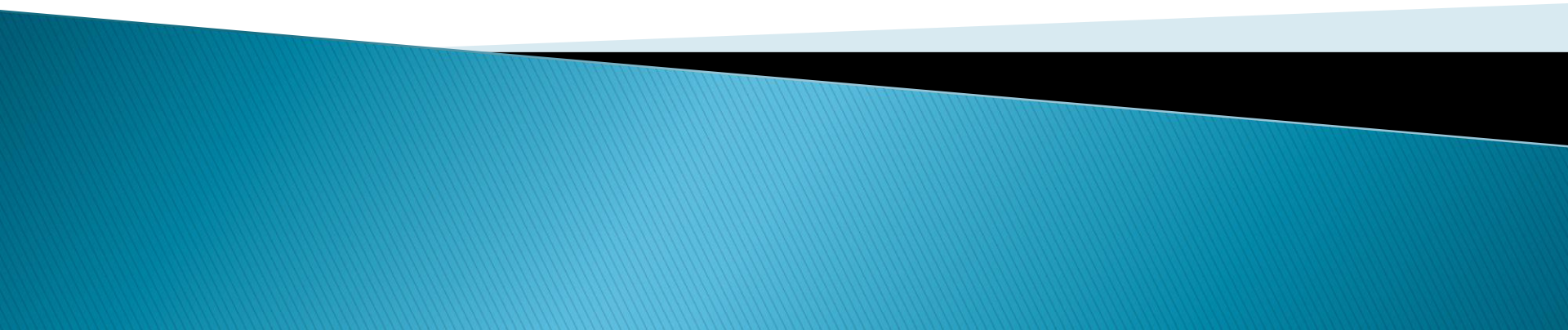
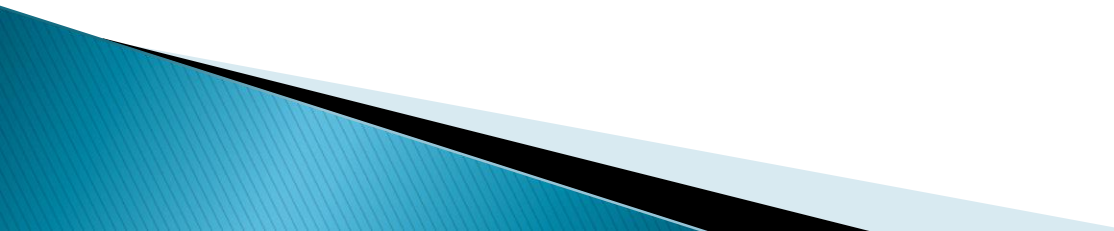


# Teacher Immersion Fellows Program

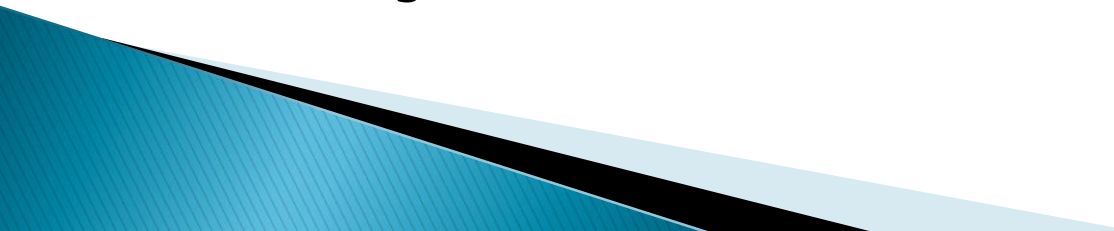
A partnership between  
Rochester Area Colleges, Monroe 2–Orleans  
BOCES, and area public school districts



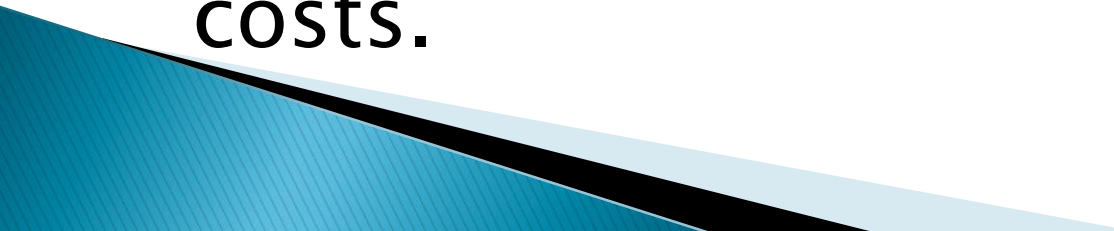
# History

- ▶ Summer 2015– Hilton CSD and College at Brockport begin discussion to provide substitute teachers to Hilton.
  - ▶ Spring 2016 – Hilton and College begin first cohort of TIPF w/7 students
  - ▶ Discussion begins w/BOCES and Brockport CSD to create Co-Sers to provide districts aid for substitute costs.
  - ▶ Fall 2016 – Pilot begins with 13 students.
- 

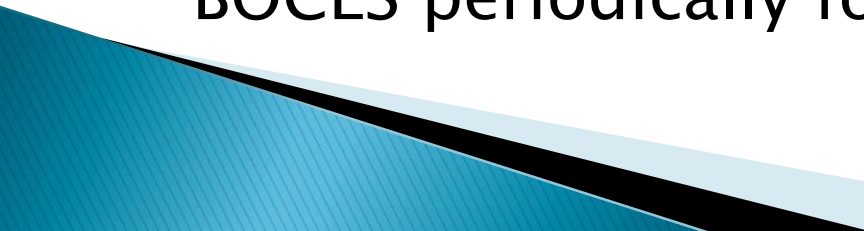
# Program Benefits for Colleges

- ▶ **Participation in a range of educational opportunities benefiting aspiring teachers including, but not limited to:**
  - ▶ substitute teaching which can be credited toward professional certification requirements,
  - ▶ observing effective teachers,
  - ▶ working with students in small groups or one-on-one environments,
  - ▶ developing relationships with students, staff and administration in a neighboring district,
  - ▶ participating in staff development designed specifically for this program, and participating in optional district staff development
  - ▶ receiving a consistent work schedule with compensation.
- 

