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Overview

At YES Prep, we believe that our commitment to robust and differentiated teacher development is our competitive advantage. Over the course of the summer, you will engage in programming that will help you:

- Build context around the organization, culture, values, and expectations
- Internalize your curriculum at the vision, unit, and lesson level
- Practice lesson facilitation on key lessons and routines to start the school year
- Pursue your pathway to teacher certification
- Develop connection to other teachers and organization-wide leaders

2024-2025 Teacher Training Dates

<table>
<thead>
<tr>
<th>Programming</th>
<th>Dates</th>
<th>Location</th>
<th>Who</th>
<th>Hire Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Summer Induction</td>
<td>July 9-31</td>
<td>YES Prep Southside Secondary</td>
<td>Any uncertified teacher with less than 1 year of teacher of record experience.</td>
<td>Hired on or before May 10 AND formally admitted into Teaching Excellence ACP by June 7.</td>
</tr>
<tr>
<td>New to Blue Academy: Experienced Teachers</td>
<td>July 22-26</td>
<td>YES Prep Southside Secondary</td>
<td>Any new to YES Prep teacher with greater than 1 year of teacher of record experience.</td>
<td>Hired on or before June 28.</td>
</tr>
</tbody>
</table>

Teachers are paid $125/day for all summer professional development.
Device & Badge Pick Up

TE Summer Cohort: All TE Summer Cohort teachers who have completed all necessary onboarding documents will be able to pick-up their district-issued device and badge on July 9th at YES Prep Southside Secondary. You will receive an email no later than June 28 with specific information on device and badge pick up.

New To Blue: All teachers attending New to Blue training who have completed all necessary onboarding documents will be able to pick-up their district-issued device and badge on July 22nd at YES Prep Southside Secondary during their first day of training.

Teachers will receive an email in July with instructions for pick-up.

All teachers will need their devices for the district training, so please plan accordingly to ensure you are set up for the upcoming new hire trainings.

YES Prep Certification Policy

Certification Acknowledgement 2024-2025

YES Prep’s philosophy is that teachers who can secure credentialing in the subject areas to which they are assigned not only guarantees compliance, but also increases the quality of programming across the organization. All teachers are expected to hold a valid teacher’s Texas certification (e.g. Intern, Probationary, One-Year, or Standard) as evidence of baseline content expertise.

In accordance with Texas state compliance, Special Education, Bilingual, and Pre-K Teachers are required to hold a valid Texas teaching certification in the content in which they teach. Find out more information on Texas educator certification requirements on their website here.

Any uncertified teacher hired to be a YES Prep teacher in 2024-2025 who does not meet the following criteria upon hire must enroll in YES Prep’s internal ACP program, Teaching Excellence, to pursue teacher certification:

- Has at least 1 year as the teacher of record in a K-12 classroom prior to joining YES Prep
- Was a teacher of record at a YES Prep school prior to 01/01/2023
- Previously enrolled in and currently in good standing with an accredited Texas Alternative Certification Program (ACP).
In all cases, teachers must remain in good standing with their Educator Preparation Program (EPP) and complete all requirements of their program within a given timeframe outlined by YES Prep. Fall and Spring audits will be conducted to let staff know if they are not meeting the policy and the implications of non-compliance.

This document should not be construed as an employment contract, and the terms and conditions of your employment with YES Prep, including your assignment, are subject to change with or without notice to you. Your employment with YES Prep Public Schools is at will and either party can terminate the relationship at any time with or without cause and with or without notice.

If you have any further questions or concerns, you may contact YES Prep Talent at Talent@yesprep.org. Please email all questions regarding enrollment in Teaching Excellence to Teaching.Excellence@yesprep.org.

### Teaching Excellence Summer Induction

All teachers enrolled in Teaching Excellence are required to attend our Induction. Induction is an intensive 3-week training that prepares teachers to be first day ready and welcome your students. Teachers will learn foundational teaching skills and explore more about themselves and their purpose for teaching.

<table>
<thead>
<tr>
<th>Dates</th>
<th>July 10th – July 30th</th>
</tr>
</thead>
<tbody>
<tr>
<td>Location</td>
<td>YES Prep Southside Secondary, 5455 S Loop E, Houston, TX 77033</td>
</tr>
<tr>
<td>Time</td>
<td>8am-4pm. A 30min lunch break will be provided.</td>
</tr>
<tr>
<td>Attire</td>
<td>Business casual</td>
</tr>
<tr>
<td>What to bring</td>
<td>Charged laptop, water bottle, sweater.</td>
</tr>
</tbody>
</table>

Any foreseen absences must be submitted to your Principal for approval by the YES Prep Talent Team.

### Formal Admissions into Teaching Excellence

To begin programming with Teaching Excellence’s Summer Cohort, all teachers must be formally admitted into Teaching Excellence by June 7, 2024.

