



*Your Educational Partner of Choice*

**BOCES 2**

Teacher Immersion Fellows Program  
Monroe 2-Orleans BOCES  
March 4, 2019  
NYSSCOS – Winter Institute

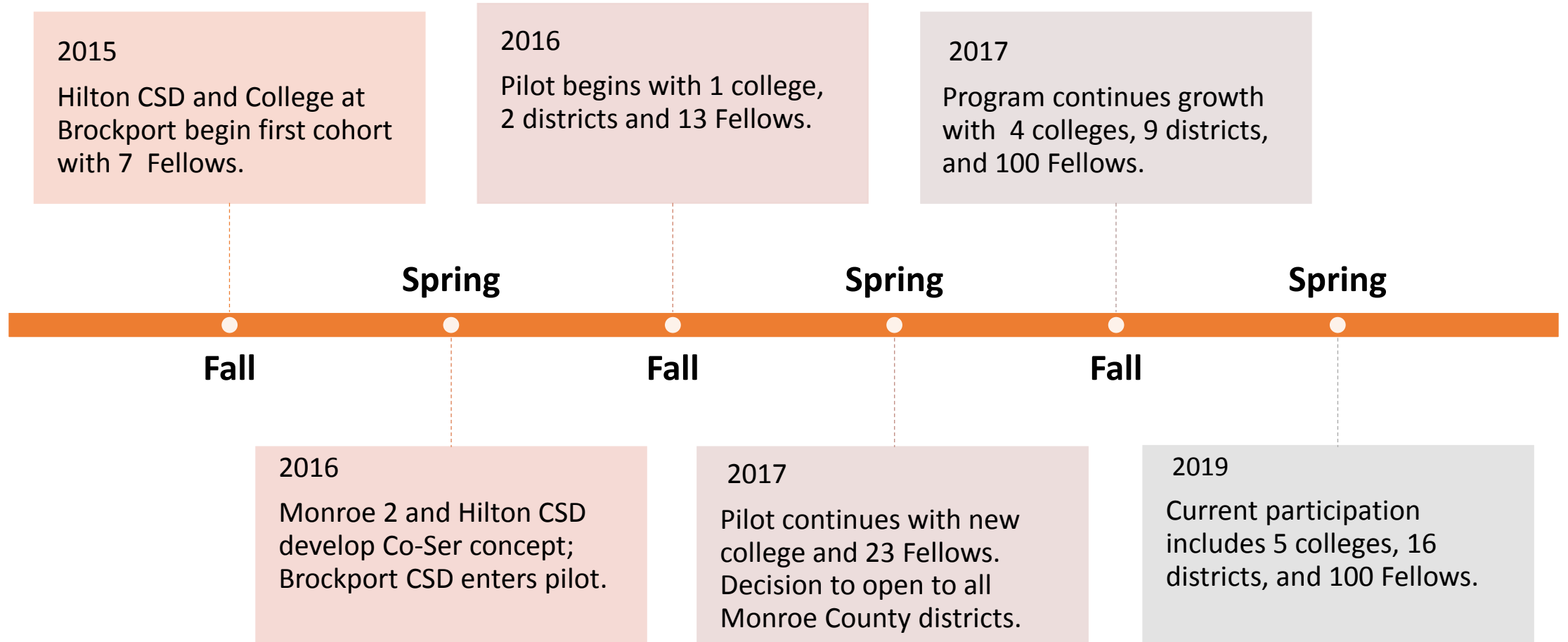
Substitute Teachers?  
We've Got Them!

# The Session will:

- Explain history of program development
- Outline benefits for school districts, colleges, college students and BOCES
- Explain how to leverage BOCES CO-SERS to reduce costs for districts
- Share strategies to initiate and nurture partnerships with colleges, districts and BOCES



# Program Development



# How Does it Work?

Recruitment

Interview and assignment

Placement

Professional Development

District Documentation

Program Evaluation

Reimbursement

# What does BOCES do?

- Provide sub coordination service  
**(Co-Ser 7140)**
  - Marketing and recruitment at Colleges
  - Application, interview, hiring and placement with Districts
  - Liaison between Fellows, Colleges & Districts
  - Monitor and evaluate participants' experiences



**Cost is determined by number of Districts participating each year**

**Cost is a one time fee billed monthly beginning in September**

**Cost is aidable at District ratio and \$ are returned to District the following year**

**Co-Ser 7140**

# What does BOCES do?

- Provide Professional Development to Fellows **(Co-Ser 512)**
- New Fellows attend 2 mandatory half-day sessions
- All Fellows attend 2-4 after school sessions
- Each session attended enables Districts to claim up to 15 sub days/semester



