Douglas County School District
Learn today. Lead tomorrow.

The Center For Staff and Community Development
Pat McGraw, Executive Director, Enterprise and Strategic Partnerships

Professional In Residence Hiring Process

A need for a Professional in Residence is identified. This need should be driven by the DCSD Ends Statement, should be innovative and should connect to the Waiver Program.

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Proposal for program is written by the school and presented to the department and/or grade level impacted and one building advisory counsel for consensus and support i.e. SAC, site counsel, leadership counsel, etc.

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Consensus and support from school advisory counsels?

- NO → Revisit/resubmit proposal.
- YES ↓

Proposal is presented to The Learning Center Governing Board for approval.

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TLC Governing Board approves proposal?

- NO → Return proposal to school with explanation and possible suggestions for future approval
- YES ↓

Position is posted through regular process. Approved waiver applicants must attach their DCSOE to their application

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Once hired, PIR participants enter into TLC training agreement as a condition of their employment.