

Office of Human Resources
Mariaelena Vidal, Human Resources Officer

**SUBJECT: REQUEST FOR AUTHORIZATION FOR THE SUPERINTENDENT TO
ENTER INTO A COLLABORATIVE AGREEMENT BETWEEN MIAMI-
DADE COUNTY PUBLIC SCHOOLS AND TEACH FOR AMERICA, INC.
FOR THE TEACH FOR AMERICA PROGRAM FOR THE 2006-2007,
2007-2008 AND 2008-2009 SCHOOL YEARS**

COMMITTEE: SCHOOL SUPPORT ACCOUNTABILITY

On December 11, 2002, Dr. Solomon C Stinson, School Board Member, proposed, and the School Board authorized the Superintendent to explore the feasibility of implementing the Teach For America Program in Miami-Dade County Public Schools during the 2003-2004 school year. Teach For America is the national corps of outstanding recent college graduates who commit two years to teach in urban and rural public schools in the nation's lowest-income communities and become lifelong leaders for expanding educational opportunity. Since 1990, more than 14,000 exceptional individuals have joined Teach For America, including 3,500 corps members currently teaching 300,000 students in 22 regions across the country and more than 10,000 Teach For America alumni, the vast majority of whom are still working in education or on related issues in low income communities.

On February 12, 2003, the Superintendent entered into a collaborative agreement between Miami-Dade County Public Schools (M-DCPS) and Teach For America, Inc. to implement the Teach For America Program during the 2003-2004, 2004-2005, and 2005-2006 school years. An evaluation was conducted by M-DCPS during the 2004-2005 school year which concluded that the partnership should be extended.

Authorization is requested to extend the collaborative agreement between MDCPS and the Teach For America Program for the 2006-2007, 2007-2008, and 2008-2009 school years.

As a result of this collaborative agreement, Teach For America will:

1. continue to assist the district in identifying and hiring highly qualified teachers from an ethnically and racially diverse corps of highly sought-after college graduates recruited by Teach For America, Inc.;
2. provide the district up to an additional 50 teachers in 2006-2007, up to an additional 75 teachers in 2007-2008, and up to an additional 100 teachers in 2008-2009, identified by Teach For America, Inc., from diverse ethnic and racial backgrounds with a history of personal and academic achievement and a commitment to work to close the achievement gap between their students and students in more affluent communities; and

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3. provide staff development and related support services to Teach For America teachers in the areas of instructional leadership, instructional planning and delivery, classroom management and culture, and literacy development.

The district will provide \$1,650 per teacher per year to Teach For America, Inc., in support of recruitment, selection, training, staff development and ongoing support services provided to each teacher hired through the program. Teach For America will secure additional funding from additional sources to fully support program implementation. Participants will be afforded access to the district's Alternative Certification Program. The total cost of this collaborative agreement, excluding teacher salaries and benefits, will not exceed \$684,750, over the three year period. Funding for this collaborative agreement will be provided through the Title II Teacher and Principal Quality Program grant.

RECOMMENDED: That The School Board of Miami-Dade County, Florida, authorize the Superintendent to enter into a collaborative agreement between Miami-Dade County Public Schools and Teach For America, Inc., for the 2006-2007, 2007-2008, and 2008-2009 school years, at a cost not to exceed \$684,750 over the three year period.

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**COLLABORATIVE AGREEMENT BETWEEN
MIAMI-DADE COUNTY PUBLIC SCHOOLS AND
TEACH FOR AMERICA, INC.**

WHEREAS the Miami-Dade County Public Schools ("District") seeks to recruit qualified new teachers and to equip them with the ongoing support and professional development necessary to ensure that they succeed in the classroom; and

WHEREAS Teach For America has a proven history of successfully recruiting and training high quality teachers who are specifically equipped to positively impact student achievement in under-resourced communities and to develop a supply of individuals with the potential to serve as future leaders in the District and beyond as exceptional teachers, school principals, District staff, and community leaders in an array of capacities;

BOTH PARTIES HEREBY RESOLVE to enter into a 3-year collaborative agreement to sustain Miami-Dade County Public Schools as a placement site for teachers participating in Teach For America.

I. Collaborative Responsibilities of Miami-Dade County Public Schools

A. Hiring and Placement Process:

1. The District agrees to hire a corps of up to 50 additional teachers for the 2006-2007 school year, up to 75 additional teachers for the 2007-2008 school year, and up to 100 additional teachers for the 2008-2009 school year. The hiring commitment includes the following:
 - i. Teach For America teachers will be hired across the full range of grade levels and subject matters;
 - ii. Teach For America teachers will be "clustered" in groups of two or more at individual schools, to the extent possible, with emphasis on schools serving economically disadvantaged and/or predominantly minority student populations and that do not anticipate a loss of student enrollment based on historical data;
 - iii. Teach For America teachers will be included as members of the bargaining unit represented by the United Teachers of Dade and, consequently, be eligible for salary, seniority, and other collective bargaining provisions as stipulated in the Miami-Dade County Public Schools/United Teachers of Dade Labor Contract;
 - iv. Principals will communicate and collaborate with Teach For America regional staff to support Teach For America teachers' effectiveness; should a Teach For America teacher's performance not meet expectations, Teach For America regional staff will work with principals to institute teacher improvement plans and discuss the plan objectives and the teacher's progress with the principal; principals and Teach For America staff agree to follow these steps before any Teach For America teacher may be terminated due to sub-par performance.

