

# Hutto ISD Teacher Residency





# Meet the Team



**Cara Malone, Ed.D.**

Asst. Superintendent of HR

Cara Malone is a seasoned administrator with 16 years of teaching experience and 15 years of campus/district administration in leadership, instruction, and human resources.



**Gaye Rosser**

Director of Human Capital

Gaye Rosser has served as an educator since 2000.--9 years as a teacher, 13 years as a campus administrator, and the last year and a half in Human Resources.



**Jennifer Jasper**

Strategic Staffing Specialist

Jennifer Jasper has worked in education for the last 18 years and served as a teacher for over 10 years and an administrator for over 8 years.

# Hutto ISD Mission

**Hippo Nation inspires  
excellence in academics,  
character, and community.**





# Who We Are

## Staff Demographics

31% Hispanic

59% White

8% African-American

2% Asian

**Total Staff: 1,546**

Teachers: 730 (47.22%)

Aides: 180 (11.64%)

Campus Clerical: 48 (3.10%)

Auxiliary: 330 (21.35%)

Professional Support: 221 (14.29%)

Campus Admin: 37 (2.39%)



## Students

\*Total number of students: 10,035

African American: 13.10%

Hispanic: 46.78%

White: 28.79%

Asian: 3.90%

Economically Disadvantaged: 43.05%

English Language Learners (ESL): 11.25%

Bilingual Education: 6.99%

Gifted and Talented: 7.43%

Special Education: 16.25%

Military-Connected: 6.55%

\*As of January 2024

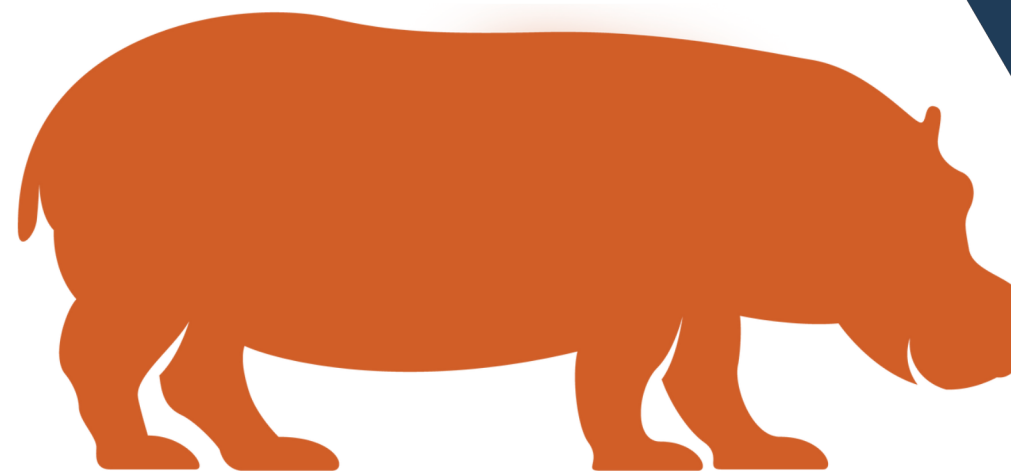




# Who We Are

## Hutto ISD

- Encompass 80 square miles
- 30% built out
- 4th fastest growing school district in Central Texas
- Passed \$522 million bond in May 2023
- Huge developments taking place in the City.
- Only Hippo Mascot!
- Great time be in Hutto!





# Our Campuses

## Seven Elementary Campuses

**(#8-Lee Martinez Elementary-Expected to Open Fall 2025)**

Hutto Elementary

Nadine Johnson Elementary

Cottonwood Creek Elementary

Ray Elementary

Benjamin “Doc” Kerley Elementary

Howard Norman Elementary (Resident Campus)

Veterans Hill Elementary (Resident Campus)

## Three Middle School Campuses

Hutto Middle

Farley Middle

Gus Almquist Middle (Opening Fall 2024)

## Hutto Ninth Grade Center

**Hutto High School (10th-12th Grade)**

**Riverhorse Academy (RHA) School of Choice**

**DAEP**

**\*Projected to gain 1,000 students per year**





# Day One Ready



# Current Residents



- All residents were offered employment for 2024-2025.
- 6 out of 9 residents have committed to Hutto ISD.
- 7 out of 14 residents in 2022-2023 chose to work in Hutto ISD for 2023-2024.
- Residents have voluntarily chosen to participate in robotics and other after school clubs.





