THE UNIVERSITY OF MEMPHIS
College of Education

THREE Rs PROGRAM
FOR MIDDLE SCHOOL MATH & SCIENCE

Recruitment and Retention through Reinvention of Teacher Education

EARN A TEACHING LICENSE AND MASTER'S DEGREE WHILE YOU TEACH!

IMPORTANT DATES!

March 3, 2007

Middle School Praxis II Exam
standby option available

We are looking for highly motivated recent college graduates and career changers who have high expectations for urban students and who are ready to meet the challenges of today's schools.

Three R's is a federally funded program for individuals who have earned a bachelor's degree in mathematics or science. Fellows receive "on the job training" while teaching math or science in a Memphis City middle school clinical site. They also earn a teaching license for Middle School grades and Special Education as well as a Master of Arts in Teaching degree from the University of Memphis. Tuition and clinical site support are fully funded through the Teacher Quality Enhancement (TQE) grant.

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Meet the Fellows

TEACH MEMPHIS
CHANGE MEMPHIS
MEMPHIS CITY SCHOOLS

TO CONTACT US:

The University of Memphis
Three R's Program
215 Ball Education Building
Memphis, TN 38152

Phone: 901.678.5351
Fax: 901.678.4778
E-mail: 3rs@memphis.edu

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WHO ARE WE LOOKING FOR?

The decision to become a teacher is very important . As a teacher you will have a daily impact on the education and life of every student in your classes. Three R's is a highly selective program and given its rigor and intensity, please carefully consider this decision.

We are committed to recruiting individuals who are devoted to having a positive effect on student achievement. Candidates should be ready to set rigorous expectations for themselves and all children—regardless of background.

Ideal candidates

- are those who are ready for a meaningful challenge.
- have excelled as students and/or in their professional careers.
- are driven to succeed.
- have superb organizational abilities.
- will work relentlessly to ensure that all students can and do learn.
- demonstrate leadership skills and can influence and motivate others.

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Do you qualify?

- Do you have a Bachelor's degree in Math or Science (or a related degree and 24 credit hours in Math or Sciences) from an accredited university?
- Would you benefit from full tuition assistance for a Master of Arts in Teaching degree and teaching license?
- Are you ready to make a commitment to teach Math or Science in a Memphis City Middle School? (Note: fellows commit to teaching 3 years in a high need public school).

ELIGIBILITY

Candidates must meet the following eligibility requirements to apply. No previous coursework in education is required.

CADIDATES MUST HAVE:

- **A Bachelor's degree**
  - ⇒ Applicants must have a Bachelor's degree in Mathematics, Science or related degree (24 credit hours in math or science). Degree must be conferred by May 2007.
- **2.5 GPA**
  - ⇒ Individuals must have a GPA of 2.5 or higher from an accredited college or university.
- **Eligible to work in Memphis City Schools**
  - ⇒ Be a citizen or permanent resident of the United States
  - ⇒ Prior to employment, complete a general physical examination and TB test
  - ⇒ Prior to employment, candidates undergo a criminal background check.
- **May not be a certified teacher**

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PRE-APPLICATION PROCESS

Prior to application for the Three Rs Program, candidates should complete the following requirements:

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- **Full admission to the University of Memphis Graduate School & Master of Arts in Teaching program**
  - ⇒ Complete an online or mail in Graduate School application along with application fee
  - ⇒ Request official transcripts
  - ⇒ Take the GRE and meet minimum score requirements for MAT
  - ⇒ There is not a separate MAT application. In order to be considered for program admission, please send two letters of recommendation and one personal statement to MAT office: The University of Memphis Attention: Kathy Walker, 202 Ball Hall Memphis, TN 38152

- **Praxis II**
  - ⇒ Take and pass Praxis II Middle School Content Exam, test code 0146
  - ⇒ Minimum Score: 150
  - ⇒ IMPORTANT: exam date is

January 13, 2007
Registration deadline is Dec. 14, 2006
Standby option available

- **Apply to teach for Memphis City Schools**

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APPLICATION

APPLY NOW!

Currently Accepting Applications

NOTE: Candidates should complete all requirements listed under "Pre-application" before beginning this stage of the application process.

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- **Obtain 3 letters of recommendation**
  - ⇒ At least two of these should be professional recommendations
  - ⇒ These are separate from the MAT letters of recommendation, but may be written by one or more of the same references.

- **Request original transcripts from ALL colleges or universities you have attended.**
  - ⇒ These may be mailed to your home address; however DO NOT open them. Please collect all of the transcripts and include them with your application to the Three Rs Program.