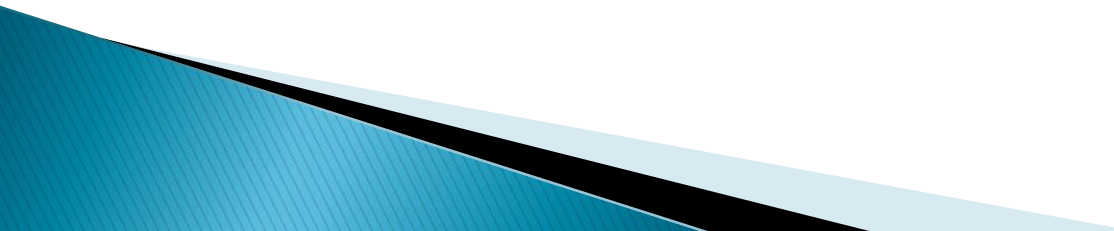
# Program Benefits for District

- ▶ Reliable pool of substitutes
  - ▶ Ability to vet potential teacher candidates
  - ▶ Productive partnerships with area colleges
  - ▶ Contributing toward teacher candidate preparation to profession
  - ▶ Approx. 45% savings on substitute costs.
- 


# What does District do?

- ▶ Hire participants as substitute teacher at \$100/day.
  - ▶ Provide Orientation to District
  - ▶ Assign sub to building/grade level/team for entire semester
  - ▶ Allow and encourage sub to attend district-based PD.
  - ▶ Monitor participants experiences throughout semester
  - ▶ Participate in quarterly BOCES meetings
  - ▶ Track/Manage # of sub days and submit to BOCES periodically for reimbursement of costs.
- 

# What does BOCES do?

- ▶ Provide sub coordination service (Co-Ser 7140)
    - Coordinate marketing, recruitment of participants from Colleges
    - Coordinates with District to select, interview and place participants.
    - Act as liaison between Colleges and District to problem-solve issues
    - Monitor participant experience
    - Evaluate participant, district, and college experience each semester.
- 

# Co-Ser 7140 Substitute Coordination Service



- Cost is determined by number of Districts participating in August

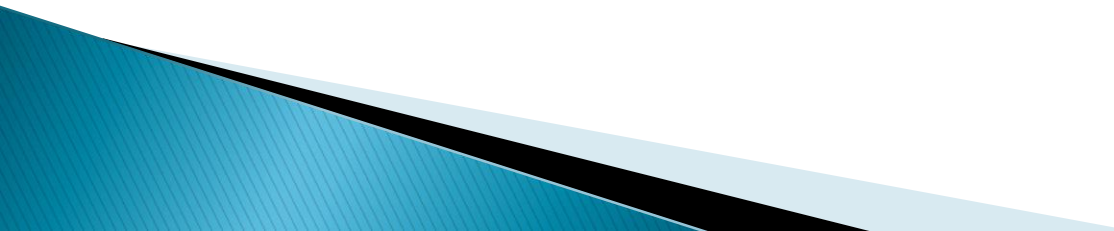


- Cost is one time fee billed monthly beginning in September



- Cost is aidable at District ratio
- \$ Returned to District following year

# What does BOCES do?

- ▶ Provides Professional Development for Participants (Co-Ser 512)
    - Participants attend 4 half-day PD workshops at BOCES
    - Sessions include 1. Orientation to Program/Substitute teaching, 2. Classroom Management for Subs
    - Sessions 3 and 4 driven by individual participant need/interest.
    - Each PD attended enables District to claim up to 15 sub days per semester.
- 



# Co-Ser 512 Professional Development

August

- Cost per participate established. District begins monthly payments to BOCES
- Total Sub Costs estimated –District est. “Draw–down Acct w/BOCES

Sept–April

- District pays subs \$100/day and invoices BOCES for costs
- District tracks Sub days and submits to BOCES for Aid.

May–June

- BOCES submits aid request to State and 74% (avg) of PD and sub costs returned to district in following fiscal year.

# Sample Cost Savings

Example: 13 teachers, 369 sub days @ \$100/day

▶ Total Sub Costs	\$36,900	<b>\$35,926</b>
▶ <i>AID on Sub Costs</i>	<i>\$30,731</i>	0
▶ <b>Net Costs to District</b>	<b>\$8,169</b>	
▶		
▶ Cost of Co-Ser 7140	\$6,848	
▶ Cost of Co-Ser 512	\$37,280	
▶ Total Co-Ser Costs	\$44,128	
▶ <i>AIDABLE Co-Ser Costs</i>	<i>\$34,861.12</i>	0
▶ <b>Net Co-Ser Costs to District</b>	<b>\$9,266.88</b>	
▶		
▶ <b>Total Cost to District</b>	<b>\$17,435</b>	<b>\$35,926</b>
▶ <b>Savings to District on Sub Costs</b>		<b>\$18,490.12</b>
▶ <b>(\$44.82/day)</b>	<b>0</b>	

# Contact Information

Tim Dobbertin

Assistant Superintendent for Instructional  
Programs

Monroe 2 BOCES

[tdobbert@monroe2boces.org](mailto:tdobbert@monroe2boces.org)

585-352-2415 or 585-305-8891(cell)

