



GCSS Aspiring Teachers Program Program Overview

The Gainesville City Schools Aspiring Teachers Program is designed to achieve equity, excellence, and diversity in the new teacher pipeline and the teaching force. The ATP is created to train and retain certified teachers who are committed to teaching in high-needs schools in the Gainesville community where they live. It will coordinate and align the work of the innovative partnership between local colleges and universities and GCSS. It will address the high teacher turnover and cultural disconnect between GCSS students and teachers, with the ultimate goal of improving and sustaining school improvement and student achievement. It will assist our Aspiring Teacher in understanding how a strong sense of the *GCSS Leadership Essentials and Priorities* along with professional skills and competencies helps to shape effectiveness as a teacher and improve educational outcomes for students.

The GCSS Aspiring Teachers Program is more than a scholarship program. Recruitment and selection begins at the school and community level. Our candidates and graduates are deeply embedded in and dedicated to the Gainesville community. Having a demonstrable commitment to the community is a key requirement for admission to the program. Once admitted, candidates may be employed as a GCSS paraprofessional, and would attend monthly cohort meetings while participating in leadership, organizing and advocacy trainings. The goal is for ATP candidates to become teachers who are leaders inside and outside the classroom.

GCSS Aspiring Teachers are current paraprofessionals, graduating high school seniors, and current college juniors or seniors admitted into the teacher education program. GCSS Aspiring Teachers have the capability to make a significant difference in the current and future performance of student achievement and teacher effectiveness within our district.

Certification Requirements: Aspiring Teacher potential candidates should meet the following certification requirements prior to completing the program application:

- 1.) If you have not attended college, please provide proof of high school diploma or GED.
- 2.) Documentation of an ACT score of 20 or higher (English), 18 or higher (Math); or an SAT score of a 935 or higher.
- 3.) Pass the Paraprofessional GACE exam.
- 4.) Willingness to enroll in a university/college teacher education program that will lead to teacher certification.

Program Application: In addition to meeting the certification requirements, candidates must submit a completed application by the _____ deadline. Components of the application include:

- Completed Application Form
- Writing sample
- Two Letters of Recommendation
- Demonstrable commitment to the Gainesville community

Candidate Interview: Candidates who meet the initial criteria and who are selected to move into the second phase of the selection process will participate in a face-to-face interview (TBD). Interviews will be conducted by a leadership panel and will focus on behavioral interview questions.

Final Selection: Final selection of candidates will be reviewed on (TBD). Upon review and approval, candidates will be notified of their selection into the 2018-2019 Cohort.

GCSS Aspiring Teachers Program Participation: Once selected, program participants will be required to attend all class sessions that comprise the GCSS Aspiring Teachers curriculum. Participants are expected to participate actively in the discussions, assignments, and experiences and to abide by established cohort norms. Participants will be awarded an associate’s degree and ultimately a bachelor’s degree upon completion of all course requirements. Classes will be held on the following dates (TBD):

October	March
November	April
December	May
January	June
February	July