684)/**RESIDENCY**

2026

Spring

Administration for Special Services (EDAD 635)
Principles of Professional Practice (EDAD 687)



- ❑ unofficial transcript bachelor's from accredited university (**GPA of 2.5 or higher**, all college/university transcripts in which a degree was earned)
 - ❑ once admitted, you will be asked to submit official transcripts
 - ❑ copy of TEA Teacher Certification (with TEA ID number, can be screenshot)
 - ❑ no GRE required
 - ❑ professional resume/curriculum vitae
 - ❑ one-page statement of professional intent/career objective
 - ❑ 3 letters of professional recommendation
 - *include contact information in application portal
 - application portal will contact to request recommendation letter
 - *one from current principal
 - *letters of recommendation can also be sent to eahradvisor@tamu.edu
 - ❑ application fee (nonrefundable \$89 for domestic applicants)
 - ❑ timed writing sample completed during interview
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Your admission will be based, in general, on the following selection criteria:

- Currently serving as an **instructional specialist, instructional coach, or similar rank position**
 - Focus on **school turnaround/enhancement**
 - Serving on **high-need campuses** inclusive of Emergent Bilingual (EB) students and or economically challenged students
 - **Desire to continue to serve** on high-need campuses
 - Experience in aspects of **campus and community leadership**
 - Interview with faculty
 - Acceptable writing sample
 - GPA (**2.5** or higher)
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- Embedded study examining virtual mentoring and coaching (VMC) for principal residents
 - All residents will participate in enhanced residency to include 500 hours of experiences/activities to help build leadership capacity
 - in addition, some residents will be **randomly assigned to additionally receive virtual mentoring and coaching (VMC)** from an experienced leadership coach



RAISE residents are eligible for a subsidy of up to \$15,000

- ★ \$3000 per semester applied towards graduate tuition/fees
 - as compensation for time spent participating in research activities
 - ★ eligibility for tuition/fee assistance verified each semester
 - continue to maintain satisfactory completion of M. Ed. coursework
 - remain on same campus during two years of the project
 - ★ residents may be eligible for additional funding supports through Financial Aid
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Grant requires two partnership documents

- Site authorization letter
 - outlines school district and university engagement/roles
- In-kind cost share letter
 - outlines in-kind cost share (no money exchanged)

1. Site authorization letter

- outlines school district and university engagement/roles
 - **School District Engagement**
 - help identify qualified potential applicants
 - K-8 Instructional Coaches, stay on campus for two years
 - campus principal that houses RAISE resident will support campus-based leadership shadowing and opportunities
 - campus principal will work with TAMU Field Supervisor to log/certify residency hours
 - district will provide in-kind cost-share letter
 - district will provide pre- and post- data (de identified student-level state assessment data) so project can examine the impact of residency on student achievement
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1. Site authorization letter

○ **University RAISE Engagement**

- will screen M.Ed. applicants, conduct interviews, select applicants
 - admitted M.Ed. students will be provided a detailed overview of research component and asked to sign consent
 - consented M.Ed. participants will receive up to \$15,000 in tuition/fee assistance
 - principal exam fees will be reimbursed
 - RAISE will work with district to outline leadership shadowing opportunities for residents to support existing district summer bridge programming
 - RAISE may provide up to \$1400 funding to support district to bring on 2 university/high school students to support summer instruction
 - RAISE will pay a stipend of up to \$150 per completed data request to data retriever
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2. District in-kind cost share letter

- Letter outlines **in-kind/no money exchanged** contribution based on 1/2 resident's time (approx. 4 hours/day) during residency spent in activities that build leadership capacity of aspiring administrators
 - many leadership activities are related to current job responsibilities of Instructional Specialists - such as supporting teacher instruction, reflecting on data, planning/supporting professional development, leading/supporting PLCs, planning/supporting family outreach
 - does not require reallocation of responsibilities
 - For example -
 - Teacher specialist salary = \$60,000
 - In-kind (no money exchanged) match per resident
 $(\frac{1}{2} * \$60,000) = \$30,000$
 - The cost share letter will be drafted after the number during the second semester of the M.Ed. program - when the students begin their residency.
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Sample Partnership Letter



TEXAS A&M
UNIVERSITY

Dr. Beverly Irby,

On behalf of the **XX Independent School District**, I submit this letter in support of a partnership with Texas A&M Research Foundation in the implementation of the 2023-2027 EIR RAISE grant. The support from **XX ISD** will be totally in-kind for the residents in the program and will ultimately impact the building of its instructional leaders (principals). The in-kind contributions are outlined below:

