

Successfully Hosting EnCorps Fellows

A guide for schools and nonprofits interested in partnering with EnCorps



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Written by David Taus, edits by Dave Frost & Bethany Orozco



Free Academic Help from a STEM Professional?

Yes, really! Our nonprofit's mission is to help STEM professionals transform public education through teaching and tutoring in high need communities. The extra help and content expertise the EnCorps Fellow will bring to you is its own payment. Even so, if you are a classroom teacher of record who hosts a new EnCorps Fellow in your classroom, we will pay you a \$250 honorarium!

Even though EnCorps is providing you with a STEM professional volunteer at no monetary cost to you, we know that our services and our Fellows' time have value. For this reason, we select our partners with great care. We want to be sure that every teacher, school, and nonprofit in which we place our Fellows will provide them with access to students, learning opportunities, will be responsive to their questions and will meet the few administrative requirements we have. Specifically, we request that

1. You and your staff include the EnCorps Fellow in relevant meetings
2. You make yourselves available to him or her to process their experience
3. You participate in a short orientation meeting with one of EnCorps' Program Directors
4. If you are hosting a Fellow in a class during the school day, you observe and offer feedback to our Fellows
5. You provide feedback to EnCorps in the form of a short teacher and even shorter student survey.

The small amount of energy you invest in an EnCorps Fellow will come back to you many fold in the form of targeted and personalized support for your students, and in some cases, a potential future hire!

This Partnership Guide that will help you, as a potential partner site for EnCorps Fellows, determine if EnCorps is a good fit for you, and if you have the capacity to partner with us.

About the EnCorps STEM Teachers Program

The [EnCorps STEM Teachers Program](#) provides a part time, unpaid Fellowship for STEM professionals interested in making a career change into teaching. The EnCorps Fellowship is a rigorous on-ramp to a teaching career — offering Fellows the field experience, knowledge and connections to ensure they thrive. EnCorps has won [regional](#), [state](#), and [national](#) awards for our Fellowship experience, which provides a convenient, guided, and seamless pathway into teaching for STEM industry professionals that can be started while they are still working.

EnCorps Fellows, will be better prepared to do the vital work of teaching in a high needs public school district or charter network because of their Fellowship experience. EnCorps Fellows are given the opportunity to:



- Train to teach by volunteering weekly in a local classroom
- Receive mentorship and coaching from EnCorps staff and an experienced host teacher
- Access expert counseling and advice on which credential type and program to pursue, and how to access funding for it
- Navigate the path to credentialing with support, including the CBEST and CSET teaching exams
- Engage in a robust slate of in-house professional development activities
- Collaborate and share your experience with a cohort of like-minded peers

The Volunteer Guest Teaching experience is central to the Fellowship. By placing STEM professionals in high needs schools and afterschool programs, we are addressing many of the current shortcomings and needs of the public education system. Our intention is to cultivate a new generation of impactful STEM teachers and leaders from a largely untapped source. We are dedicated to increasing the number of high quality science and math teachers throughout California, and at this time support the Greater San Francisco Bay Area, Greater Sacramento Area, Greater Los Angeles Area, Orange County and San Diego regions.

EnCorps' Program Model

EnCorps is a selective program, only accepting STEM professionals who commit to beginning a pathway experience that results in their career change into STEM teaching in high needs public middle and high schools.

EnCorps uses two distinct recruitment cycles that sync with the academic calendar:

- **Fall:** July - November (Cohort A starts mid-year, in January)
- **Spring:** February - June (Cohort B starts at the beginning of the school year, in August)

EnCorps Fellows move through several successive stages on their path towards becoming a teacher:

1. Accepted Fellow (has not yet started volunteering)
2. Pre-Credential Fellow (engaged in volunteering)
3. Credential Fellow (engaged in credential program)
4. EnCorps Teacher (is a paid teacher of record)

Fellows will engage in Volunteer Guest Teaching during the Pre-Credential stage. All Fellows commit to at least one semester of volunteering, though Fellows who start at the beginning of the school year usually volunteer for the entire year. During this time, Fellows are expected to engage in Professional Development that EnCorps offers, as well as to make progress towards successful applications to either a Single Subject or CTE credential program.

It is expected that the Volunteer Guest Teaching experience and accompanying PD position Fellows to successfully apply for and enroll in credential programs within two years of starting the Fellowship. Fellows are prepared to teach in high needs public schools.



EnCorps' Volunteer Guest Teaching Experience

Volunteer Guest Teaching is a low-risk, highly supported experience for our Fellows and their host sites. It provides our Fellows with time, data, and experiences to shape their decision to pursue a career in the classroom while they are still working and simultaneously provides you, the partner, with free expert help from a STEM professional.

Most teacher credential programs require that candidates log at least 45 hours of experience working with students in educational settings. The EnCorps Volunteer Guest Teaching experience is designed to surpass this entrance requirement for admission to a credentialing program.

EnCorps Fellows are supported throughout their Volunteer Guest Teaching experience and are expected to engage with our internal professional development structures, especially during their first semester of volunteering.

Time Commitment

Fellows have all committed to volunteering for a minimum of two hours/week at a consistent day and time, and have verified their availability during normal school hours. Fellows are expected to be consistently present the same day and time every week so they can meet with the same students week to week, and so their hosts can count on their presence. Fellows may self-elect to do more than this, but that is up to each individual.

Fellows commit to volunteering – at minimum – for one academic semester with the same host. Fellows who begin volunteering at the start of the school year are strongly encouraged to stay with their host for the full academic year (and most do), but do have the option to switch volunteer placements for the second semester. This occurs when Fellows want to explore different grade levels, content areas, or styles of teaching.

Start Times for Volunteer Guest Teaching

Volunteer Guest Teaching can only start at the beginning of the school year (August / September), or at the beginning of the second semester (January). Volunteer Guest Teaching cannot begin at any other times during the school year.

EnCorps offers a mid-year start for Fellows who accepted offers to join EnCorps in the fall. For Fellows who elect to start mid-year, a mandatory mid-year New Volunteer Training will take place just before the Holidays in mid-December, and Fellows will start their volunteer placement in January. Fellows who start mid-year are still expected to attend Summer Residential Institute (SRI) the following June.



For the School Year start, EnCorps Fellows will select their preferred sites for Volunteer Guest Teaching at SRI and over the summer, and all EnCorps volunteer placements start at the beginning of the school year, in August or September.

Matching EnCorps Fellows and Partner Organizations

At EnCorps' New Volunteer Training, Fellows give EnCorps Program Directors their interests and preferences for a pre-credential assignment for the coming academic semester. Matches are made in late December or over the summer, and EnCorps Fellows start their volunteer placement in the first weeks of the following semester.

Placement

EnCorps Fellows are given placement options at our Summer Residential Institute in June or New Volunteer Training in December, where they rank their preferred placement choices. Preference is usually due to geography, grade/age level, subject matter, and days/times available for volunteering. EnCorps Directors thoughtfully match Fellows with partner schools or community-based organizations for volunteer service based on their ranked preferences. Fellows will almost always be placed in one of their top three preferred sites.