



Intern to Teacher

Spring 2022 Metro ATL P-20 Collaborative

Dr. Rosetta Riddle – Clayton State University



Amy Spicer – Henry County Schools

Innovative Approach to Recruiting

EDUCATION

More than half of teachers are looking for the exits, a poll says

February 1, 2022 · 6:14 AM ET

 ANYA KAMENETZ  



LA Johnson/NPR

<https://www.npr.org/2022/02/01/1076943883/teachers-quitting-burnout>

Program Overview



- The Intern to Teacher program is designed to provide a year-long teaching experience for a student teacher who is in the final year of a teacher educator preparation program. The Intern receives support from the district in the form of a master teacher. The Intern to Teacher program is designed to fill a teacher vacancy. The Intern is the teacher of record.

Facts at a Glance

Launched the Intern
as Teacher program
SY2020-21

Piloted the program
at one middle school
– 2 interns

This year we have 4
interns – 3 at the HS
level and 1 at the MS
level

One Intern is
working as a co-
teacher in a Special
Education classroom

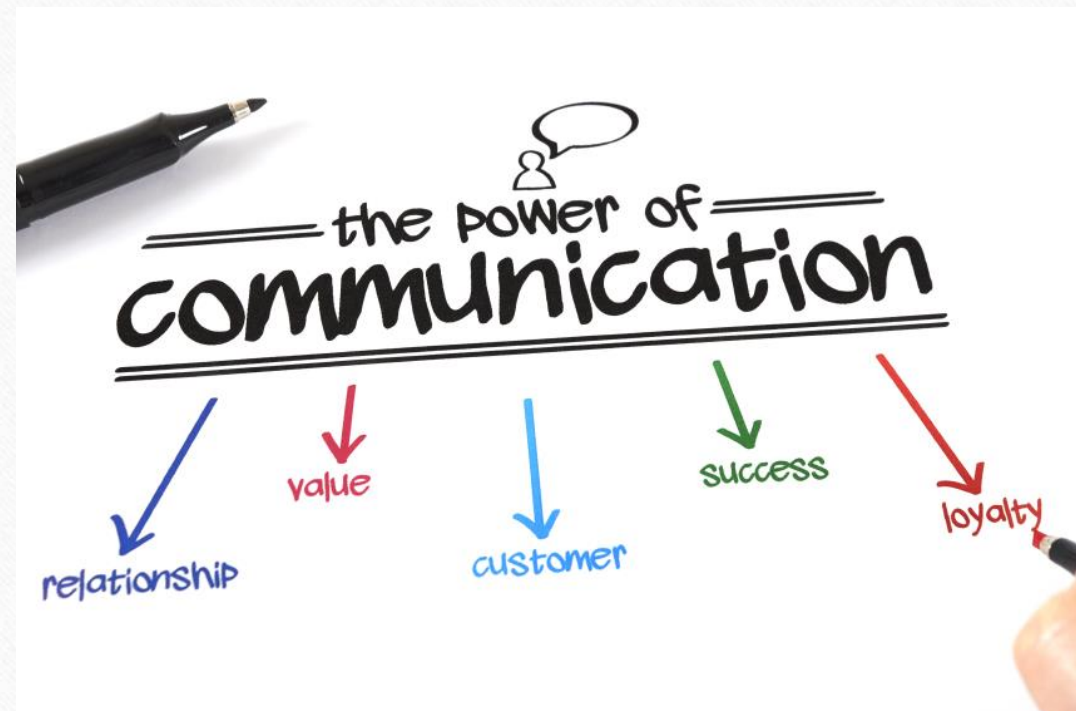
We typically utilize
Interns for our hard-
to-fill vacancies

How does it work?

The college/university recommends two Interns (preferably the same content). One Intern fills a vacancy while the other Intern replaces the master teacher, allowing for the master teacher to come out of the classroom for the year to support both Interns.

Who is responsible for the success of the Interns and the program?

How does it really work?