- **Update Resume**

- **Complete the Three R's Program Application**

  Three Rs Program Application

  Note: you must have Adobe Reader to open this document
  click here to download for free

- **Application packet should be complete and include the following:**
  - Three Rs Program application (printed or typed)
  - Original transcripts
  - Copy of Praxis scores
  - Copy of GRE scores
  - U of M Graduate School acceptance letter
  - Confirmation of application to Memphis City Schools
  - Resume
  - Three letters of recommendation

  NOTE: Incomplete applications will not be accepted for review

- **Mail application packet to:**

  The University of Memphis
  Angela Christopher, Coordinator
  215 Ball Education Building

Angela Christopher, Coordinator
215 Ball Education Building
Memphis, TN 38152

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FREQUENTLY ASKED QUESTIONS

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What are the benefits of being a Three Rs fellow?

- *Full tuition paid by TQE grant*
- *On the job training: share a classroom with another fellow and receive 1/2 salary (apx. $19,000/yr) for first year teaching*
- *Full benefits*
- *Individualized, on site support of clinical faculty*
- *Performance based program: coursework and expectations directly relate to classroom teaching experiences*
- *Opportunity to participate in an innovative approach to teacher education at the University of Memphis*
- *Complete program value: $25,000*

What commitments does the Three Rs fellowship require?

- *Complete all course requirements, maintaining GPA of 3.0 or higher*
- *Complete teaching fellowship (1year) in a selected MCS middle school*
- *Teach for a minimum of two additional years in a high need school and district*
- *Complete all TN exam requirements for middle school licensure*

I do not plan to stay in TN for three years, may I still apply to this program?

- *Yes, if you are confident that you will complete the one year fellowship, you are encouraged to apply. Fellows may complete the remaining two year commitment in any eligible high need school with whom Tennessee has reciprocity (48 states).*

What salary/benefits can I expect?

- *Fellows receive half of a first year teaching salary and full benefits for first year of teaching. After your first year you then receive full teacher salary.*

Does the program assist with securing a teaching placement?

- *Yes. Fellows are placed in a math or science classroom at one of the partnering MCS middle schools (clinical sites).*

When will I begin taking classes?

- *Class begins mid-may 2007. The first course: The Middle School, will include school and classroom observations.*
- *Fellows will then begin taking a full load of graduate courses during first summer session, starting June, 2007.*

Will I be able to work another full or part-time job during the fellowship?

- *Working another job is strongly discouraged. Fellows take a full load of graduate coursework as well as fulfill the teaching responsibilities of a middle school math or science teacher. Many fellows, are also involved in after school tutoring, school clubs and/or coaching*

as fulfill the teaching responsibilities of a middle school math or science teacher. Many fellows, are also involved in after school tutoring, school clubs and/or coaching.
- *Accepting a Three Rs fellowship requires careful thought and financial planning. The short-term half salary is far outweighed by the opportunity to earn a fully funded Master degree and the salary increase that will accompany an advanced degree in the second year of teaching.*

What if I have already taken some graduate education courses?
- *This program has a specific set of courses that align with the Master of Arts in Teaching Degree; outside coursework can not be counted toward your degree.*

I have taken the GRE and/or Praxis, but have not met the minimum score requirements. May I apply?
- *No, you must take and pass both the GRE and Praxis exams before applying to the Three Rs Program.*
- *You can not be admitted to the graduate program at U of M until you have met the minimum score requirements.*
- *Passing scores on the Praxis are a requirement of the state to become a teacher in TN; you must pass this test to be a fellow in the Three Rs Program.*

How do I obtain an alternative teaching license?
- *You will fill out the Alternative C license application that is given to you at orientation and submit the license application to the Three Rs office at the University of Memphis, Ball Hall 215.*
- *Your official transcripts (from ALL colleges attended, submitted with your Three Rs application) will then be attached and sent to the State of Tennessee for issue of your Alt C teaching license.*

I have an degree in Business Administration, do I qualify?
- *This program is an alternative route to licensure for those who will be teaching math and science. Applicants must have a bachelors degree with at least 24 hours in a pure mathematics or the sciences. This does not include accounting or finance classes. If you are a business major with at least 24 hours in a pure math (i.e. Algebra, Calculus, etc) then you are welcome to apply.*

I will graduate in May 2007, am I eligible to apply?
- *Yes, you are eligible to apply. In order to take graduate level courses starting in the summer 2007, you must graduate by May 2007.*

What happens if I am accepted and unable to complete the program?
- *Fellows receive tuition assistance in the form of a forgivable loan.*
- *Tuition loans are forgiven upon completion of your commitment of teaching in a high-need school district for three years, passing all classes, and passing scores on Praxis exams.*
- *If a fellow is unable to successfully complete the entire program, he/she will be obligated to repay all tuition dollars paid on the fellow's behalf.*

This program has multiple application steps, where should I begin?
- *The first step toward application to this program is acceptance to Graduate School and the MAT program at The University of Memphis. This means you must take the GRE and receive acceptable scores.*
- *You will also need to take the PRAXIS II Middle School Content Knowledge Exam 0146*
- *and apply with Memphis City Schools.*
- *For a more detailed application process description please look at the Pre-Application link on this site.*

Where can I find out more information about this program?
- *To find out more information about the program you can contact the Three Rs office by phone at 901-678-5351 or email 3rs@memphis.edu .*
- *We also have information sessions available for you to learn more about the Three Rs Program. Those dates are as follows:*

-November 28, 2006– Ridgeway Middle School, 6333 Quince Rd. @ 6 pm

-November 28, 2006– Ridgeway Middle School, 6333 Quince Rd. @ 6 pm

-December 7, 2006- The University of Memphis, Ball Hall 124 @ 7pm

After I submit my application, how will I be notified if I am selected for an interview?

