

# Capital Teaching Residency

## Frequently Asked Questions

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### Program Overview

#### **When does the 2018-2019 program begin?**

The 2018-2019 Capital Teaching Residency program will likely begin mid-July 2018, when Residents will be required to attend Induction. Residents can expect to then begin their school-specific summer training and professional development until the school year begins.

#### **How long is my commitment to teaching in Washington, DC?**

The Capital Teaching Residency program requires a three year commitment to teaching in the District. During the first year of this commitment—the residency year—Residents train in a KIPP DC school. Following their residency year, program alumni either remain at their training school or commit to teaching in a high-need partner charter school for a minimum of two consecutive years immediately following the residency year. Failure to complete the service agreement of three consecutive years will result in the Resident repaying for a portion of the cost of their training.

#### **What happens after my residency year?**

On average, approximately 70 percent of Residents continue teaching within the KIPP DC network following their residency year. All Residents will participate in a highly supportive placement process and those that do not remain in training schools will receive support in finding positions with our partner schools, a network of high-performing charter schools throughout the District of Columbia. Residents commit to teaching in their placement school for two more years after their residency is completed.

Throughout the two years following the residency year, our program continues to provide graduates with formal and informal support and professional development. Members of the Capital Teaching Residency team conduct observations, provide feedback and resources, and lead professional development to ensure that program alumni are supported in continuing their development as highly effective teachers post-residency.

#### **Does the Capital Teaching Residency train Residents in all grade levels and all subject areas?**

Residents train in Early Childhood, Elementary, Secondary Math, Secondary Science, Secondary Social Studies and Secondary English Language Arts Education classrooms.

Early Childhood Education (ECE) Residents are placed in Pre-School, Pre-Kindergarten and Kindergarten. Each year, over 50 percent of the cohort are placed in Early Childhood classrooms with students ages 3-5. ECE Residents benefit from the unique experience of working with our youngest students at a critical point in their development. The majority of Elementary Residents are placed in first grade during their residency year, with some being placed in second, third and fourth grades. Secondary positions are available at both the middle school and high school levels.

Preference for selection into the Secondary Math and Science training program will be given to applicants with strong backgrounds in math and science (typically candidates that completed a degree in math or science during their undergraduate careers).

#### **Does the Capital Teaching Residency offer a salary and benefits package?**

Residents are provided a competitive salary and benefits through the schools by which they are employed. The salary and benefits packages vary and are determined by the Capital Teaching Residency training sites.

### Selection Process and Admissions

#### **How many Residents will be accepted for the 2018-2019 school year?**

During the 2017-2018 school year, we are training 93 Residents. Of these 2017-2018 Residents, 26 are training at the secondary level. We expect to slightly increase this number in accordance with positions available for the 2018-2019 school year.

### How competitive is the Capital Teaching Residency selection process?

Our team is invested in building a strong applicant pool and getting the best people to apply to our program. We anticipate that 1 out of 10 applicants will join the 2018-2019 cohort. We are constantly looking for outstanding individuals who have the desire and potential to become highly effective teachers serving high-need schools in the District.

### How does the selection process work?

All interested candidates must complete and submit the online application. Applicants will either move forward to a phone interview, or will be notified that their application has been declined. All applicants that pass the phone screen will be requested to complete a writing sample. Once the writing sample is submitted, finalists will be invited to attend an in-person interview with the school leaders that directly manage our Residents. Candidates are typically notified of their final status within two to three weeks after their in-person interview.

Though the recruitment team will conduct six application cycles, we encourage all applicants to apply as soon as possible. Our team evaluates applications and hires candidates on a rolling basis; thus there is a significant advantage to applying early in the application season.

<b>Application Deadline:</b>	<b>Date by which select candidates will find out if they will be attending a final interview in D.C. (after first participating in a phone interview):</b>
<b>Priority Application Deadline #1:</b> October 2, 2017 (by 11:59pm EST)	October 23, 2017
<b>Application Deadline #2:</b> November 6, 2017 (by 11:59pm EST)	November 27, 2017
<b>Application Deadline #3:</b> December 18, 2017 (by 11:59pm EST)	January 8, 2018
<b>Application Deadline #4:</b> February 5, 2018 (by 11:59pm EST)	February 26, 2018
<b>Application Deadline #5:</b> March 19, 2018 (by 11:59pm EST)	April 9, 2018
<b>Final Application Deadline #6:</b> April 23, 2018 (by 11:59pm EST)	May 14, 2018

### How are Residents matched with schools and mentor teachers?

KIPP DC schools leaders conduct all final in-person interviews. They are therefore able to evaluate which candidates may be the best fit for their particular school. Residents are matched with schools based on school leader evaluations during the interview days, and Residents will be placed by school leaders with mentor teachers in their content and grade level area. Mentor-Resident pairings will not take place until the summer of 2018.

## Teacher Licensure and Education

### Does the Capital Teaching Residency provide certification?

Yes. The program provides the opportunity for Residents to receive District of Columbia teacher certification. We currently certify our Early Childhood and Elementary Residents through KIPP DC's Capital Teaching Residency Early Childhood Certification Program, and will certify our Secondary Residents through our partnership with Relay Graduate School of Education. Residents complete this coursework by participating in evening seminars during their residency year and/or taking online coursework. If Residents fail to complete the certification coursework, they will be expected to reimburse the Capital Teaching Residency program for the cost of the training.

### Is a passing Praxis exam score required for admission to the Capital Teaching Residency?

Residents are required to pass their first Praxis II exam, as well as the CORE exam, before they begin their residency year in the fall. We will not, however, ask Residents to take the Praxis exam before they are admitted to the program. We reserve the right to decline the admission of any accepted applicant that does not pass the required Praxis exams. Once they are offered a position, Residents will receive information regarding the Praxis exams that they will be required to take.

### **What if I already have a teaching license in another state?**

We accept licensed candidates on a limited basis but do give preference to candidates who have no formal lead teaching experience and are not credentialed in any state.

## **Application Information**

### **All applicants must:**

- Hold a bachelor's degree by no later than June 2018;
- Be a U.S. citizen or permanent resident;
- Have an undergraduate cumulative GPA of at least 3.0 (preferred for Early Childhood and Elementary placement; required for Secondary placement);
- Applicants for Secondary Math and Science Education should also have a strong background in their specific content area.

### **Application Checklist**

#### *On your initial online application:*

- ✓ I've uploaded my resume and filled in all required information
- ✓ I've completed the open response questions
- ✓ I've selected the grade level/subject in which I am most interested

#### *If you are invited to a phone interview:*

- ✓ I've selected a phone interview slot using the calendar link
- ✓ I've responded to confirm my interview appointment and attached an unofficial (or official) copy of my undergraduate transcript
- ✓ I've read the information attached to my phone interview invitation email, as well as read KIPP DC's and Capital Teaching Residency websites

#### *If you are invited to an in-person interview:*

- ✓ I've confirmed my attendance at the interview day and completed the pre-work
- ✓ I've prepared all necessary materials for all components of the interview day
- ✓ I've read all necessary materials for the interview day
- ✓ I've listed three references (one must be a former manager/supervisor) on the additional reference sheet and alerted them that they may be contacted
- ✓ I have requested and obtained my official transcript(s) from my undergraduate university to bring with me to the interview day

#### *If you are offered a position as a Resident:*

- ✓ I've signed and returned my offer letter
- ✓ I've registered for the appropriate Praxis II exam (this information will be provided if you are offered a position with the Capital Teaching Residency)