

Educator in Residence (EIR) Model

EIR Process for MDE Literacy Coaches

mdek12.org

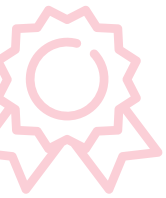
Office of Curriculum and Instruction
Division of Literacy



MISSISSIPPI
DEPARTMENT OF
EDUCATION

Spring 2026





1

ALL Students Proficient and Showing Growth in All Assessed Areas



2

EVERY Student Graduates from High School and is Ready for College and Career



3

EVERY Child Has Access to a High-Quality Early Childhood Program

EVERY School Has Effective Teachers and Leaders

4



EVERY Community Effectively Uses a World-Class Data System to Improve Student Outcomes

5



EVERY School and District is Rated “C” or Higher

6



VISION

To create a world-class educational system that gives students the knowledge and skills to be successful in college and the workforce, and to flourish as parents and citizens



MISSION

To provide leadership through the development of policy and accountability systems so that all students are prepared to compete in the global community

- MDE Literacy Coach Recruitment
- Educator In Residence (EIR) Model
- Educator In Residence (EIR) Process
- Frequently Asked Questions (FAQs)

Literacy Coach Recruitment



- The purpose of the ***Literacy-Based Promotion Act (LBPA)*** is to eliminate social promotion and to improve the reading skills of Kindergarten through 3rd grade public school students so that every student completing 3rd grade reads at or above grade level.
- To support schools in improving literacy instruction, the MDE deploys educators with expertise in literacy to Literacy Support Schools across Mississippi.

The EIR literacy coach model was adopted by the State Board of Education (SBE) in April 2012 and revised in October 2021.

This model is designed to build reciprocal capacity across educational entities and the MDE.

EIRs provide valuable insight and leadership regarding statewide initiatives.

EIRs remain employed by their school district or other educational entities – institution of higher learning, community college, etc.

The school district/other entity serves as the fiscal agent and receives an indirect cost amount up to 5%.

The EIR continues to receive state benefits.

1. The MDE advertises and takes applications for vacant EIR positions.
2. Applicants are screened and interviewed.
3. Each selected candidate is notified regarding recommendation to participate in the EIR program.
4. The school district/entity is contacted regarding the candidate's selection.

5. A Memorandum of Understanding (MOU) is signed by all parties (MDE, school district/entity, EIR), if in agreement to proceed.
6. Approval of a grant to the school district is requested from the State Board of Education (SBE). This grant covers the salary and fringe benefit costs.
7. The school district updates the employee contract days and salary to reflect the terms of the MOU.

8. EIR continues employment with the school district, working as assigned by the MDE.
9. The school district processes payroll and leave for the EIR.
10. The MDE evaluates the EIR in accordance with the terms of the MOU and determines continued EIR status from year to year depending on the scope of work and availability of funds.

The MDE plans to notify the school district upon legislative appropriation if the MDE does not plan to renew the grant for the upcoming school year, so that the district will have adequate planning time in determining placement for the EIR should they desire to return to work there.

Will EIRs be paid through the district/entity using grant funds?

Yes. EIRs remain employed by the school district/entity. Salary and fringe benefit costs (insurance, social security, etc.) will be covered by a grant from the MDE. **The school district/entity will receive an indirect cost amount up to 5% to process the grant.**

Does a school district/entity have to agree in advance for an individual to apply for an EIR position?

No. Approval is *not* required to apply for an EIR position. Applicants do not need prior authorization (signature) of the superintendent, executive director, agency head, or fiscal agent representative. **The EIR agreement is completed *after* an applicant receives the offer of position.**



How is the EIR coded in MSIS?

An EIR is coded as a state literacy coach in MSIS.

Which agency is responsible for EIR travel?

For EIRs working as literacy coaches, the MDE will process travel reimbursements based on MDE travel policies. **School districts will not bear any financial or personnel burden related to travel policies for literacy coaches.**

What are the number of contractual days for literacy coaches?

Literacy coaches work 210 days, and regional literacy coordinators work 215 days.



Will the EIR be assigned to a school in their district?

The MDE assigns literacy coach support based on 3rd-grade reading assessment data. While placement in an applicant's EIR district cannot be guaranteed, the literacy coach may provide professional learning support to their EIR district or entity.

Does a school district have any input regarding the selection of its assigned literacy coach?

No. The MDE will assign literacy coaches considering location of personnel and districts being served.

How will districts receive grant funds?

Funds will be available through the School Payment System.

When will salary information be communicated to school districts?

The starting salary for applicants is \$65,000. **K-3 literacy coach (EIR) salary is based on an incremental scale with years of experience in the initiative.**

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