

Teacher Internships

Teacher internship(s) between a universities and the District shall be administered as follows:

Teacher internships are one contract year in length.

1. No expectation of continued employment may exist.
2. Interns may be interviewed and offered employment for the contract year following their internship only.
 - i. Except for areas of Critical Need, employment may not be offered to an intern for the following contract year prior to general hiring (Approximately the second week of April).

Teacher interns may be employed under the following conditions:

1. Elementary Schools

ii. Only partnership elementary schools may have teacher interns.

1. Identified "Partnership" schools shall reserve two (2) or three (3) full-time teaching positions for two (2) or three (3) interns to occupy.
2. Each intern shall have equal access to an Intern Facilitator/Mentor teacher.
3. The Intern Facilitator/Mentor teacher shall:
 - a. Have no other teaching assignment beyond their duties as an intern facilitator.
 - b. Not be assigned interns at different schools/locations.
 - c. Be funded 0.5 FTE from each intern to equal 1.0 FTE.
 - d. Provide ongoing on-site supervision and daily support for each intern.
 - e. Serve as a coach for each intern at their location.
 - f. Be considered the teacher of record for the term of the interns' assignment.

a. Secondary Schools

iii. Teacher interns at secondary schools are to have on-site supervision and daily support *substantially beyond that of a first year educator.*

1. A detailed plan of assistance shall be provided to a Human Resource Administrator and an Administrator of Curriculum and Staff Development **prior** to requesting an intern that:
 - a. Details how the school will provide on-site supervision and assistance substantially beyond what is offered to a first year teacher.
 - b. Explains how ongoing daily support for the intern will be provided, but not limited to the following areas:
 - i. Classroom management
 - ii. Effective Tier I instruction based on the Utah core standards
 - iii. Engagement
 - iv. Lesson planning
 - v. Feedback
 - vi. Differentiation
 - vii. Formative assessments
 - viii. Utilizing data to inform instruction
 - ix. Monitoring of student learning
 - x. Large and small group instruction
 - xi. Interventions and enrichment
 - xii. Depth of knowledge in instruction and assessment
 - xiii. Questioning techniques
 - xiv. Appropriate pacing and scaffolding
 - c. Allocates/details resources that will be used to support, develop and strengthen the intern.
2. Secondary intern facilitators shall have no less than one (1) period (.125 FTE in high schools and .143 FTE in middle schools) garnered from the .50 FTE unused by the intern to provide ongoing daily support.
3. Secondary intern facilitators shall be considered the teacher of record for the term of the intern's assignment.

4. Secondary Intern facilitators shall serve as an instructional coach to the intern and may not be the interns assigned mentor teacher.

iv. Prior to employment, schools desiring to hire an intern shall:

1. Obtain written authorization and confirmation from the university stating:
 - a. Authorization of the internship and that it will meet the requirements for graduation and licensure.
 - b. Anticipated program completion date.
 - c. Department/program chair signature and date.
2. Submit a copy of the written authorization from the university to a Human Resource Administrator and an Administrator or Curriculum and Staff Development.

2. Teacher interns

1. Are “provisional employees” and shall be evaluated according to District policy.
2. May not be a part of a job-share position.
3. Compensation beyond contract time:
 - i. May be paid at the inservice rate for time spent at inservice without students.
 - ii. May be paid at the contract rate when working directly with students.
 - iii. Compensation of this kind must be authorized and paid for by the principal.