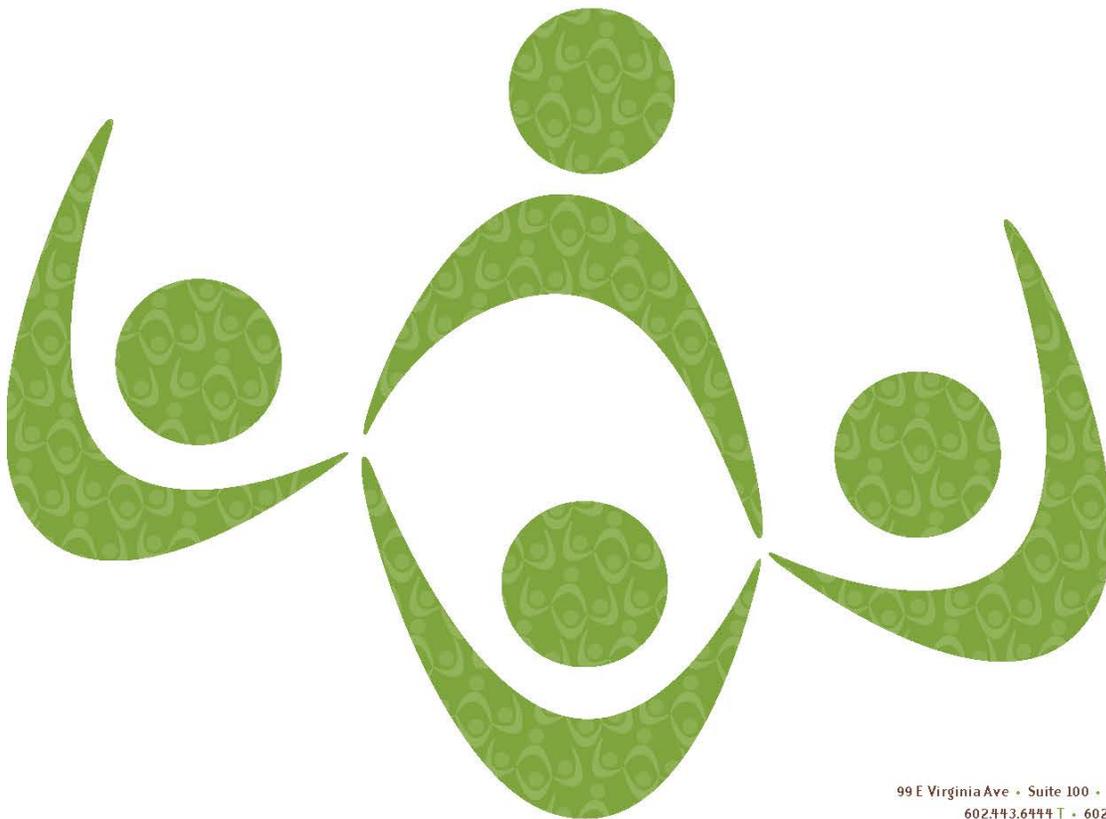


Arizona's Master Teacher Program

Program Overview



Overview

Since 2006, the Arizona K12 Center has been home to Arizona's Master Teacher Program. The mission and purpose of the Arizona Master Teacher Program is to build capacity for teacher leadership, while providing support to the newest members of the teaching profession. Arizona's Master Teacher Program places experienced, accomplished teachers into non-evaluative leadership roles in schools as mentors or coaches for their peers.

The program is designed to:

- Foster a spirit of accomplishment among Arizona's teachers.
- Recognize the contribution of excellent teaching in our communities and elevate the status of the profession.
- Designate or place a Master Teacher in schools throughout Arizona, beginning with those in greatest need.

This program also provides assistance for teachers to seek National Board Certification, an advanced teaching credential that demonstrates a teacher's ability to meet high and rigorous standards. Through this process, teachers must demonstrate a strong command of content, ability to design appropriate learning experiences that advance student learning, and use of assessments to inform instructional decision-making. Teachers must also be able to demonstrate partnerships with colleagues, parents, and the community that impact student learning.

