

Carolyn Spaht, Chief of Staff

SUBJECT: APPROVAL OF A COLLABORATIVE AGREEMENT BETWEEN MIAMI-DADE COUNTY PUBLIC SCHOOLS AND THE NEW TEACHER PROJECT, INC., FOR IMPLEMENTATION OF THE MIAMI TEACHING FELLOWS PROGRAM FROM FEBRUARY 13, 2008, UNTIL SEPTEMBER 2008

COMMITTEE: SCHOOL SUPPORT ACCOUNTABILITY

LINK TO DISTRICT STRATEGIC PLAN: RECRUIT, DEVELOP AND RETAIN HIGH-PERFORMING, DIVERSE, AND MOTIVATED FACULTY AND STAFF

Authorization is requested to approve a collaborative agreement between Miami-Dade County Public Schools (M-DCPS) and The New Teacher Project (TNTP), Inc. to implement the Miami Teaching Fellows Program (MTF) to recruit, select and train 40-75 high quality new teachers for the 2008-2009 school year. The MTF program focuses on placing its teachers in historically hard-to-staff schools and subject areas. All Miami Teaching Fellows candidates are highly qualified under the provisions of the No Child Left Behind Act of 2001.

TNTP is a national non-profit organization, founded in 1997. TNTP clients are school districts, charter schools, state education agencies, colleges and universities, and other educational entities. TNTP partners with its clients to (i) increase the number of outstanding individuals who become public school teachers; and (ii) creates environments for all educators that maximize their impact on student achievement. TNTP's clients, past and present, include school districts in cities such as Atlanta, Baltimore, Chicago, Houston, Memphis, Miami, Oakland, Philadelphia, New York and Washington, DC; and states such as Alaska, Arkansas, Louisiana, Texas and Virginia.

As authorized at the School Board meeting of November 17, 2004 (Agenda Item A-10), M-DCPS and TNTP are currently in the fourth year of a five-year contract. However, years four and five of the existing contract do not provide for the recruitment of new cohorts of teachers, but rather only support the existing cohorts. Based upon an evaluation conducted by the District's Office of Program Evaluation, the MTF Program has had success over the past three years as evidenced by 71% of M-DCPS principals with MTF teachers in their schools affirmed that "Overall, MTF teachers have performed at or above their non MTF counterparts..." and 96% of these same principals noted that they would hire MTF teachers again in the future.

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As a result of this proposed new collaborative agreement, the MTF Program will:

- (a) Assign a full-time consultant to manage the development of the program.
- (b) Develop and implement an aggressive recruitment campaign to inspire candidates to apply to the program.
- (c) Implement a highly selective application process that yields one (1) cohort of 40-75 new teachers interested and eligible to teach high-need subjects and schools as defined by the District and in accordance with the U.S. Department of Education Transition to Teaching program requirements.
- (d) Coordinate and deliver a six (6) week pre-service orientation and training session to prepare the cohort of candidates for their school assignments. TNTP participants complete practice teaching requirements in selected summer schools and complete TNTP curriculum sessions on-site at an M-DCPS facility.
- (e) Collaborate with the District to implement an annual evaluation of the effectiveness of MTF teachers.

This entire cost of this contract will be covered by a Transition-to-Teaching grant awarded to TNTP and external funding raised by TNTP. There is no cost to the District for this contract.

The Professional Services Contract Committee, established by School Board Rule 6Gx13- 3F-1.021, reviewed this contractual agreement on January 24, 2008, and recommended that an exception to the Rule regarding bids or Requests for Proposals be granted because of the contractor's specific expertise in the field of recruitment and training of new teachers for M-DCPS.

RECOMMENDED: That The School Board of Miami-Dade County, Florida:

1. approve a collaborative agreement between Miami-Dade County Public Schools and The New Teacher Project, Inc., for implementation of the Miami Teaching Fellows Program from February 13, 2008, through September 2008, with the option to renew yearly, for up to four years, so long as there is no cost to the District for the original contract or for any renewal; and
2. grant an exception pursuant to School Board Rule 6Gx13- 3F-1.021.