- The contribution is based on an in-kind cost share of the salary of **XX ISD** Teacher Specialists enrolled in Texas A&M Educational Administration master's program and who are participating in the RAISE Principal Residency. Approximately half of the Teacher Specialists' time on their respective **XX ISD** campus during their residency will be spent in activities that build the leadership capacity of these aspiring leaders. The average Teacher Specialist pay is at least \$60,000. **XX ISD** is providing half of the salary in-kind (without fringe costs), equaling \$30,000 per RAISE Principal Resident.
- The **XISD** in-kind contribution per Principal Resident is \$30,000 each. Therefore, the **XX ISD** in-kind, cost-share effort for (number of residents) **XISD**/RAISE Principal Residents totals (number of residents*\$30,000).
 - Below is a timeline of each Cohort Residency.
 - Cohort 2. Residency conducted Spring 2025, Summer 2025, and Fall 2025
 - Cohort 3. Residency conducted during Spring 2026, Summer 2026, and Fall 2026

The expectation is that **XISD** will be involved in the recruitment and selection of Teacher Specialists/Principal Residents, to have them "shadow", support, and work in leadership residency activities on high-needs campuses with a principal mentor. This would also include **XISD**'s involvement in a Think Tank on Principal Residencies. Should the residency program work well, as anticipated, we can discuss future residency cost-sharing beyond this grant period.

We look forward to this partnership with Texas A&M Research Foundation, School of Education and Human Development, and the Education Leadership Research Center in this endeavor, and we wish you great success.

in-kind/non-monetary contribution

involved in recruitment and selection

working with principal mentor during residency

Cohort 2 recruitment goal: *45 applicants*

- screen/interview/admit *30 principal residents*

Next Steps:

1. RAISE sends follow-up email to district leadership
 - a. confirm interest
 - b. determine district contacts
 - i. facilitate partnership/in-kind letter
 - ii. support recruitment by sending out flyers
 2. District distributes flyers
 - a. Interested applicants apply
 - b. Additional informational sessions available
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Interested in becoming a principal to support high-needs schools?

Project RAISE, in partnership with (school district), is excited to offer an evidence-based enhanced principal residency.

Project RAISE is a research grant examining the efficacy of an evidence-based, enhanced Principal Residency model for teacher leaders who want to become principals.

The RAISE Principal Residency includes:



FULL-YEAR RESIDENCY & SUMMER RESIDENCY

Develop leadership strategies through a campus practicum residency.



Virtual Professional Learning Communities (VPLCs)

Engage in online synchronous VPLCs with other leaders to explore school enhancement modules.



VIRTUAL MENTORING AND COACHING (VMC)

Receive VMC from an experienced school leader.

RAISE Principal Residents must first be admitted into the online Texas A&M Education Administration master's degree program.

*****NO GRE REQUIRED*****

RAISE Principal Residents will receive:

- \$15,000 subsidy towards graduate program tuition/fees
- Allowance for Summer Bridge program
- Principal exam fee reimbursement

Our next cohort starts (date)

Applications due (date)

***Interested in learning more?
Click on this QR code.***



projectraise@tamu.edu

RAISE Cohort 2 Timeline



TEXAS A&M
UNIVERSITY

Overall Goal - 45 teacher specialist applicants

RAISE sends recruitment email/flyer to district contact for DISTRICT to distribute (areas/principals/candidates)

March

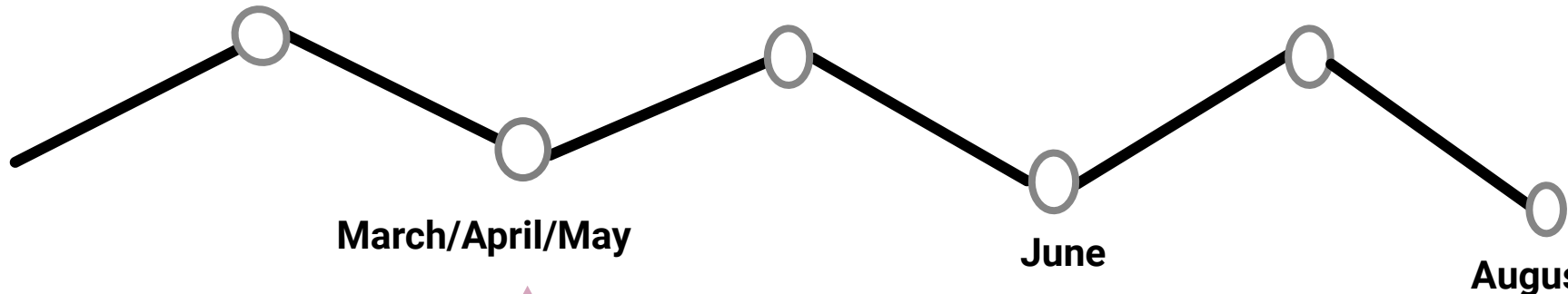
Application materials due **May 31**. TAMU screening, schedules interviews.

May 31

Notification of Admission by **June 15**

June

ORIENTATION SESSIONS
(via Zoom)



Interested candidates register to attend **INFORMATION SESSIONS** (via Zoom - options of synchronous and asynchronous) - confirm intent to apply

Synchronous Zoom interviews (+ monitored prompt response) scheduled with candidates and TAMU panel

Start M.Ed. courses



Project RAISE

projectraise@tamu.edu

Dr. Cindy Guerrero

cguerrero@tamu.edu

832-475-3432