In our effort to meet the changing demands and teaching landscape across Arizona, while at the same time bringing greater alignment to our existing programs, we expanded the Master Teacher Program to include content area coaching for experienced teachers.

In the 2013–2014 school year, we launched two pathways for Arizona's Master Teacher Program. The first is our traditional program, which supports the newest members of our profession through the use of the Induction Program Standards as its foundation. The second pathway is a specific content area program, which supports experienced teachers in the areas of mathematics or literacy and uses the InTASC Model Core Teaching Standards as its foundation. Once a school or district decides the direction for their program, they submit a competitive application. Applications must address the issue of long-term sustainability and capacity building.

Whatever path a school or district selects, National Board Certification and the Arizona K12 Center's *Professional Learning Plan (PLP)* will serve as the foundation for the identification of Master Teachers. Teachers who have been recognized as National Board Certified Teachers (or demonstrated content knowledge and the successful completion within a designated National Board component) and complete the application process, have the potential to be recognized as Master Teachers who work with beginning teachers or as content area specialists. Once this professional designation is assigned, schools or districts may select from identified Master Teachers in their district to provide mentoring or coaching services in qualifying schools.

Any teacher in Arizona that meets the application requirements may apply to become a Master Teacher, but individual schools or districts will select their own mentors or coaches from this pool. The Arizona K12 Center offers a competitive program application process each year for schools or districts that wish to begin a mentoring program, or supplement and build sustainability to an existing program. For more information, please see the District Application Information on our website.

We know student learning increases when a child has a high-quality teacher. A teacher's practice improves when it is supported through a collaborative work environment that provides ongoing mentoring or coaching. The Arizona Master Teacher Program provides Master Teachers the tools and resources needed to assist their peers to become exceptional teachers and leaders in the profession.

When we support all teachers to improve their practice... we are creating outstanding learning environments for students that yield success!

Program Goals

The Arizona Master Teacher Program has three goals. Schools/districts applying to participate will need to address each goal area as a part of their request for funding.

1. Provide ongoing support to new and experienced teachers through two pathways.
 - a. *Mentoring services to beginning teachers in their first three years of teaching* utilizing a trained mentor who is released from their regular teaching responsibilities. Full-time release mentors will maintain a ratio of 15 beginning teachers to one mentor. For those with half-time release, the caseload is reduced to seven beginning teachers to one mentor.
 - b. *Coaching for experienced teachers in the content areas of English Language Arts or Mathematics* utilizing a trained coach who is released from their regular teaching responsibilities. Full-time release coaches will maintain a ratio of 30 teachers to one mentor. For those with half-time release, the caseload is reduced to 15 teachers to one mentor.
2. Create pathways to accomplished teaching by providing funding assistance and candidate support for cohorts of teachers to pursue National Board Certification.
3. Implement the use of the *Professional Learning Plan* for all Arizona Master Teachers and those they support with embedded professional learning opportunities for both groups to build capacity and sustainability in identified schools and/or districts, while meeting the goal of building teacher leaders and supporting the participating teachers to improved practice.

The Arizona K12 Center is committed to support Master Teachers who mentor or coach by providing the tools and training necessary for their roles. The Arizona K12 Center will assist in the following:

- Support for teachers applying for Master Teacher status as well as those seeking National Board Certification.
- Assess all Master Teacher applications and return results to applicants; notify schools/districts of those that are successful.
- Facilitate training of all Master Teachers who will be mentoring or coaching through qualified providers.
- Provide opportunities for school and district site administrators to participate in trainings.
- Distribute resources to schools/districts according to the agreements with the schools/districts and Northern Arizona University.

Who Can Apply to be a Master Teacher?

To apply for the designation of Master Teacher, a teacher must:

- Have a minimum of three years teaching experience.
- Achieve National Board Certification or successfully complete Components 2 or 3 with a qualifying score of 2.75.
- Have a baccalaureate degree and be fully licensed in the subject or grade level currently teaching.
- Have positive teaching evaluations, with no formal plans of improvement related to job performance anytime in the three years prior to application.