# Why Hutto ISD ?

## Hutto ISD Provides:

- A meet and greet opportunity to connect with host teachers before matching.
- \$20,000 stipend for residents.
- A Strategic Staffing Specialist who checks in weekly for support.
- Optional training sessions around district logistics (i.e. benefits, contracts, resume support).
- Signing Day Celebration for choosing to stay in Hutto ISD.
- Starting Salary \$54,800 +Stipends



# How is Hutto ISD Different?

- Hippovation
  - Strategic Staffing Initiatives
- Apprenticeship Program
  - On-the-job training. Residents are invited to attend.
- Mentoring Program
  - For 1st & 2nd Year Teachers
- Teacher Incentive Allotment (TIA)



## Signing Bonuses for Hard-to-Fill Teaching Areas



### \$2,000 Signing Bonus

for Special Education Standard Certified Teacher, LOTE Certified Teacher or Bilingual Certified Teacher if entering contract by May 1, 2024

### \$1,000 Signing Bonus

for Special Education Standard Certified Teacher, LOTE Certified Teacher or Bilingual Certified Teacher if entering contract by June 1, 2024

## Let us Help YOU with Tuition Reimbursement!



Hutto ISD will provide tuition reimbursement to paraprofessional employees who have a bachelor's degree and seek a teacher certification, professionals seeking their initial degree or those seeking advanced degrees.

## NEW for 2024/25! Apply for the Teacher Apprenticeship Program

Hutto ISD is proud to offer a new program designed to assist aspiring teachers! Candidates in the Apprenticeship Program earn a salary as full-time paraprofessional employees while completing a tuition-free college degree and meet teaching certification requirements. Future educators will receive on-the-job training so when they enter the classroom as a teacher, they will not only have a degree and certification, but also enhanced pedagogical skills!

## Paid Residency Program with College Partners

Hutto ISD is a proud partner with Texas State University to offer a year-long student teaching program for future educators. Participants receive a paid residency with the District while receiving a year of experience in the classroom. Our goal is to grow you into an effective teacher who will choose Hippo Nation for your career!



## Mentoring Program



Never feel as if you're alone on your journey! All year-one and year-two teachers in Hutto ISD are matched with a veteran teacher-mentor to support them in their first two years of teaching.

## Incentive Allotment



This August, 60 Hutto ISD teachers will receive a pay boost under the Teacher Incentive Allotment program, marking a first for the ISD. Recipients range from first-year teachers to those with 20+ years experience. In 2019, the legislature passed HB 3, establishing the TIA. The measure was intended to help reward, retain and recruit highly-effective teachers, with the goal being a way to provide six-digit salaries for teachers who prioritize teaching in high needs areas and rural districts. There are three categories in which a teacher can qualify: Recognized \$3K-9K; Exemplary \$6K-18K; and Master \$12K-32K.

## Aspiring Leaders Academy



Employees aspiring to grow into a leadership position in the District meet monthly. When leadership positions open, our District hiring guidelines are to consider these candidates.

To learn more about joining the Hippo Herd, contact us at:  
[hipponation.org/jobs](http://hipponation.org/jobs) | [hr@huttoisd.net](mailto:hr@huttoisd.net) | 512-759-3771





# Contact Us!



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**Jennifer Jasper**

Strategic Staffing Specialist  
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# Scan for More Information!



HUTTO ISD

## RESIDENCY PROGRAM

### OUR MISSION

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[www.hipponation.org](http://www.hipponation.org)

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