



# BREWTON-PARKER COLLEGE

## **Intern To Teacher Model**

**Intern as Teacher:** A model for student teachers participating in a paid internship during their semester(s) of undergraduate education. Internship may be a one or two semester internship as a paid teacher according to system needs. Additional models may be considered upon discussions between the school system and the Clinical Practice Director. Intern As Teachers is a joint program between the School System and the Education Division of Brewton-Parker College.

### **Candidate Qualifications and Requirements:**

All the requirements listed here must be in place before consideration for the program. The individual school system and the Brewton-Parker Education Faculty will make the final determination for hiring.

Student Teachers/Interns will register for the same coursework as traditional student teachers (EDU474, 478, 479, 480). The student teacher/intern's pathway will be a paid experience in place of the traditional student teaching experience. All other degree requirements remain the same.

Upon announcement of a paid internship from a partner school system, the Clinical Director for the College of Education will contact eligible teacher candidates. Eligible candidates are defined as those who are eligible to student teach, meet program requirements, and are recommended and approved by program faculty. At no time are candidates to contact school system administrators or teachers directly.

### **Partner School System Responsibilities:**

The school system must initiate the paid internship by contacting the Clinical Director. Paid internships are allowed by the system when there is a need as indicated by the administration.

The school system with input from the Director of Clinical Practice will select the candidate(s) for the paid internship. The school system will notify the paid intern of contract responsibilities and expectations for the position (benefits, salary, and/or hourly pay).

The intern is an employee of the school system but will also be required to follow the student teaching schedule for traditional student teaching experiences. Every effort will be made to meet with the intern during planning or free time however should the need arise it is the responsibility of the school system to address how they will handle substitutes for the times an intern must be on the Brewton-Parker campus.

The administrator from the school in which the paid internship will be completed, will assign an on-site, school-based mentor who will support the intern during the internship. The assigned mentor should be in the same certification area of employment, identified by name/grade/subject and listed on the Agreement for Paid

Internship form. The intern should have common planning with the mentor and/or other teachers in the appropriate area of certification.

**Assessment of Paid Interns Principal and/or School Administrator:**

School Administrator: The principal or school administrator will conduct at least one formal evaluation per semester on the intern during the internship term. Interns will be responsible for submitting the formal evaluation(s) to the Field and Clinical Supervisor using the appropriate BPC platform.

School-based Mentor: The mentor will complete one evaluation per semester using the BPC Student Teaching Assessment Form. Due dates will be listed in the Student Syllabus. The student teaching intern is responsible for keeping the school mentor apprised of these dates. The mentor will meet regularly with the intern to provide day-to-day assistance in areas such as understanding the educational community, student-teacher-parent communication, student special needs requirements, and the ethics of teaching.

BPC Faculty Supervisor: BPC will assign a faculty supervisor for the intern. The supervision will be completed in the same manner as that of traditional student teachers. Evaluation by the BPC clinical supervisor will be by the same evaluation standards as that of traditional student teachers. Student Teaching/Interns who do not pass a required student teaching course will not be recommended for certification. The decision to continue employment will rest with the employing school district.

**Intern Support:**

Interns are expected to demonstrate responsibility, effective teaching skills, effective communication/interpersonal skills, and professional dispositions. The Professional Development Plan, when appropriate, provides interns with feedback and a plan for remediation when behavior is inconsistent with professional qualities and expectations. The plan outlines areas needing improvement with a specific time frame for successful completion of the student teaching practicum. The University Supervisor, school-based mentor, school administrator and/or the Clinical Director may request that a Professional Development Plan be implemented, and will meet with the candidate to develop. If an intern employed by a school system does not make adequate progress, Brewton-Parker College will not recommend the intern for certification until all requirements of the PDP have been completed. The decision to continue employment will rest with the employing school district.

**Termination Policy / Intern:**

An individual teacher candidate's field experience or student teaching assignment may be terminated if the school faculty administrator, clinical faculty and/or Director of Student Teaching recommend(s) termination. The termination will be justified by official documentation which indicates that the Teacher Candidate is (1) jeopardizing the instructional processes at the school, (2) engaging in unethical conduct (as defined in the Georgia Code of Ethics for Educators ([www.gapsc.com](http://www.gapsc.com))), (3) displaying dispositions which are detrimental to teaching and learning in the classroom and school, or (4) engaging in behaviors which cause a danger to students and school personnel. Depending upon the severity of the offense, as determined by the above

mentioned personnel, the teacher candidate may: (1) complete a professional development plan or (2) have assignment terminated.

**Termination Policy/ School System:**

While the intern is and employee of the school system, they are also a candidate at BPC. It is the college's responsibility to make sure that training from the system is provided and that the candidate is supported in all areas of their teaching responsibilities. Candidates should be treated in a professional manner with the same respect afforded regular contracted employees. Should a situation between intern and system personal arise that cannot be reconciled in a satisfactory manner the college and intern will give a one week notice before termination of the contract.



**Agreement for Paid Student Teacher/Internship**

School System: \_\_\_\_\_ Superintendent: \_\_\_\_\_  
School: \_\_\_\_\_ Principal: \_\_\_\_\_  
Student Teacher/Intern: \_\_\_\_\_ Teaching Area: \_\_\_\_\_  
School Mentor: \_\_\_\_\_ Grade: \_\_\_\_\_ Subject: \_\_\_\_\_

**Agreement Information:**

**Final contract will be attached when completed.**

**Verbal agreement:**

**- \$30,000 salary prorated per hour for the remainder of the school term.**

**Signatures:**

School System Administrator \_\_\_\_\_

Brewton-Parker Director of Clinical Practice \_\_\_\_\_