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2. The District agrees to facilitate the hiring of Teach For America teachers by June 5th, 2006, to the extent possible, and by the same date for the 2007-2008 and 2008-2009 school years, in order to enable Teach For America to align pre-service summer institute training to support District placement. The facilitation commitment includes the following:

The District will:

- i. inform Teach For America of the number of new Teach For America teachers the District will hire for the 2006-2007 school year by March 1st, in addition to Teach For America teachers returning for their second year of service, and by the same date for the 2007-2008 and 2008-2009 school years, to the extent possible;
- ii. identify the subject matter and grade levels that the District would prefer for all incoming Teach For America teachers across the full range of grade levels and subject matters by March 15th each academic year, to the extent possible; and
- iii. work with Teach For America to ensure that new teachers are able to complete the hiring process by June 9th, and by the same date for the 2007-2008 and 2008-2009 school years, to the extent possible.

B. Financial Commitment

The District agrees to:

1. pay Teach For America \$1,650 per teacher per year, to be paid in two partial payments of \$825 per teacher per year, semi-annually on September 1st and March 1st during each of the two years of their Teach For America commitment;
2. collaborate with Teach For America to support Teach For America's fundraising objectives with private foundations, corporations, government agencies, and other entities in the Miami-Dade area.

C. Professional Credentialing

The District agrees to:

1. collaborate with Teach For America regional staff in providing access to the District's Alternative Certification Program to Teach For America teachers; and
2. communicate with Teach For America regional staff and individual teachers regarding any changes in certification requirements, certificate renewal requirements, and issues pertaining to individual certification status that may impact hiring or placement.

II. Collaborative Responsibilities of Teach For America

A. Recruitment and Selection of New Teachers

Teach For America agrees to:

1. recruit and select applicants from diverse ethnic and racial backgrounds with a history of personal and academic achievement and a commitment to work to close the achievement gap between their students and students in more affluent communities; and
2. select individuals for hiring and placement within the District who meet State and District requirements for new teacher hires, including eligibility for educator certification.

B. Pre-service Training, Professional Development, and Financial Commitment

Teach For America agrees to:

1. require all Teach For America teachers to participate in an intensive 5-week summer institute designed to prepare new teachers to assume teaching responsibilities. During the summer institute teachers will work in teams of 3-4 individuals to assume full responsibility for teaching a class of students within summer school programs operated by Teach For America, and under the supervision of a faculty of experienced teachers employed by Teach For America;
2. provide a full schedule of professional development activities to summer institute participants, with training focused on Teach For America's curriculum;
3. conduct a week-long induction program for teachers assigned to the District in order to orient them to the District and the county. Teach For America regional staff will organize activities designed to introduce new teachers to the resources and history of the communities in which they will teach;
4. provide access to ongoing professional development for all Teach For America teachers throughout the school year, including, but not limited to, a regular cycle of classroom observations by regional program staff, one-on-one reflective discussions, and monthly content area/grade level meetings facilitated by experienced teachers to discuss/share best practices; and
5. work to ensure that Teach For America teachers have access to local teaching resources and professional development opportunities available in the District and surrounding areas.

C. Hiring and Placement Process

Teach For America agrees to:

1. communicate to the District the estimated number of new Teach For America teachers for the upcoming school year by May 7th, 2006, and by the same date for the 2007-2008 and 2008-2009 school year, to the extent possible;

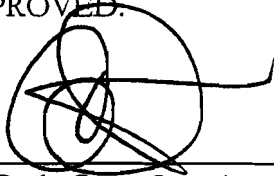
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TEACH FOR AMERICA'S OFFICE

2. provide accurate and timely information about new teachers that the District may request to facilitate the hiring and placement process.; and
3. collaborate with the District to identify specific partner schools within the District that serve economically disadvantaged students with a demonstrated need for teachers across the full range of grade levels and subject matters, and to develop relationships with school leadership.

This collaborative agreement is for a three-year period beginning with the 2006-2007 school year. Either party may terminate this agreement at any time with 30-day written notice to the other party. This agreement may be amended by mutual agreement of the parties, provided such amendments are in writing and signed by both parties. Subject to the limitations of Florida Statute 768.28, The School Board of Miami-Dade County, Florida, agrees to indemnify and hold harmless Teach For America, Inc., from and against any and all claims, suits, actions, damages, or causes of action arising out of the negligent acts of the School Board arising out of or in connection with the provisions of this agreement. Teach For America, Inc., agrees to indemnify, hold harmless, and defend the School Board from and against any and all claims, suits, actions, damages, or causes of action arising out of the negligent acts of Teach For America, Inc., arising out of or in connection with the provisions of this agreement.

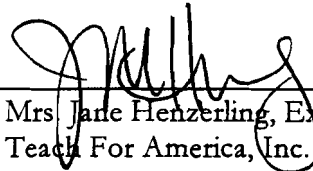
Dated: 5/1/06

APPROVED:



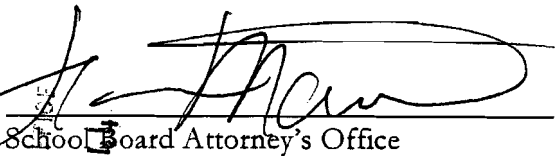
Dr. Rudy Crew, Superintendent
Miami-Dade County Public Schools

Carolyn Spelt
Chief of Staff



Mrs. Jane Henzerling, Executive Director
Teach For America, Inc.

APPROVED AS TO FORM:



School Board Attorney's Office

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