To get formally admitted, teachers must:
Submit official university transcripts with degrees conferred to EmployeeTranscripts@yesprep.org by May 28.

Create a TEA ID (information about how to do so is here) & complete your Candidate Profile Form using the UID that was shared in your Invitation to Enroll email from Teaching Excellence.

Take & pass PACT and/or TOEFL exam by May 28 – if required based on your transcript review.

Sign TE formal admission documents by June 7, 2024.

Teaching Excellence Pre-Service Assignments

Once Formally Admitted into Teaching Excellence ACP, teachers will begin their pre-service requirements to gain eligibility for their initial certificate. Pre-service requirements include:

- Field Based Experiences (FBE)
  - Please find current requirements and resources for this requirement here.
  - FBE are due for Summer Cohort on July 21, 2024. However, we suggest that teachers complete this requirement as soon as possible as it will get more difficult to complete the requirement once the school year ends.

- Study Hours and Practice Test for Content Team
  - To be approved to take your exams, you must complete 20 total study hours (divided among the tests you must take) and pass a practice exam for each exam on 240 Tutoring.
    - 1 exam: 20 hours of test prep and pass the practice exam
    - 2 exams: 10 hours of test prep and pass the practice exam for each
    - 3 exams: 8 hours of test prep and pass the practice exam for each
  - Test prep for all content exams for Summer Cohort is due on June 14, 2024. Teachers must then take all required exams by June 28, 2024.

- Content Exam(s)
  - Passing the required content exam(s) for your certification area is a requirement for recommendation of an initial certificate. The required content exam(s) by certification area can be found in the chart at the end of this section.

- 180 Total Programming Hours (150 hours from in-person and asynchronous assignments + 30 hours from FBE)
  - Programming hours will be earned throughout your time in Teaching Excellence through a blend of in-person and asynchronous trainings and activities.
  - To ensure you gain the necessary pre-service hours, teachers should prioritize the requirements listed above regarding FBE and content exams as well as the requirements below:
    - Pre-Induction Assignments: 20 hours of asynchronous learning completed on Talent LMS
    - Summer Induction: 105 hours of in-person learning attended from July 9-31 at YES Prep Southside Secondary (Please note that July 9th is device pickup day and July 31st is Presentation of Learning that will occur on your campuses)
The following content exam(s) are required for teachers to take and pass prior to issuance of intern certificate for the following certification areas.  
*If a teacher wants to be eligible for a probationary certificate, they also need to pass 160 Pedagogy and Professional Responsibilities prior to the issuance of the certificate.

<table>
<thead>
<tr>
<th>Certification Area</th>
<th>TExES Content Exam(s) Required</th>
</tr>
</thead>
<tbody>
<tr>
<td>Art EC – 12</td>
<td>178 Art EC-12</td>
</tr>
</tbody>
</table>
| Bilingual EC – 3                       | 190 BLPLT  
164 Bilingual Supplemental  
292 Early Childhood-3  
293 STR |
| Bilingual EC – 6                       | 190 BLPLT  
164 Bilingual Supplemental  
293 STR  
391 Core Subjects EC-6 |
| Core Subjects 4 – 8                    | 211 Core Subjects 4-8  
293 STR |
| Core Subjects EC – 6                   | 391 Core Subjects EC-6  
293 STR |
| Dance 6 -12                            | 279 Dance 6-12                                                    |
| Early Childhood PK – 3                 | 292 EC Childhood EC-3  
293 STR |
| English Language Arts & Reading (ELAR) 4 – 8 | 217 English Language Arts and Reading (ELAR) 4-8  
293 STR |
| English Language Arts & Reading (ELAR) 7 – 12 | 231 English Language Arts and Reading (ELAR) 7-12 |
| History 7 – 12                         | 233 History 7-12                                                  |
| Language other than English (LOTE): French EC – 12 | 610 Languages Other Than English (LOTE) French |
| Language other than English (LOTE): Mandarin Chinese EC – 12 | ACTFL Oral Proficiency Interview  
ACTFL Written Proficiency Test |
<p>| Language other than English (LOTE): Spanish EC – 12 | 613 Languages other English (LOTE) Spanish |
| Life Science 7 – 12                    | 238-Life Science 7-12                                             |
| Math 4 – 8                             | 115 Mathematics 4-8                                               |</p>
<table>
<thead>
<tr>
<th>Course</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Math 7 – 12</td>
<td>235 Mathematics 7-12</td>
</tr>
<tr>
<td>Music EC – 12</td>
<td>177 Music EC-12</td>
</tr>
<tr>
<td>Physical Education EC – 12</td>
<td>158 Physical Education EC-12</td>
</tr>
<tr>
<td>Physical Science 6 – 12</td>
<td>237 Physical Science 6-12 TExES</td>
</tr>
<tr>
<td>Science 4 – 8</td>
<td>116 Science 4-8</td>
</tr>
<tr>
<td>Science 7 – 12</td>
<td>236 Science 7-12</td>
</tr>
<tr>
<td>Social Studies 4 – 8</td>
<td>116 Social Studies 4-8</td>
</tr>
<tr>
<td>Social Studies 7 – 12</td>
<td>232 Social Studies 7-12</td>
</tr>
<tr>
<td>Special Education EC – 12</td>
<td>161 Special Education EC-12</td>
</tr>
<tr>
<td>Special Education EC – 12 and Core Subjects EC-3</td>
<td>161 Special Education EC-12, 292 Early Childhood-3, 293 Science of Teaching Reading (STR)</td>
</tr>
<tr>
<td>Special Education EC – 12 and Core Subjects EC – 6</td>
<td>161 Special Education EC-12, 391 Core Subjects EC-6, 293 Science of Teaching Reading (STR)</td>
</tr>
<tr>
<td>Special Education EC – 12 and Core Subjects 4 – 8</td>
<td>161 Special Education EC-12, 211 Core Subjects 4-8, 293 STR</td>
</tr>
<tr>
<td>Technology Applications EC – 12</td>
<td>242 Technology Applications EC-12</td>
</tr>
<tr>
<td>Theatre EC – 12</td>
<td>180 Theatre EC-12</td>
</tr>
</tbody>
</table>

