



**Agreement for  
Accelerated Induction into Teaching (AIT) program  
between  
Palm Beach County School District  
and  
Florida Atlantic University  
Department of Continuing Education  
College of Education  
777 Glades Road  
Boca Raton, FL 33431  
5/23/05**



**The agreement set forth below for the Accelerated Induction into Teaching (AIT) program is between Florida Atlantic University, College of Education, and Palm Beach County School District, 3300 Forest Hill Boulevard, West Palm Beach, FL 33406.**

**Program Summary:**

The Accelerated Induction into Teaching (AIT) program will place highly qualified teacher candidates in their own classrooms and provide them with direct, intensive mentoring by a Master Mentor. The AIT Program will assist school districts address acute teacher shortages, provide high quality instruction for students, and reduce the overall need for alternative certification placements.

**Rationale:**

Florida public school districts are experiencing severe teacher shortages in all areas of teaching. These shortages may result in school districts' staffing classrooms with ill-prepared substitute teachers or personnel participating in alternative certification programs. At the same time, highly qualified teaching candidates who have passed the CLAST, the Florida Teacher Competency Exam (FTCE), and who are ready to teach are currently available to school districts via the Teacher Education program at Florida Atlantic University (FAU). By placing teaching candidates in classrooms with Master Mentors, the Accelerated Induction into Teaching (AIT) program would improve the quality of teaching for students and address a severe teacher shortage.

**Description of the Model:**

Screening and identification of candidates:

Qualified candidates will be selected from FAU's teacher training program. Individual candidates who are selected will have advanced organizational, academic, and pedagogical skills and will best fit the needs of the school district. The number of positions will be contingent on availability as identified by the district.

Training and development:

Prior to student teaching, AIT candidates will participate in an intensive training orientation. This orientation will address policies, procedures, programs, and any other training necessary for AIT teachers to function independently in their own classrooms, provided by Palm Beach County School District. These seminars will be conducted cooperatively between the faculty and staff of Florida Atlantic University's College of Education and the participating school district.

Supervision:

The primary responsibility for the supervision of the AIT teacher will be provided by an experienced Master Mentor hired by Florida Atlantic University and reviewed by Palm Beach County School District.

Mentoring by the Master Mentor will proceed in three phases:

- 1) direct supervision and observation of each AIT teacher every day for one to one and a half hours per visit;
- 2) supervision and observation three to five days a week for the equivalent number of hours in phase 1; and
- 3) supervision and observation tailored to individual needs of the AIT teacher but still equaling the same number of hours per week as in phase 1.

The Master Mentor will work collaboratively with the University Supervisor assigned to the student teacher. Additionally, an in-school Cooperating Teacher from the district will be identified to provide additional support to the AIT teacher when needed. Florida Atlantic University along with the Master Mentors will also conduct a weekly seminar to discuss classroom events, problems, achievement and the overall teaching process. The AIT program thus provides three levels of supervision (Master Mentor, University Supervisor, and Cooperating Teacher) to insure that the AIT teacher is successful and that the instruction is of the highest quality possible for the students.

Evaluation of the program:

An evaluation will be conducted at the conclusion of each semester. The evaluation will consist of a debriefing with the key participants in the program (e.g., the AIT teacher, Master Mentor, Cooperating Teacher and the building principal). This evaluation will enable Florida Atlantic University's College of Education to gather formative data on the effectiveness of the AIT program from key participants. This evaluation will enable FAU and the school district to adapt the AIT program to insure that it is achieving its intended goals.

**Funding Model:**

The funding of the program:

The participating school district of Palm Beach County and Florida Atlantic University will enter into an agreement under which the district will provide the University with one half of a beginning teacher's annual salary (including benefits) per semester for each AIT teacher placed.

- AIT teacher to be compensated for paid holidays and teacher training days.
- FAU semester shall be co-terminus with Palm Beach County semester-said dates shall therefore be from August 10, 2005 to December 22, 2005.

The district's total rate for a beginning teacher for one half year	\$ 16,747
Benefits for a beginning teacher for half a year	\$ 5,982
Total amount paid by the district per semester per AIT Teacher	\$ 22,729
Amount paid to AIT teacher per semester	(\$ 5,190)
Payment to FAU for each AIT teacher per semester	\$ 17,539


Payment schedule to FAU for each AIT teacher per semester:

- FAU will invoice twice per semester for each AIT teacher. Funds are payable 30 days upon receipt of invoice.

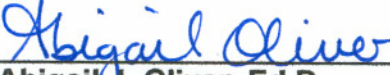
The district will pay from this amount a gross salary of \$5,000 to the AIT teachers for the semester. The payment to Florida Atlantic University for each AIT teacher will be the difference of the total rate plus benefits less the \$5,190 District cost of the AIT teacher, including benefits. These funds will be used by Florida Atlantic University to defer the costs incurred by the University (e.g. hiring Master Mentors, conducting intensive in-service training prior to teaching, coordinating a weekly seminar, and providing administrative supervision.)

**Assumption:**

If it is mutually agreeable to both the school district and the AIT teacher, there is an expectation by Florida Atlantic University that the AIT teacher, at the successful completion of the program, will be offered a teaching position by the school district.

 5/24/05  
Date  
Gregory F. Aloia, Ph. D.  
Dean, College of Education  
Florida Atlantic University

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Date  
Arthur C. Johnson, Ph.D.  
Superintendent,  
Palm Beach County School District

 5/23/05  
Date  
Abigail J. Oliver, Ed.D.  
Director, Professional Development and Training  
College of Education  
Florida Atlantic University

"Reviewed & Approved As To  
Legal Form and Sufficiency"

