



Henrietta Independent School District

All IN FOR EXCELLENCE

76365

Mailing Address

1801 E Crafton

Henrietta, TX

Job Title: Residency Lead Teacher

Exemption Status/Test: Exempt/Professional

Reports to: Principal

Date Revised: 03/23/2026

Dept./School: District-Wide

Qualifications:

- Understanding of teacher development
- Knowledge of formative assessments
- Effective coaching, problem solving, and conferencing skills
- Demonstrated commitment to professional growth and learning
- Demonstrated effectiveness as a professional role model
- Demonstrated use of best teaching practices
- Understanding of and ability to use teacher development research
- Excellent organizational, communication, and interpersonal skills

Experience:

- 3 years of evidence of modeling exemplary teaching experience (Proficient/distinguished evaluations)
- Prior evidence of high-progress student outcomes in the relevant subjects or grade level

Major Responsibilities and Duties:

1. Lead, model, and coach to develop and aid resident in areas of instructional strategies, student growth and development, classroom management and organization, communication, and professional development.
2. Provide feedback, developmental advice, and assignments to develop resident's effectiveness.
3. Co-plan, co-teach, debrief, problem solve, and coach resident daily.
4. Support resident in leading small group and whole group instruction.

5. Coach resident to reflect on their own practice, and progressively over time, generate and implement strategies to increase their effectiveness.
 6. Provide resident all lesson materials in advance and review (and potentially rehearse) resident planned lessons.
 7. Establish independent planning responsibilities with the resident and support/scaffold them in their understanding of core content areas.
 8. Establish a positive working relationship with resident.
 9. Clearly communicate expectations.
 10. Establish and maintain a consistently scheduled planning time with resident.
 11. Complete observations and provide specific and timely feedback.
 12. Monitor and support resident's progress towards performance targets.
 13. Participate in professional development at school, collect artifacts, and share learning with the resident to support resident development; include resident in Professional Learning Communities and school-based professional development. Participate in Site Coordinator led professional development.
 14. Allocate non-instructional administrative duties to resident, considering the resident's developmental needs and ensure ample time to develop teaching skills.
 15. Solicit and willingly receive feedback to improve coaching skills.
 16. Engage in informal check-ins with site coordinator to share progress updates and align support for resident.
 17. Complete formal monthly Domain 4 progress report of resident and submit to the resident's education preparation program.
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