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New Orleans.
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TEACH
NOLA

Cherish Our City. Commit to our children.

teachNOLA Teaching Fellows seeks the nation's most outstanding recent college graduates and mid- and post-career professionals to make a difference by teaching math in public schools in New Orleans starting in fall 2009. This highly-selective initiative recruits talented individuals to drive the city's rebirth by boosting academic achievement for all students.

Students in New Orleans lag far behind the rest of the state in math. Before Katrina, just 39% of the city's students scored at or above basic on the math portion of the state-mandated Graduation Exit Examination. Help change this reality for our children by teaching math in a high need school.

This is a critical time for New Orleans and a potential watershed moment for public education in the United States. The reconfiguration of the city's schools following Hurricane Katrina provides a historic opportunity to transform one of the nation's lowest performing school systems.

That transformation will not be possible, however, without a group of accomplished, goal-oriented teachers. The need is particularly great in math, where a teacher's depth of content knowledge is a strong predictor of student academic achievement.

The task of rebuilding our city – and our schools – is monumental, and it will not be easy. We are calling on you to take up this challenge to improve academic outcomes for all of our children.

Benefits

- Quick, streamlined, and personalized application and selection process
- Full teacher's salary and benefits, determined by schools
- Personalized placement support to secure teaching position for fall 2009
- A network of talented, committed teachers working to make a difference where they are needed most
- The opportunity to become part of a movement to build a new, and better, New Orleans through education
- The opportunity to attend an intensive summer training locally in New Orleans, including practice teaching, that will prepare you for your own classroom in New Orleans in the fall
- The opportunity to earn a teaching certificate while teaching full-time

Teaching Fellows Deadline: February 17, 2009

Please recognize that there are several benefits to submitting earlier in the process, as candidates are invited to join the program on a rolling basis

For more information or to apply online, please visit:

www.teachNOLA.org

teachNOLA is an initiative of the Recovery School District and New Schools for New Orleans.



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Frequently Asked Questions

In an effort to answer candidates' questions regarding teachNOLA, we have compiled a list of questions and answers that you may find helpful as you learn more about our program.

What is teachNOLA?

teachNOLA is a cooperative partnership between New Schools for New Orleans, the Recovery School District and The New Teacher Project to bolster the strength of the teaching force in New Orleans. teachNOLA operates two distinct programs: teachNOLA Teaching Fellows and teachNOLA Master Teacher Corps. The Teaching Fellows program is a highly-selective alternate route to teaching program that recruits, selects and trains committed individuals to teach in New Orleans public schools. The Master Teacher Corps provides a streamlined application process and placement support for certified teachers.

What is the achievement gap? How can we close it?

Across the country, a persistent gap in academic achievement on standardized tests separates poor and minority students from their affluent counterparts. By the end of high school, African-American and Hispanic students are at virtually the same level as 8th grade white students in reading and math (*National Assessment of Educational Progress, 2004 Trends in Academic Progress*). The disparity in performance on standardized tests that exists between poor and affluent students is referred to as the "achievement gap," and it is teachNOLA's goal to work towards eliminating this gap by placing highly effective teachers in New Orleans classrooms. It is critical to recognize that it is absolutely possible to narrow and eventually close the achievement gap. Research has shown that **teacher quality is the single most important school-based factor influencing student achievement**. Quite simply, placing qualified and committed teachers in high need classrooms is the most effective way to work towards narrowing the achievement gap.

How long is the commitment to teachNOLA?

teachNOLA is designed to recruit dedicated educators to teach in New Orleans' highest need schools in an effort to close the achievement gap. One of the challenges in closing the achievement gap is a revolving door of teachers. Our experience and research shows us that teachers become significantly better with time. As such, teaching for one to two years does not give candidates a chance to fully develop into effective educators. Closing the achievement gap does not happen in one year, or even two to three. **To close the achievement gap, each and every public school classroom needs a dedicated teacher that is committed to improving student outcomes.** As a result, teachNOLA does not have a formal commitment form or timeframe. It is our hope and expectation that serious candidates view teaching as a long term career.

How many teachers does teachNOLA recruit every year?

Since 2006, teachNOLA has brought more than 300 teachers to New Orleans' classrooms; to date, 87% of New Orleans' public schools have at least one teachNOLA teacher on their staff. teachNOLA recruits a different number of teachers for its programs each year, depending entirely on school and district need. For the 2009 programs, teachNOLA is seeking approximately 50 Teaching Fellows and 40-60 Master Teachers.

How many applications does teachNOLA receive?

Since its inception, teachNOLA has received over 5,500 applications from across the country. In 2008, teachNOLA ultimately placed 59 Teaching Fellows and 44 Master Teachers in New Orleans' classrooms from an application pool of 2,400 candidates. **teachNOLA strongly encourages interested candidates to apply, as applications are reviewed and candidates are invited to interview on a rolling basis. Candidates who perform well at the Interview Event are invited to join the program.**

I previously applied to teachNOLA. Can I apply again?

Absolutely! teachNOLA does not limit the number of times that a candidate can apply to our program.

