

# TIF Peer Instructional Coach (PIC) and Demonstration Teacher (DT) Application Process

## Frequently Asked Questions (FAQs)

### **1. What are the eligibility requirements for the PIC and DT roles?**

In order to be eligible for PIC/DT roles, candidates must be...

- a. Current full-time teachers who are not on leave (no F-Status)
- b. Tenured as of September 1<sup>st</sup>, 2014
- c. No U-ratings over the past 5 years

### **2. How will Advance teacher evaluation ratings impact TIF roles?**

The US Department of Education requires that teachers receive an overall Advance rating of Effective or Highly Effective to receive TIF funds. This means that all teachers who hold PIC/DT roles must have earned an overall rating of Effective or Highly Effective to maintain their role next year.

### **3. For teachers not currently in TIF teacher leadership roles or those DTs interested in taking on a PIC role, what steps need to be completed to be considered?**

- a. Complete eligibility screen (see #1)
- b. If eligible, complete online application (including 2 essays and peer recommendation)
- c. Attend an in-person interview at the Manhattan UFT office between May 17<sup>th</sup>-22<sup>nd</sup>

### **4. Do current DTs have to go through the full application process if they or their principal are interested in them taking on a PIC role next year?**

Due to the difference in compensation and responsibility, all current DTs who wish to be considered for a PIC role next year must complete the full application/interview process.

### **5. How are TIF staffing allocations made?**

TIF staffing allocations were made based on 2013-14 student enrollment.

### **6. Can principals fund their own PIC/DT (outside of allocated numbers)?**

No, at this point schools may not self-fund their own PICs/DTs. The DOE currently has an agreement with the UFT which governs these roles and only includes TIF-funded positions.

### **7. If a teacher applied to be a PIC/DT and made it into the pool last year but their principal did not select them, does the teacher have to reapply?**

Yes, unless a teacher was selected and served as a PIC/DT this year, they have to complete the full application/interview process this spring.

### **8. When will principals have the opportunity to convene with members of their school's TIF teacher leadership team to plan for next school year?**

In mid-June (6/11, 6/12, 6/17, 6/18) all TIF school leaders and teacher leaders will be invited to attend an end-of-year TIF Team one-day retreat. Options will be available in Manhattan, Brooklyn, Queens, and the Bronx.

### **9. When will new PICs/DTs receive onboarding training in preparation for the 2014-15 school year?**

At the end of August (specific dates forthcoming) all new and returning PICs/DTs will be required to attend a TIF Summer Institute in order to be prepared to take on their teacher leadership roles in the 2014-15 school year.