



UNITED INDEPENDENT SCHOOL DISTRICT INFORMATIONAL ITEM

TOPIC: Grow Our Own Early College Teacher Program Proposal

SUBMITTED BY: David Gonzalez & David Garcia **OF:** Associate Supt. for Curriculum & Instruction;
Assistant Superintendent of Human Resources

APPROVED FOR TRANSMITTAL TO SCHOOL BOARD: _____

DATE ASSIGNED FOR BOARD CONSIDERATION: April 19, 2017

INFORMATIONAL REPORT:

The Early College Program which encompasses all the courses offered for college credit at all United ISD high schools requires that teachers interested in teaching these courses must meet State certification requirements coupled with a conferred Master's Degree from an accredited university in the content area of the college course offering. If the Master's Degree is not conferred in the target content area, the teacher must have at least 18 hours of college credit in the content area beyond a Master's Degree.

The Target areas of instruction as identified and approved by the Curriculum and Instruction Department are as follows:

- Art
- English
- Math
- Science
- Psychology
- Speech
- US History
- Sociology
- Business Information Management

When an insufficient pool of highly qualified teachers occurs, the District is proposing a "tuition reimbursement incentive" for current full-time teachers wishing to participate in an effort to obtain a Master's degree in the above noted content areas. See "draft" proposal. The teacher must have classroom teaching experience in the target content area. Upon completion and conferral of the Master's degree in the content area or the 18 hour college credit requirements, the teacher will be required to remain employed with United ISD for a period of no less than five years.

“DRAFT” Proposal: Grow Our Own Early College Teacher Program

Purpose/Staffing:

The Early College Program requires that Teachers interested in working in the program must meet State certification requirements coupled with a conferred Master’s Degree from an accredited university in the content area of the course offering. If the Master’s Degree is not conferred in the target content area, the Teacher must have at least 18 hours of college credit in the content area **beyond the Master’s Degree**.

Target areas of instruction as identified and approved by the Curriculum and Instruction Department are as follows:

- Art
- English
- Math
- Science
- Psychology
- Speech
- Sociology
- U.S. History
- Business Information Management

When insufficient pools of highly qualified teachers occur, the District is proposing a “tuition reimbursement incentive” for current full-time teachers wishing to participate in an effort to:

- a). Obtain the Master’s Degree in the above noted content areas.*
- b). The proposal for the tuition reimbursement program also includes those interested Teachers having a conferred Master’s Degree (outside the target content areas of instruction) and attempting to accrue the required **18 college credit hours in the target content area required for consideration to teach in the Early College Program**.*

Proposed Reimbursement to Program Participants:

Teachers wishing to participate in the “tuition reimbursement incentive program” shall be required to have classroom teaching experience in the target content area.

Tuition reimbursement program shall reimburse approved program participants upon completion and verification of each completed course. Travel, books and other course materials will be covered by the reimbursement program. Timelines for enrollment and course completion for meeting the required Masters’ Degree or 18 credit hours will be determined by the District.

Participation Requirements:

Upon completion and conferral of the Master's Degree in the content area or the 18 hour college credit requirements are met within prescribed timelines, program participants shall qualify for consideration as teachers for the Early College Program. The District makes no assurances that qualified candidates will be selected to teach in the Early College Program.

More importantly, as an approved Early College Teacher for consideration, program participation requires that the teacher remain employed with the District for a period of no less than five (5) years before considering any separation of employment from the District. Any request for voluntary separation from the District prior to the five (5) year commitment shall cause the Teacher to forfeit all reimbursement costs paid to the teacher for courses of study at an accredited university. Such costs shall be paid back to the District in full at the time of separation of employment. The District shall prepare a binding agreement to ensure that both parties are agreeable to the conditions as presented.

Number of Participants Allowed:

The Early College Teacher participants in the tuition reimbursement program might be limited per content area based on identified needs by the District. The Human Resources Department will announce the reimbursement program within the District to all educators on a timely manner or as approved by the District. Screening criteria will be developed by the District in the event that a high number of teachers submit an interest to participate in the targeted content areas.

Other:

The District reserves the right to make any and all modifications necessary to ensure program success as necessary.