



# INFORMATION BULLETIN

---

## *An Update on "Teachers of Tomorrow"*

---

In his 2009-10 Executive Budget, Governor Paterson proposed to continue the current Teachers of Tomorrow grant program with \$25 million in funding. This program was first enacted with a \$25 million appropriation in the 2000-01 state budget. The funding is provided for recruitment, retention, and certification activities in school districts with low performing schools and/or a shortage of qualified teachers.

This Information Bulletin describes the Teachers of Tomorrow grant program and how the funding was used in the 2007-08 school year.

Detailed information on the eligibility requirements, application and selection process, grant amount, service obligation, and notification requirement for each category in this program is included in Appendix A.

*Any school district experiencing a teacher shortage or subject shortage, especially a district with a low-performing school, is eligible to participate in the program. The 2009-10 application and related materials will soon be available on the State Education Department's website at*  
<http://www.highered.nysed.gov/kiap/TEACHING/tot/totindex.html>

No. 200901  
Released February 2009  
Replaces IB#200106

NEW YORK STATE UNITED TEACHERS  
NYSUT Research and Educational Services  
800 Troy-Schenectady Road • Latham, New York 12210-2455  
1-800-342-9810 • 518-213-6000 • FAX: 518-213-6450



Printed by NYSUT

## *An Update on "Teachers of Tomorrow"*

### **I. Overview of the Law —**

The Teachers of Tomorrow program currently authorizes six different programs to help school districts address teacher shortages.

Those six programs are:

1. Teachers of Tomorrow Teacher Recruitment Incentive Program
2. Teachers of Tomorrow Summer in the City Internship Program
3. New York State Master Teacher Program
4. Teacher Recruitment Tuition Reimbursement Program
5. Summer Teacher Training Program
6. Science, Mathematics and Bilingual Education Tuition Reimbursement Program

The first sections of the law set out general provisions applicable to all six programs.

### **A. GENERAL PROVISIONS**

Funds will be awarded to districts through a competitive process that takes into consideration the following factors:

- Magnitude of the teacher shortage in the district.
- Number of teachers in the district with temporary licenses.
- Number of provisionally certified teachers.
- Fiscal capacity and geographic sparsity of the district.
- Number of new teachers the district plans to hire in the upcoming school year.
- Number of Summer in the City student internships proposed by the district.

Up to 60% of the total \$25 million in funding (\$15 million) can be made available to any one school district (e.g., New York City).

An individual that is awarded a grant under any of the programs is not eligible for a grant award under any of the other programs in one year.

In allocating grants, a school district must give priority in the following order:

- First, to a School Under Registration Review (SURR) school that is designated as a teacher shortage area. \*
- Second, to any school performing significantly below state standards as defined by the Commissioner.
- Third, to any school that is designated as a teacher shortage area.

*\* The term teacher shortage area is defined as a public school or subject area in which there was a shortage of certified teachers in the previous school year and there is a projected shortage in the current school year as determined by the Commissioner.*

**B. SPECIFIC DETAILS ON EACH OF THE SIX PROGRAMS IS CONTAINED IN APPENDIX A**

**II. Experience in the 2007-08 School Year**

In the 2007-08 school year, the following 37 districts received funding under the Teachers of Tomorrow:

