

FLIGHT PATHS

Internal Offerings

Leadership Academy

In 2025, Red Oak ISD is launching a spring Leadership Academy for teachers, instructional coaches, or other certified staff interested in learning from current administrators on District leadership. Enrollees will gain an insight into the roles and responsibilities at the District level for specific operations.

- Eligibility - 3-year teacher, valid certification, enrolled or completed Masters degree, and interested in future leadership
- Must attend all four sessions after work (one per month).

Counselors - LPC Supervision

Red Oak ISD encourages professional growth for our campus counselors, including earning hours towards their LPC designation.

Once classes are completed and the counselor has passed the National Counseling Exam, the counselor can gain the required 3,000 hours of internal supervision (at no charge) as an LPC-Associate under the supervision of a Red Oak ISD LPC Supervisor. LPC Associates must complete 3,000 hours of internal supervision in no less than 18 months to apply for the Licensed Professional Counselor designation.

Assistant Principals/Principals

Campus administrative staff are supported with learning throughout the year. Monthly Leadership Meetings include a Superintendent leadership module in addition to assorted training from both internal and external professionals.

Individuals pursuing advanced degrees and certifications are encouraged to meet with District administrators for coursework, shadowing experience, and mentoring opportunities.



For more information about these programs, contact the ROISD Human Resources Department at 972-617-2941 or email info@redoakisd.org

CHOOSE ROISD

ROISD, founded in 1912, proudly serves about 6,500 students in grades Pre-Kindergarten to 12. Red Oak ISD is committed to the family atmosphere that makes us the right choice for many parents and their children. Red Oak High School (5A) is touted for the diverse opportunities that are offered in both academics and extracurriculars.

ROISD serves students in Red Oak, Glenn Heights (Ellis Co.), Ovilla, Pecan Hill, and Oak Leaf. The District is very frugal with taxpayer funds, using maintenance tax notes to provide facility upgrades and alter buildings for expansion.

The District strives to recruit and retain highly qualified educators and staff to support the teaching and learning of students across Hawk Nation. We offer competitive salaries, excellent benefit options, and a family atmosphere including employee child-care, District events, and morale-boosting activities.



ROISD is currently growing by 100-150 students per year. In 2023, a bond passed for a second middle school to be constructed. District administration continues to review facility capacity and enrollment projections as well as community residential construction for future needs.

ROISD School Board

President - Melanie Petersen, Place 7
Vice President - Johnny Knight, Place 4
Secretary - Michelle Porter, Place 6
Donna Knight, Place 1
Brian Sebring, Place 2
John Anderson, Place 3
Sean Kelly, Place 5

Superintendent – Brenda Sanford



RED OAK INDEPENDENT SCHOOL DISTRICT
972-617-2941 • www.redoakisd.org



Hawk Educator

FLIGHT PATHS

ROISD Grow Your Own pathways for members of Hawk Nation to advance their educational careers.



FLIGHT PATHS

Red Oak ISD strives to support staff members of Hawk Nation, from current students through administrators, with opportunities for professional development and career advancement. Hawk Educator Flight Paths showcase the multiple avenues for that advancement and assistance provided by ROISD via financial resources and other supports while allowing staff to continue to work for the District. The goal is to build capacity in individuals while also providing the best educators for student learning across the District. Flight Paths include college partnerships that offer online and discounted programs for degrees.

ROHS Student Support (TAFE)

The Texas Association of Future Educators (TAFE) program at Red Oak High School provides future teachers with instruction and resources for their chosen career. Students participate in local and statewide programming, including a practicum semester of student teaching at one of the ROISD elementary schools.

Paraprofessional/Auxiliary Staff

ROISD support staff, including custodial, transportation, and student nutrition staff plus classroom and office aides, serve a vital role in the overall functionality of the District and support classroom instruction. Our staff often felt called to further pursue teaching careers or other roles within ROISD. We provide Flight Paths and support as they achieve their goals.

- Annual Scholarships - current employees (min. 1 yr.) who meet college entrance qualifications may apply for scholarships to offset college costs as they pursue a bachelor's degree and teacher credentials. Scholarships are funded in part by the ROISD Education Foundation and ROISD.
- College Partnerships - offers include:
 - East Texas A&M University (ETAMU; formerly Commerce A&M) offers a BAAS for just \$1,000 per term; credit options for previous college(s), military, and work experience.
 - Grand Canyon University - Offers 20 Bachelors Degrees and Graduate Certificates with R10 discounts.
- FAFSA (Federal Student Aid) to offset the cost of tuition.
- Work full-time while earning your degree.



College Students - Observers, Student Teachers and PAID Intern Positions

College students earning a degree in education are typically required to complete both observation hours and student teaching hours at an eligible K-12 school. Teacher prep programs have various requirements and we can accommodate multiple observers, teachers, and interns each semester.

- Forms for observer and student teacher placement are available online. Students are required to complete a background check before campus placement and observations/teaching can begin.
- ROISD also offers **student teacher paid intern positions**. These positions are posted on the regular ROISD job board.
- The majority of student teachers are offered full-time positions at the conclusion of their student teaching.

Fellowship Educators

ROISD has multiple Fellowship Educators who are full-time employees and serve as substitutes to fill teaching positions across the District.

As full-time employees, Fellowship Educators receive full benefits, insurance, TRS eligibility, and annualized compensation. Fellowship Educators must be enrolled in an alternative certification program.

As members of Hawk Nation, we value their dedication to our students and staff.



Alternative Certification Programs (ACP)

Individuals with a Bachelor's degree not in education may apply for a position in Red Oak ISD if they are pursuing an alternative certification through an accredited program. Alt Cert placement can benefit the individual who can work while earning their certification and allow for stability and assistance in the classroom. ACPs prepare you for the TExES exam. Some examples include:

- East Texas A&M University ACP - Complete in three (3) seven-week terms for \$3,000 plus fees/exams
- University of Texas at Arlington ACP ~ \$5,000 plus fees/exams
- Texas Teachers of Tomorrow ACP ~ \$4,700 plus fees/exams

District of Innovation Educators

As a District of Innovation, Red Oak ISD can hire non-certified teachers for Career Technology Education courses. Individuals who have industry expertise such as automotive, masonry, or cybersecurity can help students learn about career courses and share their professional knowledge. Red Oak ISD seeks professionals who are willing to share with our students and help them make career connections.



Current Teachers

ROISD teachers who are interested in professional growth can pursue personal advancement opportunities through several avenues.

- **Dual Credit Certifications -**
 - **ROISD will reimburse up to \$9,500 for eligible teachers to earn their dual-credit certification.**
 - This will allow them to teach college-level courses through Navarro or TSTC for ROHS students to earn college credit.
- **Graduate School -** Over 32% of ROISD teachers currently hold an advanced (master's or doctorate) degree. Earning a degree is more affordable and self-paced than before with online programs.
 - ETAMU - Masters Degree in C&I in 16 months for just \$10,000 with scholarships and FAFSA (federal aid) funds available.
 - The UTA College of Education offers NCATE-accredited and TEA-approved online Master of Education degree programs as well as online Principal and Superintendent Certification programs.
- **Principal/Superintendent Certifications -** Campus leadership (Principal Certification) is 18 additional hours after a master's degree plus practicum experience and an exam. Superintendent certification is typically 15 additional hours and an exam. Online programs cost approx. \$6,500-8K at various Texas universities.