



Brooke's Associate Teacher Program

The opportunity to learn to learn how to teach gradually, under the tutelage of an excellent teacher, is an amazing way to start a teaching career. We believe that learning to teach through this intensive residency-based model is the best way to do right both by our novice teachers and by our students. Therefore, a dozen years ago, Brooke Charter Schools launched an Associate Teacher program to build human capital and deepen the pipeline of excellent teachers within the Brooke network and beyond.

Brooke's Associate Teacher (AT) corps is comprised of a talented group of about 20 individuals who commit to spending a full year at Brooke learning how to become great teachers. ATs receive intensive professional development, including weekly seminars focused on the fundamentals of classroom management, daily observations of highly skilled teachers and frequent coaching conversations with a mentor teacher. The goal of the program is to prepare ATs for success in the classroom the following school year. Currently, about one-third of Brooke's teaching force and three of Brooke's current instructional leaders are former associate teachers. The experience provides our ATs with a vision of what is possible and what it takes to be great.

Associate Teachers begin their Brooke experience with nearly a month of full-time professional development. As the school year kicks off, ATs spend the majority of their time observing head teachers and spend a small and increasing amount of daily classroom management practice by taking charge of lunch and small portions of instruction. As the associates develop their leadership skills, they gradually take on an increasing amount of instructional time. As the AT teaches, the mentor teacher observes closely and provides specific classroom management and content feedback. Brooke ATs who are progressing as expected will be teaching for a full week period by the spring.

Like all Brooke staff, ATs receive frequent, direct feedback. In addition to near daily coaching conversations with their mentors, ATs receive formal evaluations at the end of each month. ATs have detailed rubrics that outline the essential skills we expect an associate to develop and a timeline for when mastery of these skills is expected. As with classroom teacher mid-year reviews, formalized feedback during an AT review is never surprising because reviews cover goals discussed in daily debriefs.

In order to increase the diversity of our applicant pool and ensure that excellent candidates are not deterred by financial hardship, additional support is available through The Brooke Associate Teacher Scholarship. This scholarship is designed to provide supplementary aid to strong AT candidates who have faced adversity in their own lives and who could most benefit from additional financial support. For the 2019-2020 school year, Brooke Schools will distribute ten, \$13,585 scholarships to qualified individuals. This scholarship is added to the ATs base salary.