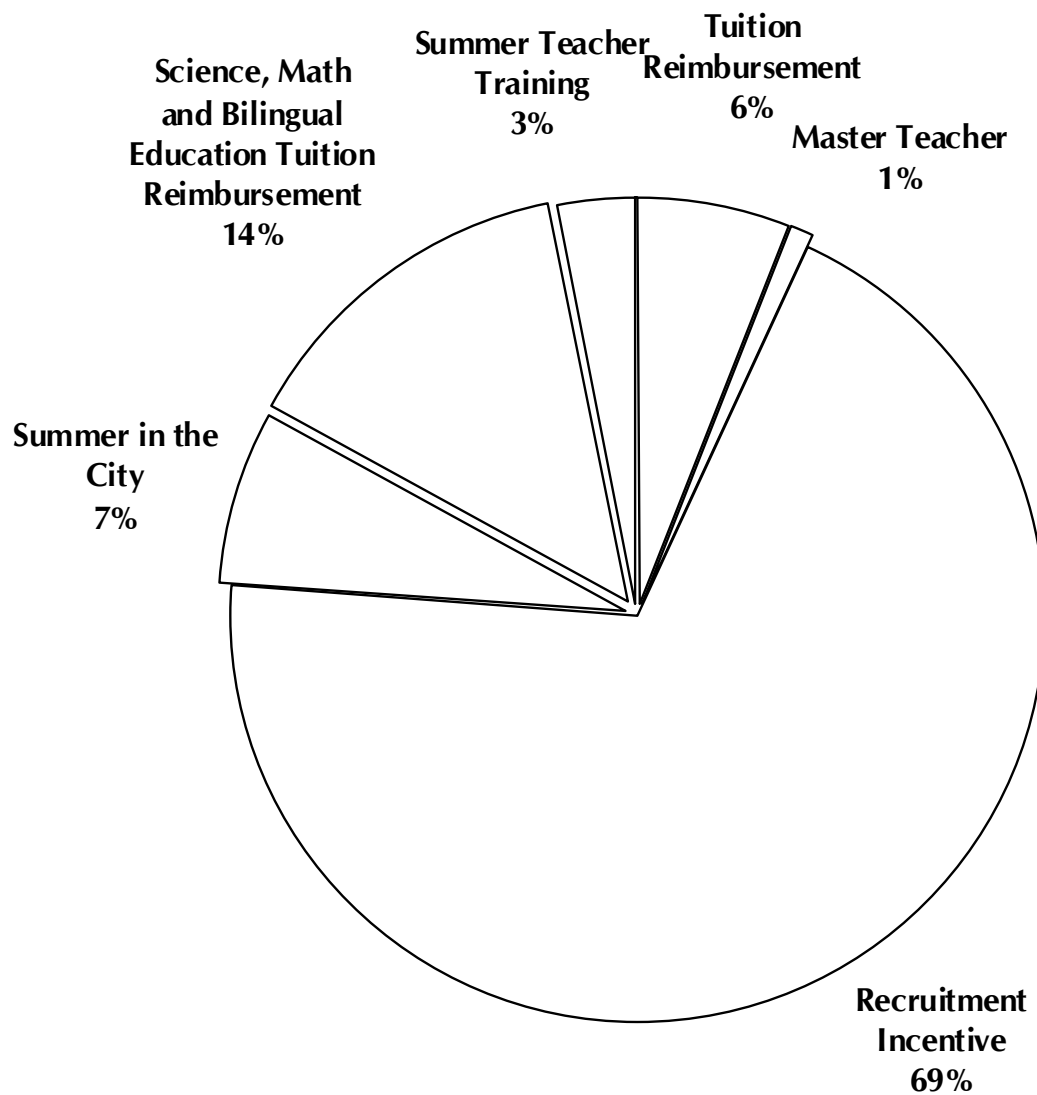
Albany	Hempstead
Amityville	Hudson
Andover	Lyons
Belfast	Madison
Binghamton	Newburgh
Bolivar-Richburg	New York City
Brentwood	Pine Valley
Buffalo	Port Jervis
Clifton-Fine	Rochester
Copiague	Roosevelt
Dalton-Nunda	Schenectady
Deposit	Scio
Dover	Sodus
East Ramapo	Syracuse
Freeport	Utica
Genesee Valley	Wellsville
Gouverneur	Westbury
Greece	Wyandanch
	Yonkers

According to the State Education Department, in the 2007-08 school year the 37 districts spent in total \$21,486,996 for all categories under the Teachers of Tomorrow program. The most popular funding category was the Teacher Recruitment Incentive Program, which provides new teachers \$3,400 per year, up to a maximum of four years (\$13,600), for teaching in a teacher shortage area. Funding spent under this category totaled \$14,835,560.

Conversely, the least utilized program was the Master Teacher Program, which provides annual awards of \$10,000 for master teachers with national certification who agree to work in low-performing schools—only \$140,000 was spent in total under this category.

The following chart from the State Education Department shows the numbers of teachers impacted by each of the programs.

## 2007-08 Teachers of Tomorrow Funding Categories



## APPENDIX A

### DETAILS DESCRIPTIONS OF EXISTING “TEACHERS OF TOMORROW” PROGRAM OPTIONS

1. **Teachers of Tomorrow Teacher Recruitment Incentive Program** — This program provides incentive awards to attract teachers to employment in teacher shortage areas.

