



# HUMAN RESOURCES

*Natomas Unified School District*

## **Diverse Future Teacher Recruitment Frequently Asked Questions**

### **What is this teacher recruitment program?**

It is our priority to recruit former NUSD students and current classified staff who are planning to pursue earning their teaching credential. They come from what has been named the second most diverse school district in the nation (multiple years) and reflect our community. However, we are also interested in recruiting participants that meet the diverse needs of our population as well as participants that are earning credentials in hard-to-fill subject areas.

### **Which schools are considered part of NUSD for the purpose of recruiting former NUSD students?**

All high schools in NUSD boundaries, including Discovery High School, Inderkum High School, Leroy Greene Academy, Natomas Charter School, Natomas High School, and NP3 High School.

### **How can I participate in the program?**

Participants are selected based upon multiple criteria which will be reviewed upon submission of the complete application:

1. The following minimum criteria will be considered:
  - a. Possess a Bachelor's degree from an accredited school (or BA/BS completed by Spring 2020)
  - b. Overall GPA
  - c. Whether or not the candidate is pursuing a Math, Science, World Language, Education Specialist or other credential identified as hard-to-fill in NUSD. All credentials can also be pursued with a Bilingual authorization added on.
  - d. Has not previously held a teaching credential or worked as a teacher of record at any K-12 school in the U.S., public or private
  - e. Authorization to work in the United States
  - f. Participation in Selection Day(s) events if identified as a qualified candidate
  - g. If selected to participate in the program:
    - i. Complete the California Basic Educational Skills Test (CBEST)
    - ii. Complete the CSET if required for credential area

- iii. Apply and gain admission to an approved teacher preparation program
2. Is the participant an NUSD Graduate or classified employee?
3. Does the participant fulfill any of the diversity criteria:
  - a. Lived in a ZIP code that matches our demographics;
  - b. Bilingual;
  - c. Demonstrated academic interest in subjects such as gender, race, multicultural studies;
  - d. Record of involvement with organizations that support underserved students
4. Does the participant fulfill any of the hard-to-fill areas:
  - a. Math
  - b. Science
  - c. Special Education (Mild/Moderate, Moderate/Severe, Speech and Language Pathologist)
  - d. World Language
  - e. Other hard-to-fill areas in NUSD

### **Can I participate if I already have a teaching credential?**

At this time, our focus is on investing in those that have not yet earned their teaching credentials.

### **Can I participate if I am already in a credential program?**

At this time, our focus is on those that have not yet entered a credential program.

### **What are the requirements for completion once I have been accepted to participate in the program?**

Participants shall:

1. Gain admissions into an approved teacher preparation program
2. Submit an invoice for cost of tuition
3. Provide proof of credential to be earned
4. Complete CBEST and CSET

### **Which teacher preparation programs can I attend and receive 80% tuition paid by NUSD?**

Each participant's credential program will be handled individually.

### **Do I get paid to participate in the program?**

In addition to 80% tuition payment by the District, each participant has the opportunity to earn the resident allowance, diversity incentive and hard-to-fill incentive if they qualify. Also, participants will receive an NUSD-issued laptop for the duration of the program. However, participants are not NUSD employees and will not receive any other form of payment to participate in the program.

### **Do I have to pay to participate in the program?**

Each participant will be required to pay the remaining 20% tuition cost for the selected teacher preparation program. While any allowance or incentives earned are intended to offset other program-related expenses, participants will be expected to pay their cost-of-living and program-related expenses.

**What other requirements would I need to complete to get into a teacher preparation program?**

The selected teacher preparation program will have program requirements for acceptance that must be met. In addition, to remain in the program, participants will be expected to maintain a minimum standard of performance outlined by the individual program.

**Are there opportunities for current NUSD staff who have already earned their undergraduate degrees and are considering teaching opportunities in NUSD?**

Yes! We will accept and consider applications submitted by current NUSD classified employees. This aligns with our Board-adopted Theory of Action (BP 0100) to provide pathways to promotion for current employees as well as recruiting and retaining committed, quality staff.

**Why would you pay me to live in the Natomas community while earning my credential?**

We believe that the sooner our participants become engaged with the Natomas community, the more invested they will become in the importance of our students' success. Additionally, this creates an incredible opportunity for participants to engage and connect with families and students prior to their first day as an NUSD certificated staff member, allowing families and students to become even more connected to our schools (Goals 3 & 4).

**Can they be working teacher interns at NUSD and still get the 80% covered?**

No. This program is for people who are not employed in a teaching capacity by NUSD.

**When does the three-year commitment to NUSD start?**

The three-year commitment to NUSD (in return for our investment) begins once the candidate is fully credentialed and hired as a teacher in NUSD.

**Can current substitutes be in the program?**

Yes, if a current certificated substitute meets the criteria and is selected through the process.

**After a candidate submits an application, what is the process?**

1. Application reviewed by NUSD
2. Invitations sent to qualified candidates to participate in Selection Day(s)
3. Candidates participate in Selection Day(s)
4. Official program invitation issued
5. Credential program application process

**Can participants substitute for NUSD while they are in the program?**

This would be on a case-by-case basis depending on the credential program. However, the way that student teaching experiences are structured, it will likely be challenging to be more than a part-time sub during that phase of the program.

**After candidates apply, what are the next steps?**

There will be Selection Days for those who are screened through which will include an interview process. Invitations will be coming in January for those who are selected to participate.

**How long would a participant need to be living in Natomas to qualify for the "resident" incentive?**

If they move to Natomas during the credential program, they will qualify for up to 12 months, month for month of residency in NUSD boundaries. Participants will need to provide proof of residency (i.e. rental agreement, utility bills).

**If someone has a teaching credential in one area, can they still apply if they are interested in gaining a different type of credential?**

At this point, per the requirements, participants cannot already have a credential.