# Professional Development Sessions



Orientation



Elements of Instruction



Classroom Management for Substitute Teachers



NYSED Learning Standards and Assessment



Instructional Coaching Opportunities



Content Specific



**Fee is per  
Fellow and  
based on  
number of  
days/week  
worked**

**District pays  
Fellows  
\$100/day and  
tracks days &  
submits to  
BOCES**

**Cost is aidable  
at District ratio  
and \$ are  
returned to  
District the  
following year**

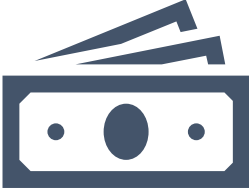
**Co-Ser 512**

# Sample District Savings

---



13 Fellows, 369 sub  
days at \$100/day



Cost to District with TIF  
Program: **\$17,435**



Cost to District without  
TIF Program: **\$35,926**

# Breakdown of Costs/Savings

---

	<b>Cost w/ TIFP</b>	<b>Cost w/out TIFP</b>
Total Sub Costs	\$36,900	\$35,926
AID on Sub Costs	\$30,731	\$0
<b>Net Sub Costs</b>	<b>\$8,169</b>	<b>\$35,926</b>
Cost of Co-Ser 7140	\$6,848	\$0
Cost of Co-Ser 512	\$37,280	\$0
Total Co-Ser Costs	\$44,128	\$0
AID on Co-Ser Costs	\$34,861.12	\$0
<b>Net Co-Ser Costs</b>	<b>\$9,266.88</b>	<b>\$0</b>
<b>Total Cost to District</b>	<b>\$17,435</b>	<b>\$35,926</b>
<b>Savings to District</b>	<b>\$18,490.12</b> <b>(\$44.82/day)</b>	<b>\$0</b>

# Program Benefits for Fellows



Gain paid  
teaching  
experience



Observe effective  
teachers



Build relationships  
with staff, students,  
and community in  
local districts



Attend professional  
development designed  
specifically for this  
program



Consistent work  
schedule

# School District Partners

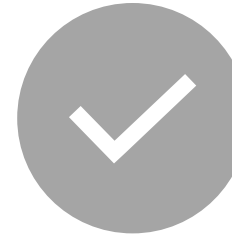
Hilton  
Brockport  
Spencerport  
Gates-Chili  
East Irondequoit

Fairport  
Penfield  
East Rochester  
West Irondequoit  
Red Jacket  
Avon  
Honeoye Falls-  
Lima  
Greece  
Wheatland-Chili  
Rush-Henrietta

# Program Benefits for Districts



RELIABLE POOL OF  
SUBSTITUTE  
TEACHERS



ABILITY TO VET  
POTENTIAL TEACHER  
CANDIDATES



BETTER PREPARED  
FIRST YEAR  
TEACHERS



PRODUCTIVE  
PARTNERSHIP WITH  
LOCAL COLLEGES



APPROXIMATELY 45%  
SAVINGS ON  
SUBSTITUTE COSTS

# College Partners



**ROBERTS**  
WESLEYAN COLLEGE



# Program Benefits for Colleges



STUDENTS  
REPRESENT COLLEGE  
IN THE COMMUNITY



ENHANCED  
RELATIONSHIP WITH  
LOCAL SCHOOL  
DISTRICTS



INCREASE STUDENT  
TEACHER PLACEMENTS



LEARN WHAT SCHOOL  
DISTRICTS ARE LOOKING  
FOR IN POTENTIAL  
EMPLOYEES



INCREASE  
EMPLOYABILITY OF  
GRADUATES



# Strategies to Develop College Partnerships



Informational meetings Education Dept. administrators



Identify primary administrator and develop relationship



Presentation at Faculty meetings



Meet with Rochester Area College placement coordinators.



Regular meetings with college representatives



BOCES presence at career fairs, course selection programs, department orientation sessions

# Strategies to Develop District Partnerships

Informational presentations at BOCES  
hosted Superintendent, HR Director,  
Business Officials, ASI's meetings

Presentation at individual Districts  
Cabinet meetings

Visitation to neighboring districts

# Contact Information

- Dr. Marijo Pearson, Assistant Superintendent for Curriculum, Instruction and Professional Development  
[mpearson@monroe2boces.org](mailto:mpearson@monroe2boces.org) 585-352-2416
- Timothy Dobbertin, Assistant Superintendent for Instructional Programs  
[tdobbert@monroe2boces.org](mailto:tdobbert@monroe2boces.org) 585-352-2415