Any teacher in Arizona meeting these application requirements may apply to become a Master Teacher. Individual schools or districts will select their own mentors or coaches from this pool. The Arizona K12 Center offers a competitive program application process each year for schools or districts that wish to begin a mentoring program, or supplement and build sustainability to an existing program. For more information, please see the District Application Information on our website at azk12.org.

Pathways to Become a Master Teacher

Since 2006, the Arizona K12 Center has been identifying Master Teachers to support the newest members of our profession, while at the same time supporting teachers to become National Board Certified Teachers. Since the 2013-2014 school year, the Arizona K12 Center has facilitated two different Master Teachers services. We will continue to identify Master Teachers to work with the newest members of our profession. However, we now have an additional opportunity for content area coaching. We know with the advent of Arizona College and Career Ready State Standards we will need to support our teachers in content areas as well. Therefore, we will now have Master Teachers who mentor beginning teachers *or* coach experienced teachers. While two distinctive roles, the pathways are very similar.

Master Teacher – Mentor to Beginning Teachers

Individuals must:

- Hold a license to teach in the state of Arizona.
- Achieve National Board Certification outlined by the National Board for Professional Teaching Standards in any certificate area (certificate must be current), or the successful completion of Components 2 or 3 with a qualifying score of 2.75.
- Earn a score of 3.0 or higher on the *Professional Learning Plan*.
- Provide three letters of recommendation (one must be from current supervisor). Letters must speak to a teacher's ability to improve student learning and work with adults.

Master Teacher – Content Coach

- English Language Arts

Individuals must:

- Hold a license to teach in the state of Arizona.
- Achieve National Board Certification outlined by the National Board for Professional Teaching Standards in English Language Arts (Early Adolescence or Adolescence and Young Adulthood) or Literacy: Reading – Language Arts (Early and Middle Childhood) OR as a Generalist OR the successful completion of Component 2 or 3 in English Language Arts or Literacy: Reading – Language Arts with a qualifying score of 2.75.
 - If taking the Generalist or Component 2 or 3 path, a teacher will need to pass the AEPA in English Language Arts or literacy or submit unofficial transcripts with 24 credit hours in English language arts or literacy (C or higher per course).
- Earn a score of 3.0 or higher on the *Professional Learning Plan*.
- Provide three letters of recommendation (one must be from current supervisor). Letters need to speak to a teacher's ability to improve student learning and work with adults.

- Mathematics

Individuals must:

- Hold a license to teach in the state of Arizona.
- Achieve National Board Certification outlined by the National Board for Professional Teaching Standards in Mathematics (Early Adolescence or Adolescence and Young Adulthood) OR as a Generalist OR the successful completion of Component 2 or 3 in mathematics with a qualifying score of 2.75.
 - If taking the Generalist or Component 2 or 3 path, a teacher will need to pass the AEPA in mathematics or submit unofficial transcripts with 24 credit hours in mathematics (C or higher per course).
- Earn a score of 3.0 or higher on the *Professional Learning Plan*.
- Provide three letters of recommendation (one must be from current supervisor). Letters need to speak to a teacher's ability to improve student learning and work with adults.

Arizona New Teacher Induction Network

Long-term sustainability of Arizona's Master Teacher program is vital. The Arizona K12 Center hosts an Arizona New Teacher Induction Network Meeting three times during the year. The Arizona New Teacher Induction Network Meetings will provide district teams the opportunity to work with one another and the Arizona K12 Center staff, as well as other experts in the field, to address such issues as impact, sustainability, and capacity building.

These meetings will take place in Tucson and Phoenix. It is expected that each participating district will create a four-member team that includes the Program Director, one Master Teacher, and two other people of the team's choosing.