What is the timeline?

After submitting your application, candidates should expect to hear from teachNOLA within two weeks regarding their status. If invited to interview, candidates will receive detailed information regarding the Interview Event. teachNOLA makes every effort to inform candidates as to their status within two weeks of attending an Interview Event.

I'm from out-of-town. Do I have to come to New Orleans for my interview?

All interviews take place in New Orleans, typically in a centrally located public school. While we acknowledge and understand that it can be difficult and expensive to travel to New Orleans for an interview, our experience shows us that it is a critical step in the process for you as an applicant. The Interview Event is an extensive and rigorous process, which includes a discussion group,

writing prompt, personal interview and teaching sample and/or submission of a lesson plan (Teaching Fellows and Master Teachers, respectively). Many aspects of the Interview Event simply cannot be replicated over the phone. **Moreover, the Interview Event offers you the opportunity to meet other applicants, interact with current teachNOLA teachers, ask questions of program staff and get a sense of both New Orleans and our schools.** Changing careers and/or relocating are huge decisions, and we feel that the Interview Event allows candidates to make informed decisions about whether the program is the right path for them.

What tests do I have to take and when?

teachNOLA Master Teacher Corps applicants do not typically need to take any tests in order to be eligible for our program. teachNOLA Teaching Fellows, on the other hand, must take and pass the Praxis I and Praxis II exams by the start of the training Institute in June 2009. More information on testing requirements is available online at: http://www.teachnola.org/fellows_requiredtests.php. Additionally, upon being invited to interview, candidates have access to a detailed Testing Guide with instructions on how to meet program test requirements.

Where will teachNOLA Teaching Fellows and Master Teachers teach? How will I find my position?

All teachNOLA enrollees will teach in one of the open enrollment public schools in Orleans Parish. Our partner schools include both the traditionally-run Recovery School District (RSD) schools, RSD Charter schools and charter schools. The New Orleans Parents' Guide is a great resource to use to become familiar with the public schools in New Orleans and can be found here: <http://www.nolaparentsguide.org/Parents%20Guide%20July08.pdf>. teachNOLA offers extensive support surrounding the placement process, including placement events, interview scheduling with principals, job search strategies and vacancy information. We encourage candidates to remain flexible throughout the placement process, as Teaching Fellows and Master Teachers should be prepared and committed to teaching the students who most need you.

What subject will I teach?

teachNOLA recruits for specific subjects based entirely on district and school need. For the 2009 Teaching Fellows program, Teaching Fellows will be assigned to one of the following high-need subject areas: Spanish, French, Early Childhood (PK – 3), math, science or Special Education. Master Teachers will teach in the subject area in which they are already certified.

When will the Training Institute start for Fellows? What will the training entail?

teachNOLA's Training Institute is a rigorous and intense five-week training in New Orleans designed specifically for this accelerated route to teaching program. Training will begin in June 2009 and run through late July or early August. The training includes a practice teaching assignment in a New Orleans classroom, framework sessions with an experienced local educator (called a Fellow Advisor) on the foundational skills necessary to be an effective teacher in a high-needs schools and the opportunity to engage in discussions and activities with a network of other Fellows who have made a similar commitment to teach in New Orleans.

Will I be paid during Training Institute?

While Fellows are not paid during Institute, Institute is free to attend. Fellows do not pay tuition, and all materials, books and resources are included. Upon successful completion of Institute, Fellows receive a \$2,000 pre-tax stipend.

When will Fellows and Master Teachers start teaching full-time?

Teaching Fellows and Master Teachers will begin teaching in their own classrooms in the fall of 2009. The schools in New Orleans start at various points throughout August and September, so actual start dates will vary.

How will I get certified if I am a Teaching Fellow?

teachNOLA Teaching Fellows will be certified through enrollment in the Louisiana Practitioner Teacher Program (LPTP). LPTP is a private certification program and is not affiliated with a university. The program runs on the academic year calendar, and tuition is expected to cost approximately \$3,500, which can be paid in one lump sum or on a monthly basis. Recent data in Louisiana shows that 1st and 2nd year teachers that have been certified by LPTP are outperforming other beginning and experienced teachers in math, reading and language arts. **LPTP is an exceptional certification program that is only available to teachers enrolled in a very limited number of programs, including teachNOLA.** More information about LPTP and certification will be provided to Fellows at the Summer Training Institute.

What resources are available once Teaching Fellows start teaching?

Upon entering the program, the teachNOLA staff assists with logistical support, such as helping Fellows manage the process of becoming full-time school employees. teachNOLA also provides communications, including periodic newsletters, and offers special events, such as professional development opportunities and social gatherings. Fellows often develop their ongoing support network at the school level and through the strong network of teachNOLA teachers currently teaching in our city's schools.

How can I find out more information?

Interested candidates should create an account at www.teachnola.org and sign up for an information session online. Information sessions are led by program staff and allow time for candidates to ask questions. In addition, candidates are welcome to contact the teachNOLA office at info@teachNOLA.org with questions regarding the program and their candidacy.