



Florida Agricultural and Mechanical University

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Excellence With Caring

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**Agreement for
Early Induction into Teaching (EIT) program
Between
Palm Beach County School Board
And**

**Florida Agricultural and Mechanical University
College of Education
Tallahassee, Florida 32307**

The agreement set forth below for the Early Induction into Teaching (EIT) program is between Florida Agricultural and Mechanical University, College of Education, and Palm Beach County School Board, 3300 Forest Hill Boulevard, West Palm Beach, Fl. 33406

Program Summary:

The Early Induction into Teaching (EIT) program will place highly qualified teacher candidates in their own classrooms and provide them with direct, intensive mentoring by a Master Mentor. The EIT Program will assist the School Board of Palm Beach County with the acute teacher shortage in triple A schools by providing high quality instruction for students, and reducing the overall need for alternative certification and out-of-field placements.

Rationale:

The School Board of Palm Beach County is experiencing teacher shortages in all critical subject areas of teaching, especially in the triple A schools. These shortages may result in the school district staffing classrooms with ill-prepared substitute teachers, out-of-field teachers, or personnel participating in alternative certification programs. At the same time, highly qualified teaching candidates who have passed the General Knowledge Exam, the Florida Teacher Competency Exam (FTCE), and who are ready to teach, are currently available to the School Board of Palm Beach County via the Teacher Education program at Florida Agricultural and Mechanical University (FAMU). By placing teaching candidates in classrooms with Master Mentors, the Early Induction into Teaching (EIT) program will improve the quality of teaching for students and address the teacher shortage in our triple A schools.

Description of the Model:

Screening and identification of candidates:

Qualified candidates will be selected from FAMU'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 Board.

Training and development:

Prior to student teaching, EIT candidates will participate in an intensive training orientation. This orientation will address policies, procedures (classroom management, presentation subject matter, etc.), programs, and any other training necessary for EIT teachers to function independently in their own classrooms. These seminars will be conducted cooperatively between the faculty and staff of Florida Agricultural & Mechanical University, College of Education and the School Board of Palm Beach County.

Supervision:

The primary responsibility for the supervision of the EIT teacher will be provided by an experienced Master Mentor hired by Florida Agricultural & Mechanical University and reviewed by the School Board of Palm Beach County.

Mentoring by the Master Mentor will proceed in three phases:

- 1) direct supervision and observation of each EIT 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 EIT 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 Board will be identified to provide additional support to the EIT teacher, when needed. Florida A&M University along with the Master Mentors, will also conduct a weekly seminar to discuss classroom events, problems, achievement and the overall teaching process. The EIT program thus provides three levels of supervision (Master Mentor, University Supervisor, and Cooperating Teacher) to ensure that the EIT 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 EIT teacher, Master Mentor, Cooperating Teacher and the building principal). This evaluation will enable Florida A&M University's College of Education to gather formative data on the effectiveness of the EIT program from key participants. This evaluation will enable FAMU and the school district to modify the EIT program to insure that it is achieving its intended goals.

Funding Model:

The funding of the program:

The School Board of Palm Beach County and Florida A&M 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 EIT teacher placed.

- EIT teacher to be compensated for paid holidays and teacher training days.
- FAMU semesters shall run concurrently with the Palm Beach County semesters, said dates shall therefore be from **August 9, 2006 to June 30, 2007.**

The Board's total rate for a beginning teacher for one half year	\$ 16,747
Benefits for a beginning teacher for half a year	\$ 6,182
Total amount paid by the district per semester per EIT Teacher	\$ 22,879
Amount paid to EIT teacher per semester	\$ 5,190
Payment to FAMU for each EIT teacher per semester	\$ 17,689

Payment schedule to FAMU for each EIT teacher per semester:

- FAMU will invoice twice per semester for each EIT 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 EIT teachers for the semester. The payment to Florida A&M University for each EIT teacher will be the difference of the total rate plus benefits less the \$ 5,190 Board cost of the EIT teacher, including benefits. These funds will be used by Florida A&M 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.)

Termination:

The Board reserves the right to terminate this agreement at any time and for any reason, upon giving thirty (30) days written notice to the other party. If said should be terminated for convenience as provided herein, the Provider shall be relieved of all obligations under said contract.

Jurisdiction and Venue:

This agreement shall be governed by the laws of the State of Florida, and if any dispute arises, then venue shall be in Palm Beach County.

Assumption:

If it is mutually agreeable to both the school district and the EIT teacher, there is an expectation by Florida A&M University that the EIT teacher, at the successful completion of the program, will be offered a teaching position by the school district, if a vacancy occurs in the area of certification.

Florida A&M University Date
Dean of Education

Willis Walter, Ph.D. Date
Florida A&M University
Director of Student Teaching
College of Education

Arthur C. Johnson, Ph.D. Date
Superintendent,
The School Board of Palm Beach County

Thomas E. Lynch, Board Chair Date
Palm Beach County School District

 

Palm Beach Legal Review & Approval Date