



What is AVID?

Advancement Via Individual Determination (AVID) is a global nonprofit organization that operates with one guiding principle: Hold students accountable to the highest standards, provide academic and social support, and they will rise to the challenge. AVID's kindergarten through higher education system brings research-based curriculum and strategies to students each day that develop critical thinking, literacy, and math skills across all content areas.

AVID's Impact

For more than 35 years, AVID has prepared students for college readiness and success. From its beginnings in one classroom with 32 students in San Diego, it now impacts the lives of hundreds of thousands of students throughout the United States and the world. At its sites, AVID affects leadership, systems, instruction, and culture.

How to become an AVID Tutor for Fulton County Schools:

1. Compose a **Statement of Job Interest for the AVID Tutor Position** and send via email to April Hardy, Advanced Studies Coordinator and AVID District Director, hardyah@fultonschools.org.
2. Complete the online application for the staffing agency, Hire Dynamics, www.hiredynamics.com **You can complete everything remotely, and this process will take less than 1 hour to complete.**
3. Under **Job Seekers**: Go to **Apply Now** (all of your hiring documents will be included in the onboarding paperwork). Click the “**I need to register tab**”, **select the Alpharetta Branch** then begin your onboarding process.
4. Contact Jessica Granberry at HIRE Dynamics once you have completed the application and she will move forward in the hiring process. Ms. Granberry can be reached at jgranberry@HIREdynamics.com or at [678-708-4336](tel:678-708-4336) (office).
5. You must be fingerprinting. All fingerprinting is done through Cogent. Follow the directions below to find a fingerprinting location and pay for processing.
 - a. Go to the Cogent website <https://www.ga.cogentid.com/index.htm>
 - b. Find a location near you. Click on **Find A Fingerprint Location** in the left drop down menu.
 - c. Go back to the main page and click on **Applicant Registration** to begin fingerprinting registration.
 - d. Click on **Education Agencies (EA)**.
 - e. Click on **Public Schools**.
 - f. Read Privacy Rights; check box (“I have read and accepted these terms”); click Continue

Follow this link for a copy of this handout:
<http://bit.ly/2bNjXGR>

- g. For “Agency”, select **Fulton County Board of Education** from the drop down list
- h. For “Reason”, select Public Schools - **Volunteers/Contractors Providing Direct Care** from the drop down list
- i. For “Payment”, select Credit Card or Money Order from the drop down list (\$48.25 total cost)
- j. Complete all areas highlighted in yellow

Upon completion of the fingerprinting process, persons **must report to the FCS Administrative Building** (6201 Powers Ferry Road, NW – Atlanta, GA 30339) on Tuesday, Thursday or Friday (9:00-11:00am and 2:00-3:00pm) for photographing and badging. Please allow 48 hours after the fingerprinting process before reporting to the FCS Administrative Building for photographing and badging.

If you have questions about the fingerprinting process, or need additional information regarding the process, please contact Matavien Smith at 470-254-0599.

Once you have completed all of the above steps:

1. Inform the AVID District Director, April Hardy, that your application and fingerprinting have been completed.
hardyah@fultonschools.org
2. Once a candidate has cleared the application and fingerprinting process, the candidate must attend AVID Tutor training. Trainings are scheduled based on need.
3. AVID Tutor training consists of 16 hours of blended face-to-face and virtual sessions. Tutors may begin working after 6-8 hours of training. Dates, locations, and times are established throughout the school year based on need.

Training includes, but is not limited to, the following topics:

- What is AVID?
- What is WICOR, and how do I implement WICOR strategies?
- What is the AVID collaborative inquiry-based tutorial process, and how do I facilitate the tutorial process?
- Logistical information such as locations, hours, dress code, expectations, and compensation.
- eTutor training covers additional information regarding the process of virtual AVID Tutorials.

Definitions:

AVID Tutorials: Tutoring in the AVID classroom is not the traditional one-to-one tutoring process with which most people are familiar. The AVID tutorial is a small group of AVID students with an AVID Tutor acting as the group facilitator. Prior to the tutorial, AVID students must complete an assignment identifying a point of confusion with a topic/lesson/question/etc. from a class. They must identify what they already know, what they've tried, and where they are stuck. The tutorial group and AVID Tutor then work through a structured protocol using inquiry to help the individual student solve their own point of confusion. ALL AVID Tutorials occur during the AVID elective class time.

AVID Tutor: AVID tutors are defined as high school graduates, currently engaged in college/university work, who are trained in the AVID collaborative inquiry-based tutorial process, and who implement and model WICOR strategies and serve as mentors to AVID students. AVID tutors facilitate AVID Tutorials.

Cross-age Tutors: Cross-age tutors are older secondary students in advanced/dual enrollment classes who implement and model WICOR strategies in the AVID collaborative inquiry-based tutorial process.

Adult Tutors: At times, adults with college degrees who are trained in the AVID collaborative inquiry-based tutorial process, and who implement and model WICOR strategies, can serve as AVID tutors and mentors.

General Information:

Two types of AVID Tutors

Face-to-Face: F2F tutors provide their own transportation to one of the AVID schools and work directly with small groups of 7 students in the AVID classroom under the guidance of the AVID classroom teacher. F2F tutors receive \$15 per hour and are expected to attend on a regular basis. F2F tutors will also be assigned classroom tasks such as reviewing student work and binder checks, and are expected to communicate regularly with the AVID classroom teacher regarding student progress. *Advanced High School students in the WBL program are paid \$10 per hour.

eTutors: Virtual tutors provide their own laptop/desktop and high speed internet and work from safe environments** using Google Hangouts to conduct tutorial sessions with groups of 4 students. eTutors receive \$10 per hour and are expected to attend on a regular basis. eTutors can be asked to review student work, and are expected to communicate regularly with the AVID classroom teacher.

** A Safe environment is a location free from inappropriate clothing, advertisement, and paraphernalia.