

APPENDIX C.5

Example of Content for Project Website

May be customized for districts.

MASTER TEACHER RESIDENCY PROGRAM (MTRP)

Overview

MTRP is a focused and highly selective initiative that recognizes current [District] teachers with a track record of contributing to gains in student achievement by offering them the opportunity to use their skills in low-performing schools where they are needed most and can have the most profound impact.

Participating Schools

Placement schools are scheduled to be identified in early May. As soon as schools are identified, the information will be posted on our Web site and provided to potential candidates. In general, the selected schools will be among those most in need of the expertise and commitment to high student achievement demonstrated by the teachers eligible to apply to the MTRP. The schools will likely have a substantial percentage of students performing lower in reading and math than other schools in the district

HOW DO I APPLY?

Eligibility

To qualify, candidates must have taught a tested grade level (grades 3-8) and subject (both elementary math and language arts **OR** middle school math) and have demonstrated significant improvement with their students' academic performance over the past three years. Candidates must currently be teaching in [District].

Teachers' effect on students' academic improvement will be measured by reviewing the teachers' student progress relative to students' past performance and to similar students in the district. The school district provides this data to determine each teacher's participation eligibility.

Eligible teachers will be notified by the district and invited to submit a short application.

Application Process

Once a teacher is determined to be eligible to participate, they will be notified by the district and invited to submit a brief application on the program Web site.

The online application should take no more than 15-20 minutes to complete and asks for basic information about your background and experiences. You must also upload a current resume and respond to two application questions:

- a) *What has made you a successful teacher?*
- b) *How have your previous experiences and successes prepared you to excel in a low-performing school?*

Principals will be provided with these materials when considering you for a position in their school.

After your application is received and reviewed, you will be contacted to set up a time for an interview with the principal at one or more of our participating schools to begin the matching process. After the interview, the principal will determine whether to extend you an offer to begin teaching at the school next year. You will have the option to accept or decline their offer.

Upon accepting the offer to transfer to a participating school for the 2009-2010 school year, you will be provided transition support, including a half-day orientation session and the option to attend various cohort workshops or seminars offered in the fall.

Information Sessions

We invite all teachers eligible to participate in MTRP to attend a reception honoring their achievements and offering an opportunity to learn more about the program. The session will include a brief overview of MTRP as well as a question and answer period. We encourage you to attend this event to take advantage of the opportunity to both celebrate your accomplishments and meet other outstanding [District] educators. Eligible teachers will receive an invitation to attend.

Important Dates & Deadlines

Application Deadline: [Date]

Interviews with Participating Schools: [Month]

MTRP Teacher Orientation: [Month], exact date TBA

FAQ

How do I know if I am eligible?

If I am eligible and don't participate this year, will I be able to participate next year?

When is the application deadline?

What is it like to teach at a low-performing school?

What is expected of me as a program participant?

Will I be teaching in the same school as other program participants?

How is the MTRP different from other incentive-based programs offered by the District?

Is this a district program? Who is running the program?

How can I get more information?

How do I know if I am eligible?

To qualify, candidates must have taught a tested grade level (grades 3-8) and subject (both elementary math and language arts OR middle school math) and have demonstrated significant improvement with their students' academic performance over the past three years. Candidates must currently be teaching in [District].

Teachers' effect on students' academic improvement will be measured by reviewing the teachers' student progress relative to students' past performance and to similar students in the district. The school district provides this data to determine each teacher's participation eligibility.

Eligible teachers will be notified by the district and invited to submit a short application.

If I am eligible and don't participate this year, will I be able to participate next year?

We encourage all recognized teachers to apply this year. While there is a possibility that your district will be selected to participate in this program next year, we cannot guarantee that you will have another opportunity.

When is the application deadline?

The application deadline for the program is [Date]; however, we encourage you to apply as early as possible as space is extremely limited.

What is it like to teach at a low-performing school?

Academically, many students in the district's low-performing schools are achieving below grade level in various tested subjects. While the path to achieving academic success for these students can be challenging, we believe that all program participants have the proven expertise and knowledge necessary to thrive in these schools and help struggling students.

There may also be additional challenges in participating schools that are not present in your current school related to classroom management and school culture. We hope to help mitigate

these issues by offering support during the summer orientation and by continuing to check in with teachers throughout the school year.

What is expected of me as a program participant?

The main expectation is that you continue to do your best in a new and potentially challenging setting. Teachers who choose to transfer to a new school will participate in four to eight hours of professional development over the summer to prepare them to enter a new school environment and address some of the challenges they may face (increased quantity and severity of classroom management challenges, working with a new team of teachers and adjusting to a new or different instructional program). To aid with the study of this program, participants may be asked to complete a short survey..

Will I be teaching in the same school as other program participants?

Participants will have the opportunity to be selected to teach in schools where vacancies exist in the grade level and/or subject for which they are qualified. Due to our commitment to facilitating the best possible matches between individual schools and teachers, though possible, we cannot ensure that participants will be placed in a school with other participants.

How is the MTRP different from other incentive-based programs offered by the District?

The MTRP is a very small, targeted, federally funded initiative designed to study the effects high-performing teachers have on low-performing schools. This year, we are working with only four of the district's lowest-performing schools. Only candidates who were identified as eligible for the MTRP are being invited to apply. Candidates will be selected based on their prior success in contributing to their students' achievement growth. They also must have taught a tested grade and subject for the past three years. By participating in the MTRP, participants will have the opportunity to play an important role in this federal study, which will help direct future education policy discussions.

How can I get more information?

We will hold an information session for eligible teachers who are interested in learning more about the program. The session will provide more information about the program and offer networking opportunities with other outstanding teachers in our district.

For more information, please e-mail us at [email address] or call us at [phone number].