**Eligibility:**

- Teachers with an initial, provisional, permanent or professional certification.
- Agree to a service obligation of one year in a teacher shortage area.
- Be employed for the first time as a teacher in the school district.

**Application & Selection:**

- Board of Education shall determine the form of the application and the application process for teachers deemed eligible for the award, and shall, in its discretion, select the number of eligible applicants who will receive an award.
- If the number of eligible applicants exceeds the number of awards then the Board of Education must use an objective competitive process based on educational qualifications to determine which eligible applicants shall receive awards.

**Amount:**

- The award is \$3,400 and the award is in addition to and not part of the award recipient’s base salary.
- The award may be renewable each year, for up to three additional years, provided that the recipient agrees to one year of service as a full-time teacher in a teacher shortage area for each year of a renewed award.
- The sum of any initial and renewed awards shall not exceed \$13,600.

**Service Obligation:**

- The Board of Education must develop and secure from the award recipient a written agreement outlining the service obligation. This agreement shall include provisions for the recipient to repay the amount of the award to the school district if the recipient fails to complete their service obligation.
- Upon a written appeal by an award recipient, the Board of Education may, in its discretion, provide a waiver of repayment for an award recipient who fails to complete the service obligation for documented reasons of health or other severe hardships, as determined by the Commissioner.

**Notification:**

- The Board of Education must notify both successful and unsuccessful applicants by September 1<sup>st</sup> for which an initial or renewed award is provided.

**2. Teachers of Tomorrow Summer in the City Internship Program** — Big 5 City School Districts may apply for funding for Summer in the City student internships for the purpose of attracting prospective teachers to opportunities in urban education.

**Eligibility:**

*Students must:*

- have completed 60 or more hours of credit bearing college courses,
- be in good academic standing,
- have attended an accredited New York State college or university full-time in the previous year,
- be enrolled in a registered program for the preparation of teachers,
- be recommended by their college or university, and
- agree to a service obligation of the full duration of the internship program, as determined by the Board of Education.

**Application & Selection:**

- Board of Education shall develop and distribute the application to the accredited colleges and universities of the state which have an approved teacher education program. Eligible students must submit their application to the Board of Education by a date determined by the Board.

**The application must include:**

- a description of the program,
  - the duration of the program, which must be at least five or more weeks during the months of June through August,
  - the amount of any stipend,
  - the available housing for the program,
  - the training and professional development opportunities, and
  - the amount of time in direct contact with children participating in educational activities.
- Board of Education shall, in its discretion, select the number of eligible applicants who will participate.

- If the number of eligible applicants exceeds the number of awards then the Board of Education must use an objective competitive process based on educational qualifications to determine which eligible applicants shall receive awards.
- An eligible applicant may participate in the program more than once.

**Amount:**

- Districts may expend funds for: stipends of up to \$2,000 per student, housing costs, orientation, training and professional development, and other expenses to operate the program.

**Service Obligation:**

- The Board of Education must develop and secure from the award recipient a written agreement outlining the service obligation. This agreement shall include provisions for the recipient to repay the amount of any stipend to the school district if the recipient fails to complete their service obligation.
- Upon a written appeal by an award recipient, the Board of Education may, in its discretion, provide a waiver of repayment for an award recipient who fails to complete the service obligation for documented reasons of health or other severe hardships, as determined by the Commissioner.
- Colleges and universities may provide credit for the Summer in the City program and may charge a fee for such credit or provide the credit free of charge. Participation in the Summer in the City program shall qualify as a field experience for purposes of any graduation or certification requirement.

**Notification:**

- The Board of Education shall inform eligible applicants of their selection for the program by a date determined by the Board of Education.

**3. New York State Master Teacher Program** — This program provides incentive awards to attract highly qualified, experienced, expert teachers to low-performing schools.

The Commissioner shall establish and maintain a list of persons eligible to serve as Master Teachers. School districts eligible to participate in this program are those districts which contain a school building that has been designated as a low-performing school.

**Eligibility for Master Teacher:**

- received National Board Certification,
- be employed full-time for the school year by a public school designated as a low-performing school, and
- agree to a service obligation of three years of service in a low-performing school.