School/District Eligibility

A school/district must qualify in order to apply. Districts may combine sites for mentoring or coaching, but must adhere to the prescribed ratios of:

- 1:15 with a full-time Master Teacher mentor or 1:7 for a part-time Master Teacher mentor for the *Beginning Teacher Mentoring Pathway*.
- 1:30 with a full-time Master Teacher coach or 1:15 for a part-time Master Teacher coach for the *Content Coaching Pathway*.

An individual school may apply as long as they meet the criteria.

To qualify, the district, school, or specified sites within a district, must meet at least two of these requirements:

- Sixty percent or higher poverty
- Twenty-five percent or higher teacher turnover (have lost and hired an average of 25% or more teachers new to the school/district in the last three years)
- Any middle school or high school
- Underperforming or not meeting AYP for two years

Requirements

The Master Teacher Program is a three-year commitment. During this three-year cycle, applicants must agree to:

- Provide a Project Director for the program. This person will be the main point of contact and will be responsible for compliance of grant as well as submission of all data.
- Provide a detailed list to the Arizona K12 Center of all Master Teachers who are active mentors or coaches as well as the names and emails of each teacher on their caseload. This list must be updated at the start of each semester.
- Ensure Master Teacher mentors or coaches attend all required trainings and forums. Training dates are located on the Arizona K12 Center's website at azk12.org.
- Master Teachers who are
 - *Mentoring beginning teachers* must meet with each beginning teacher for a minimum of two hours per week for observation, feedback, and consultation.
 - *Coaching experienced teachers* must meet with each teacher on their caseload for a minimum of one hour per week for observation, feedback, and consultation.
- Work with teachers, site, and district administrators to identify and assist in delivering professional development opportunities for teachers.
- Facilitate yearly recruitment and identification of individuals to apply to be a Master Teacher through the Arizona K12 Center.
- Select mentors or coaches from the respective pools of Master Teachers that have been identified.

- Set aside time for beginning teachers to meet with one another, as well as time for designated mentors or coaches to meet. These groups should meet at least quarterly. Provide these dates to the Arizona K12 Center.
- Enroll Master Teachers in required training. Master Teachers who coach will have two additional days of training each year which will be focused on content. A list of training dates will be distributed no later than August 1 of each upcoming school year.
- Participate in the Arizona K12 Center's Arizona New Teacher Induction Network Meetings in Tucson and Phoenix by sending a four-person team.
- Provide a stipend for each mentor or coach identified in the grant. Provide the Arizona K12 Center the amount paid out as a stipend and the funding source being utilized.
- Utilize the Arizona K12 Center's *Professional Learning Plans* for all Master Teachers and the teachers they support.
- Use of *New Teacher Center's* Formative Assessment System Data Tools for Program Data Gathering as well as report all data requested for program evaluation.
- Ensure teachers submit the required data and case studies on an annual basis.
- Submit an annual synopsis of the school/district's goals and sustainability plan around the Master Teacher Program.

Funding

Eligible applicants may apply for up to three years of funding.

- Year One: up to \$100,000
- Year Two: up to \$85,000
- Year Three: up to \$70,000

This multi-year funding stream is subject to legislative appropriation and the Northern Arizona University budget allocations to the Arizona K12 Center.

Key Dates

District Application:

August 29, 2016	Release of Master Teacher Program Application
January 30, 2017	Applications due to the Arizona K12 Center by 4 p.m.
March 31, 2017	Notifications made to applying schools/districts

Master Teacher Application:

September 30, 2016	Notify Arizona K12 Center of the Intent to Apply
March 25, 2017	Completion of National Board Certification or Component 2 or 3
March 25, 2017	Submission of <i>Professional Learning Plan</i> and Letters of Reference

Selection Criteria

A team with expertise in mentoring and coaching programs, appointed by the Executive Director of the Arizona K12 Center, will review all proposals. Proposals will be rated using a rubric based on the extent to which applicants meet the program goals, objectives, and district/school requirements for the Master Teacher Program.

For More Information

Please contact Dr. Ali Conant, Arizona K12 Center Professional Learning Director, at aconant@azk12.org or 602-443-6444.