



---

## TEACHERS of TOMORROW Recruitment Incentive Program

Newly hired teachers selected may receive a \$3,400 recruitment incentive award each year up to a maximum of four years (subject to APPR rating requirements listed below and Teachers of Tomorrow grant funding). In the event there are more applicants than available funding, eligible applicants will be selected on a first come-first served basis.

To be eligible, a teacher must:

- Apply as a **first-time employee** to the City School District of Albany, with an initial probationary hire date between Aug. 31, 2017 and Aug. 31, 2018. Individuals that have previously worked for the district **in any capacity** or **at any time in the past other than the hiring dates listed above** are **not eligible** for this program.
- Hold an initial, transitional, provisional, permanent or professional New York teaching certificate in one of the following shortage areas as a full-time employee: math, technology, family and consumer sciences (FACS), English as a new language (ENL), cosmetology, special education grades 7-12, literacy 7-12 or science.
- Not have received an award from any other Teachers of Tomorrow category in the same year.
- Upon approval, teachers will be required to sign and submit a service agreement contract agreeing to teach one full year in the City School District of Albany in one of the shortage areas listed above.
- Going forward, individuals must reapply for each subsequent year of the incentive program, and must maintain and effective of highly effective APPR rating to remain eligible.

Applications are available at [albanschools.org/employment](http://albanschools.org/employment) or by contacting the Office of Human Resources at [humanresources@albany.k12.ny.us](mailto:humanresources@albany.k12.ny.us) or (518) 475-6055. Please also feel free to contact us with any additional questions.

**COMPLETED APPLICATIONS MUST BE RECEIVED BY APRIL 9, 2018.**

---

#### VISION STATEMENT

*The City School District of Albany will be a district of excellence with caring relationships and engaging learning experiences that provide equitable opportunities for all students to reach their potential.*

#### MISSION STATEMENT

*We will work in partnership with our diverse community to engage every learner in a robust educational program designed to provide the knowledge and skills necessary for success.*