**Application & Selection:**

- Board of Education shall determine the application and the application process for teachers deemed eligible for the award.
- Board of Education shall in its discretion select the number of eligible applicants who will participate.
- If the number of eligible applicants exceeds the number of awards then the Board of Education must use an objective competitive process based on educational qualifications to determine which eligible applicants shall receive awards.

**Amount:**

- The award is \$10,000.
- The \$10,000 award can be renewed twice for a maximum of \$30,000.

**Service Obligation:**

- The Board of Education must develop and secure from the award recipient a written agreement outlining the service obligation. This agreement shall include provisions for the recipient to repay the amount of the award to the school district if the recipient fails to complete their service obligation.
- Upon a written appeal by an award recipient, the Board of Education may, in its discretion, provide a waiver of repayment for an award recipient who fails to complete the service obligation for documented reasons of health or other severe hardships, as determined by the Commissioner.
- Each Board of Education and Master Teacher shall agree to a three-year term. Each Master Teacher shall be assigned partner classroom teachers and, in addition to assigned teaching duties, each Master Teacher must engage in daily and long-term planning and assessment with partner teachers, model teaching techniques and strategies, and serve as a classroom expert to provide ongoing support to teachers.
- Upon completion of the term, each Master Teacher shall have the right to return to the position that they held immediately prior to the appointment without loss of tenure, seniority, or other employment rights.

**Notification:**

- The Board of Education must inform eligible applicants of their selection for the program by a date determined by the Board of Education.

4. **Teacher Recruitment Tuition Reimbursement Program** — This program provides an incentive to attract qualified teachers to teacher shortage areas by providing tuition reimbursement.

**Eligibility for a tuition reimbursement award:**

- must have received initial or provisional certification and not hold any permanent or professional certification,
- must be employed full-time for the school year by a public school designated as a teacher shortage area, and
- must agree to a service obligation of one year of service in a teacher shortage area.

**Application & Selection:**

- Board of Education shall determine the application and the application process for teachers deemed eligible for the award.
- Board of Education shall in its discretion select the number of eligible applicants who will participate.
- If the number of eligible applicants exceeds the number of awards then the Board of Education must use an objective competitive process based on educational qualifications to determine which eligible applicants shall receive awards.

**Amount:**

- The award is \$700 or the actual cost of one approved course, whichever is less.

*\* Definition of “approved course” is a course in a registered program for the preparation of teachers at an accredited New York State institution of higher education which is taken towards meeting requirements for permanent certification.*

- A recipient shall be eligible to receive three initial reimbursement awards in the school year.
- Award is renewable for one additional year. Maximum sum of initial and renewable awards is \$4,200.

**Service Obligation:**

- The Board of Education must develop and secure from the award recipient a written agreement outlining the service obligation. This agreement shall include provisions for the recipient to repay the amount of the award to the school district if the recipient fails to complete their service obligation.
- Upon a written appeal by an award recipient, the Board of Education may, in its discretion, provide a waiver of repayment for an award recipient who fails to

complete the service obligation for documented reasons of health or other severe hardships, as determined by the Commissioner.

**Notification:**

- The Board of Education must inform eligible applicants of their selection for the program by a date determined by the Board of Education.

**5. Summer Teacher Training Program** — This program provides intensive summer teacher training to certified teachers teaching in a teacher shortage area that will be employed for the first time in the New York City school district.

**Eligibility for such training:**

- must have initial, provisional, permanent or professional certification, and
- must be employed for the first time in the New York City school district as a certified teacher in a teacher shortage area.

**Application & Selection:**

- The Board of Education shall establish a selection process by which new teachers are chosen to participate

**Allowable expenses:**

- Funds may be used for the payment of expenses incurred by the district for training and orientation including team teaching, observing summer school classes, and training on new standards.
- State funding shall not exceed \$1,000 per eligible participant.

**6. Science, Mathematics, and Bilingual Education Tuition Reimbursement Program** — For the 2007-08 school year and each ensuing school year, \$5,000,000 from the total \$25,000,000 is made available for a science, mathematics, and bilingual education tuition reimbursement program developed by the commissioner of education to attract qualified teachers who have received or will receive a transitional teaching certificate to teach mathematics, science, or bilingual education in a low-performing school.

BKB/jd/71133