For any questions related to certification requirements, please email teaching.excellence@yesprep.org.

**YES Prep Certification Incentive**

YES Prep is rewarding 24-25 new hires enrolled in Teaching Excellence Summer Cohort who obtain the following:

- **Initial Certificate (all requirements completed by August 15, 2024):** $750
- **Standard Certificate (all requirements by May 31, 2024):** $750
New To Blue Academy

New to Blue is designed to provide relevant training, onboarding, and resources to new teacher hires at YES Prep Public Schools. The goal is to ensure you have the foundational skills and tools necessary for success as you lead teaching and learning within YES Prep classrooms.

During this 8-day training you will learn about the Mindsets of a YES Prep Teacher, Lesson Preparation Expectations and provided resources, and cultural norms of YP. You will leave this training feeling ready to engage in Campus Inservice and prepare for the arrival of your YP students!

WHO ATTENDS NEW TO BLUE ACADEMY?

New teacher hires with more than 1 year of teacher of record experience.

New teacher hires with less than 1 year of teacher of record experience hired before May 7 who have yet to gain formal admission into Teaching Excellence.

New teacher hires with less than 1 year of teacher of record experience hired after May 7.

WHEN AND WHERE DOES NEW TO BLUE ACADEMY TAKE PLACE?

- Teachers with more than 1 year of Teacher of Record Experience: July 22-26, 2024
- Teachers with less than 1 year of Teacher of Record Experience: July 22 -30, 2024
- All new hires will report to campus on July 31, 2024

YES Prep Southside Secondary, 5515 S Loop E, Houston, TX 77003.

8:30-4:00 pm

WILL I GET PAID FOR ATTENDING NEW TO BLUE ACADEMY?

Yes, all staff will receive $125 per day in the form of a stipend. Stipends will be paid in early August and separate of your first paycheck.

WHAT IS REQUIRED OF ME BEFORE STARTING SUMMER PROGRAMMING?

All new hires must complete the YES Prep Talent Onboarding process and be cleared to start working. New hires will receive an official email. All new teachers with less than 1 year of teach of record experience hired after May 10 will need to complete the Formal Admission process for Teaching Excellence ACP by September 11. All new hires should plan to attend Summer Programming in July. Please refer to dates below.

WHAT IF I ANTICIPATE HAVING TO MISS SUMMER PROGRAMMING?
Attendance to Summer Programming is an onboarding requirement. Absences from Summer Programming must be approved. If you anticipate having to miss summer programming, you must notify your principal immediately. Your Principal will then complete the appropriate process to seek approval and communicate final approval or denial to you in a timely manner. Please begin to make appropriate arrangements to attend now.

**HOW DO I KNOW WHICH SUMMER PROGRAMMING I SHOULD BE ATTENDING?**

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<td><strong>New to Blue Academy</strong> (July 22-31)</td>
<td>Any uncertified teacher with less than 1 year of teacher of record experience.</td>
<td>Hired on or before May 10 BUT not formally admitted into Teaching Excellence ACP by June 7.</td>
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<td><strong>New to Blue Academy</strong> (July 22-31)</td>
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<td>Hired between May 7 and June 28.</td>
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<td><strong>New to Blue Academy</strong> (July 22-26)</td>
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Key Contact Information

New to Blue Inquiries – Tiffany Labrie, Director of New Teacher Development – tiffany.labrie@yesprep.org
Induction Inquiries – Teaching.Excellence@yesprep.org
Certification Inquiries – Teaching.Excellence@yesprep.org
Employment Inquiries – Talent@yesprep.org