



## Aspire Teacher Residency FAQ, 2017/18

### **Admissions Questions:**

#### ***I am a career-changer. Should I apply?***

Yes, we see this program as a great opportunity for people who are interested in teaching as a profession no matter what age they are when they become eager to change the world through teaching.

#### ***Can I apply if I already have a teaching credential, but do not have a master's degree?***

No, the program is designed for individuals who do not have a teaching credential.

#### ***What if my GPA was lower than a 3.0?***

If your GPA is lower than a 3.0 you must include a letter in your application explaining your circumstances.

#### ***What should my recommendations include?***

The details for the recommendation are included on the recommendation form. If possible, we would like to see at least one letter that is from an instructor or advisor who can discuss your preparation for a master's program, in addition to two professional references. **Please note that the recommendation form is mandatory and we cannot accept recommendation letters that are not accompanied by the recommendation form.**

#### ***Are there separate applications for University of the Pacific and Aspire?***

No, there is only one application to complete and it must be sent to Aspire.

#### ***What is the selection process?***

First, the ATR team screen applications, recommendations and reviews transcripts. Candidates with strong applications will be invited to the interview day. The interview day includes a teaching a sample lesson, a written piece and a one-on-one interview.

Following the interview day, applicants who advance have the opportunity to meet with potential mentors. University of Pacific will then review applications and transcripts for those applicants recommended for acceptance.

#### ***When will I know if I'm accepted?***

If you apply in Round 1 (December 2016 deadline), we anticipate notifying applicants by mid-March. If you apply in Round 2 (March 2017 deadline), we anticipate notifying applicants by mid-May.

#### ***If I am accepted, am I able to choose the subject area in which I would like to apprentice?***

We do our best to ensure that you are placed in your first subject area preference. If we cannot place you in your first choice subject, we will discuss other options with you.

#### ***What is the deadline for notifying Aspire about my decision if I am accepted?***

We expect you to notify us of your decision within two weeks of your acceptance to the program.

#### ***Would I be able to defer for one year if I am accepted?***

At this point in time we are not deferring candidates.

#### ***Will waitlisted applicants from Round 1 be considered in Round 2?***

Yes, the applicants who are waitlisted in Round 1 will be considered in the Round 2 pool.

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### **Program Questions:**

#### **What is the weekly schedule of a Resident?**

The Resident will be in their Mentor Teacher's classroom four full days per week. The Resident and the Mentor will determine when they will meet to plan lessons and prepare materials either before or after school. One day per week the Resident will join the rest of the regional cohort to attend a weekly, all day seminar that will focus on bridging theory and practice. In addition to the seminar, the Resident will participate in online course work related to educational research and theory.

#### **When does the program start?**

The ATR will start by July 1, 2017 (exact date TBD) at the University of Pacific Campus. Room and Board covered by the Aspire Teacher Residency.

#### **Where will the seminar be located?**

The location of the seminar will be at an Aspire school in each region.

#### **How long is the program?**

The program is designed as a four year program but the great hope is that Residents will continue to work at Aspire (as Lead Teachers, Mentor Teachers, Principals, Instructional Coaches) for many, many years.

#### **What type of support will I receive as a resident?**

Residents are observed and receive written feedback from three sources: their mentor teacher, the Aspire Teacher Residency Director, and the site principal. They are done at different times and at different paces as described below:

- Observations with written feedback from *mentor*: once per week
- Observations with written feedback from *ATR director*: once every two weeks
- Observations with written feedback from *Site Principal* twice per semester (minimum)

#### **How are residents evaluated?**

*Formative*: Residents receive formative written feedback from three sources on a regular basis: their mentor teacher, the Aspire Teacher Residency Director, and the site principal.

- Observations with written feedback from *mentor*: once per week
- Observations with written feedback from *ATR director*: once every two weeks
- Observations with written feedback from *Site Principal* twice per semester (minimum)

The formative written feedback focuses primarily on classroom management techniques for approximately the first 1-2 months of school. This time frame may be longer or shorter depending on each individual resident's mastery of each classroom management technique.

At the end of the first semester, principals, mentors, residents, and the Aspire Teacher Residency Director engage in a mid-year evaluation meeting. The purpose of the meeting is to discuss the progress of each Resident in the program thus far. The data that guides the meeting is gathered from the Aspire Teacher Residency Director, principal, mentor, and the resident.

*Summative*: All residents will demonstrate knowledge and skills learned and practiced across courses, seminars, and the classroom practicum by engaging in performance assessments (Gateways). Gateways are designed to measure resident performance of core Resident Learning Standards (AIR) in a sequence that follows the Seminar



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themes. Residents, Mentors and ATR staff will use assessment results to adjust the Gradual Release Model for each Resident based on individual needs to ensure steady and consistent development.

### ***Is it possible to continue working full time while participating in this program?***

During this program the Resident is considered a full time student which makes it impossible to work full time. We discourage Residents from working during this year due to the challenging, full- time nature of the program. After school hours are a critical time for residents to plan with Mentors and prepare for the next school day, as well as read course materials and complete assignments for the Master's degree.

### ***How will placement work for the residency year?***

Placement will be determined by the Mentors and Residents selected. We will match the most highly qualified Mentors with the most highly qualified Residents based on geographic and grade/subject level preferences.

### ***Is there a chance I can remain at the school at which I am currently working? If so, how greatly will you consider my request for subject and/or mentor?***

We will strongly consider your preferences in the application process, but we cannot guarantee that you will get your first preference.

### ***If I were to relocate after the first year in the program, would I be able to switch to a different Aspire school to complete the program?***

Yes, our hope is that all Residents are employed at an Aspire Public School during the second year. The school placement for year two can be different from the Residency placement.

## ***Financial Questions:***

### ***How much does the program cost up front?***

Residents will pay approximately \$20,000 (SPED \$21,764) to the University of the Pacific for the Master of Arts in Education/teaching credential program during the Residency Year. Once hired at an Aspire school, Residents will be eligible for tuition reimbursement through Aspire.

### ***Whom should I contact for financial aid?***

University of the Pacific will be the primary contact for financial aid information. Once you are accepted into the program we will send you a financial aid application packet.

### ***What is included in the benefits package?***

The benefits package provided to Residents is the same benefits package offered to all Aspire Public Schools employees. Our benefit program currently offers a wide array of selections so that there is something for everyone, regardless of the stage of life they are in. Aspire pays 100% of the core benefit costs for benefit eligible team members and up to 95% of the cost for dependent/family coverage. Core benefits are defined as medical, dental and vision.

Aspire also offers retirement, flex spending and a variety of other optional benefits. The benefits are available during the Residency year. For more information, please select the benefits link at <http://aspirepublicschools.org/join/>.

### ***Is there an opportunity to sign up for benefits for a spouse?***

Yes, spouses, domestic partners and dependents can be added through the benefits package.



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### ***Licensure Questions:***

#### ***Is this a nationally credentialed program?***

At the end of year one, you will receive a California Preliminary Teaching Credential and a Master of Education from the University of the Pacific. The University of the Pacific is an accredited institution, recognized nationally, and the Teacher Credential is approved by the State of California. There is reciprocity with many other states but this is not a “national credential.” This is not a program to become Nationally Board Certified through the National Board for Professional Teaching Standards.

#### ***What tests are required? When do I have to take them?***

All candidates are required to take and pass the CBEST and CSET by July 31, 2017. Elementary candidates also need to take the RICA exam by December 31, 2017. All candidates will be required to fulfill the US Constitution requirement.

#### ***If I have already taken some credential courses at another school, will they transfer?***

We are not accepting any credit transfers at this time.