



## School Partnership Information

Many of you have been contacted about being a Hub or Spoke school. We thank those of you who have already responded. In order to better formalize this process, we have created an overview of the program, site descriptions, as well as staff roles in this document. After reading this, **please take a moment to complete a brief site agreement form [here](#) to officially indicate your interest as a HUB or SPOKE school by March 31st.**

### Overview

Though 43 percent of New York City's public education system is comprised of male students of color, barely 8 percent of the City's teaching force are black, Latino, or Asian males. As a result, communities throughout the City, and our system at large, remains deprived of the value of full diversity within and across our teacher workforce.

To address this disparity, Mayor de Blasio has partnered with the NYC Young Men's Initiative to place 1,000 men of color on course to becoming NYC public school teachers over the next three years. This initiative, NYC Men Teach, aims to inspire more men of color to become teachers. Collaborating partners include the Department of Education, City University of New York, and Teach for America in addition to other allied organizations and stakeholders. NYC Men Teach participants will come from a variety of pathways, from traditional routes, alternative certification programs, and out of state reciprocity and will apply to be a part of the program.

By design, NYC Men Teach, incorporates two main elements:

1. Work with teacher pipelines and talent sources to recruit and ready candidates
2. Collaboration with partnering schools and committed educators to facilitate participant placement and provide relevant supports that enhance their success and retention.

### SCHOOL MODELS

The NYC Department of Education is seeking schools to serve in two different capacities, either as a HUB school or a SPOKE school.

#### **HUB Schools**

HUB schools represent locations of leading practice and are recognized for their commitment to having a transformational school culture. HUB schools demonstrate the following criteria:

- proven success in making learning responsive, engaging and accessible
- sound experience implementing restorative justice practices, culturally responsive education and/or mastery-based teaching and learning
- anticipated faculty vacancies
- capacity to host/employ NYC Men Teach participants
- willingness to serve as a best practice demonstration site
- identifiable and willing cohort of teacher mentors to counsel program participants

#### **SPOKE Schools**

SPOKE schools are mission and vision-aligned regarding the aims of NYC Men Teach. SPOKE schools fulfill the following criteria:

- eagerness to implement restorative justice practices, culturally responsive education and/or mastery-based teaching and learning
- anticipated faculty vacancies
- capacity to host/employ NYC Men Teach participants
- identifiable and willing cohort of teacher mentors to counsel program participants

**Benefits**

Participating HUB and SPOKE schools can expect to receive the following benefits. In addition, school representatives will be invited to work with members of the NYC Men Teach team to further define and operationalize the offerings below.

	HUB School	Spoke School
<b>Benefits</b>	Hiring priority	Hiring priority
	Discretionary per session	Discretionary per session
	Mentor compensation	Mentor compensation
	Collegial networking	Collegial networking
	Support (financial and other) to develop shareable best practices	Access to resources created by demonstrations sites (HUB schools)

**POSSIBLE STAFF ROLES**

**NYC Men Teach Mentors**

Mentors will impact and enhance the quality of NYC Men Teach participants’ experiences. To support new teachers, mentors will provide guidance, facilitate sessions, and bridge connections to resources that address participants’ professional needs and foster community while acclimating them to the profession . We believe that this network of support will contribute greatly to the professional growth, success, and retention of new teachers entering the system. For more information on the role and qualifications, please click [here](#).

**General Responsibilities**

Mentors will:

- Participate in 3 paid training sessions this spring
- Have the opportunity to host NYC Men Teach participants in their classrooms in June 2016 and assist with their training
- May co-develop and co-deliver training for mentees
- Meet at least once per month (in person) with mentees throughout the 2016-17 school year
- Maintain communication with mentees between monthly meetings
- Participate in bi-monthly check-ins with fellow mentors and NYC Men Teach team to provide updates about program rollout
- Attend initiative-wide convenings including [COSEBOC](#) conference in May 2016 and semi-annual recognitions thereafter

**Mentor Compensation**

Mentors who are salaried by the NYC Department of Education and eligible for per session payment will receive per session payments as per the contracted rates. Those mentors who

are not able to receive per session payments, are encouraged to consider working with us on a volunteer basis.

### **Mentor Selection**

Mentors can currently hold a variety of education-related roles at DOE, charter, and independent schools, or central offices. They can be teachers, social workers, administrators, etc. Overall, we are looking for individuals who can:

- Identify with the experiences of male educators of color or who have experience mentoring males of color
- Obtain documented principal/supervisor support for their participation
- Successfully complete the application and interview process
- Commit to fulfill the functions and obligations of NYC Men Teach mentor

### **Application Process: DEADLINE MARCH 31, 2016**

1. **Contact Form:** Applicants will complete the initial part of the application [here](#). **This component is due by Sunday, March 27th.**
2. **Supervisor Consent:** The contact form will include a space for supervisor contact information. The supervisor will be emailed a consent form that will need to be submitted to [nycmenteach@schools.nyc.gov](mailto:nycmenteach@schools.nyc.gov) **no later than Thursday, March 31st.**
3. **Virtual Interview:** Once the contact form is completed, applicants will receive an email with information regarding the virtual interview. **This component is due by Thursday, March 31st at noon.**

### **NYC Men Teach Ambassadors**

Ambassadors are individuals who respect the mission of NYC Men Teach, and are interested supporting the effort via outreach, promotion, and assistance with special events that enhance the NYC Men Teach experience. *Mentors can also participate in Ambassador activities.*

#### **General Responsibilities:**

Ambassadors will be trained to support us in the preparation of our NYC Men Teach participants for their classrooms in the fall. Over the next few months, Ambassadors will be able to assist in events from May through July such as:

- Resume and cover letter writing workshops
- Mock interviews
- Demo lesson practice
- Hiring fairs

Ambassadors will not be required to attend every event, but will have an initial training in April, and attendance will be mandatory to participate in any events this spring and summer.

#### **Ambassador Compensation:**

Ambassadors who are teachers salaried by the NYC Department of Education will receive per session payments for their hours of service. Those Ambassadors who are not DOE teachers are encouraged to consider working with us on a volunteer basis.

#### **Ambassador Selection:**

Ambassadors will be working closely with NYC Men Teach participants in small group and one-on-one sessions. For that reason, we are looking for individuals who like working with people, and have strong written, oral, and social skills.

### **Application Process: DEADLINE MARCH 31, 2016**

1. Complete the initial part of the application [here](#). Once that form is completed, information will be emailed to the applicant with a link to a webinar about the program and a writing prompt.