- *Applicants who have been selected for interview will be notified via e-mail by mid to late March, 2007.*

What can I expect at the program interview?

- *Candidates will be interviewed by a team of stakeholders consisting of but not limited to: participating middle school principals, clinical site faculty, MCS human resources personnel and University of Memphis administrators and faculty.*
- *Interviews will last approximately one hour.*

How/when will I be notified if I have been accepted?

- *Candidates who have been selected for the Three Rs Fellowship will be notified via e-mail and will also receive and official letter of acceptance via the US Postal Service.*

When will I earn a full teaching license?

- *To earn a full teaching license you must successfully complete the first year of teaching in a Memphis City School, pass all three Praxis exams for your content area, and pass all coursework with a 3.0 GPA.*
- *Three Rs Fellows are expected to be eligible to apply for the Apprentice License within 15 months program entry.*

What is the MAT program?

- *The MAT program is the Master of Arts in Teaching graduate level degree program. You must apply to The University of Memphis Graduate School and also meet the requirements of the MAT program.*
- *The MAT program of study leads to initial certification in Middle Grades (4-8). The program includes course work in adolescent development, learning theory, social foundations of education and teaching methods. The degree program is designed to prepare students to meet competencies for Tennessee licensure. Upon completion of all degree requirements and all testing requirements (PRAXIS), students may apply for initial licensure.*

What is "Team Trek?"

- *In June, fellows participate in a three day team building event in Heber Springs, AK. Team Trek is a source for custom designed team building, leadership development, individual and team coaching.*

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CLINICAL SITES

Clinical Site Faculty:
Vera Roberts, WSMS
Alexis Gwinn-Miller, CMS
Kimberly Jackson, RMS

Colonial Middle School

Ridgeway Middle School

White Station Middle School

The Three Rs Program is a joint effort between The University of Memphis and Memphis City Schools. With the Three Rs Program, we are attempting to transform the manner in which we recruit, prepare, and retain teachers for the classroom by observing six Pillars of Practice. These pillars represent an agreed upon set of common performance expectations for all teachers, regardless of major, that are articulated as common skills and knowledge that all effective teachers must

"One is Too Small a Number to Achieve Greatness"
- John C. Maxwell

Dr. Roderick Richmond, Principal Ridgeway Middle School

"I am proud to have this opportunity to be an active participant in reshaping the way teacher education programs will be designed. This is truly a monumental endeavor. It is my belief that nowhere else in the country is this being done. The University of Memphis should be commended. I feel privileged to be part of this "cutting-edge" paradigm shift in the way TEP Programs are structured and in the way teachers are trained. In order to improve public education there must be more collaboration between K-12 schools and colleges and universities. This is a good step in that direction. Kudos to the U of M!"

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Spring 2006 Newsletter

all effective teachers must have. The heart of the Three Rs Program is our new approach to teacher preparation -- more "clinical"-- and performance based.

Team Trek, June 2006
3Rs fellows, Clinical Site Faculty, U of M faculty and program administrators

Program of Study

[Academic Self Advising Sheet]

[Program Time-line]

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PHOTO GALLERY

THREE Rs FELLOWS 2006

RIDGEWAY SCIENCE

Mr. Lampkin

TEAM TREK

Fellows, faculty & administrators

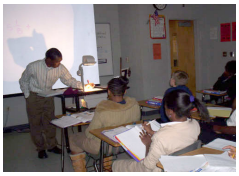
RIDGEWAY SCIENCE

Ms. Gossett & Mr. Lampkin team teaching

COLONIAL MATH

Mr. Dishman

RIDGEWAY MATH



Mr. Certion

COLONIAL MATH

Mr. Jordan

RIDGEWAY SCIENCE

Hands on learning!

COLONIAL SCIENCE

Mr. Edwards

RIDGEWAY MATH

Mr. Winfrey

TEAM TREK

Mr. Lawson, Dr. Cress, Mr. Jones & UM faculty

WHITE STATION

Dr. Cress, Physical Science

TEAM TREK

Ms. Gossett and Ms. Hager with Mrs. Gwinn-Miller

UNIVERSITY OF MEMPHIS

Mr. Winfrey & Mr. Jordan during Math Methods course at U of M

BRIDGE BUILDERS COMPETITION

Mr. Jones & 7th grade students from White Station Middle, 3rd place!

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