Responsibilities



Human Resources:

- HR works collaboratively with colleges to ensure a successful partnership.
- HR works with school administrators to ensure a master teacher is selected who meets the guidelines.
- HR reviews feedback from the principals, the college, the master teacher, and the intern and makes adjustments to the program accordingly.

Responsibilities



School Administrator:

- The school administrator selects a master teacher who meets the guidelines.
- The school administrator meets regularly with the master teacher to ensure the needs of the Interns are being met.
- The school administrator ensures the master teacher's schedule is dedicated to solely working with Intern teachers.

Responsibilities

Master Teacher:

- Will work collaboratively with the Intern and supervising teacher.
- Will model lessons, help in the development of lesson plans, provide timely feedback, and act as a coach.
- Will monitor progressions of the Intern's performance on the TKES rubric (not based on evaluation but based on feedback for improvement).
- Will ensure the needs of all students are being met, and will communicate regularly with school administration and the college supervisor.



Responsibilities

College/University:

- Will promote the Intern to Teacher program to qualifying Seniors.
- Will recommend only the students who are ready for the program and meet the program requirements.
- Will meet with the master teacher to ensure the Intern's success, and meet with HR periodically to provide updates in regards to the success of the program.



The Intern

- Recommended by the EPP - College of Education
- Completed three years of college coursework or acceptance into a GaPSC approved MAT Education program
- Hold a GaPSC pre-service certificate and clearance certificate
- Recommended candidates must complete the HCS online application
- Recommended candidates will be processed through our normal hiring procedures

Benefits and Salary

- Interns hired as *teacher of record*
- Interns are provided with support, daily coaching, mentoring and in-class modeling by a master teacher
- Internship salary - \$20,000.00
- The program is a cost savings to the District
- Intern experiences the expectations in the beginning, middle, and end of a school year.

The Master Teacher

- Essential to the success of the program
- Master teacher – what does this look like?
- Collaboration with the University
- Meeting(s) with the mentor, College of Education rep, HR rep, principal and Intern

Master Teacher Role

- Build relationships based on trust and mutual respect through non-judgmental and confidential conversations
- Provide coaching and feedback modeling, co-teaching, and non-evaluative walkthroughs
- Develop an understanding of Intern's abilities (strengths and needs)
- Provide timely feedback, support and guidance on school/district initiatives & best practices
- Serve as a role model for Intern through sharing of experiences, examples, and strategies
- Meet with the Intern daily
- Model reflective instructional practices after observations around the successes and failures of the lesson, and determine how to improve.

Implementation Tips

- Secure support for the program from essential supporters (superintendent, dean, etc.)
- Determine partnership points of contact for each partner organization.
- Start Planning Early (Begin talking with your potential program partner about how the program would be a mutually beneficial partnership for district and university, participant recruitment, and a selection process.)
- Determine what the responsibilities will be and who will be responsible for which aspects of the partnership.
- Develop of calendar of events/activities (student selection, master teacher identification, meetings with stakeholders (principals, master teachers, university faculty, etc.)
- Communicate, Communicate, Communicate!!

Intern as Teacher - Word

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Spicer, Amy Share

HENRY COUNTY SCHOOLS **EXPECT Exceptional**

DEVELOP JOB SKILLS...
by working in a classroom with a Master Teacher

IMPACT A STUDENT'S LIFE...
by teaching and supporting student achievement


BUILD CONNECTIONS...
which can help you land your first job

PAID teacher internships
Year-long Internship:
2020-2021 School Year

Apply online:
www.henry.k12.ga.us
Click on *Careers*

Application Deadline:
June 15, 2020

Intern as Teacher Internship Program



ELIGIBILITY AND APPLICATION PROCESS

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SALARY AND BENEFITS

- ✓ Interns hired as a teacher of record
- ✓ Interns are provided with support, daily coaching, mentoring and in-class modeling by a Master Teachers
- ✓ Internship salary - \$20,000.00 annually

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Questions/Comments

Dr. Rosetta Riddle
Field Experience and Partnership Director
Clayton State University
RosettaRiddle@clayton.edu



Amy Spicer
Employment Director
Henry County Schools
Amy.spicer@henry.k12.ga.us

