

Details & Benefits

CANDIDATE REQUIREMENTS

- Bachelor's Degree
- 3.0 GPA minimum
- Interest in being a teacher

CAREER TRAINING

Training is provided by the Rutgers Alternate Route Program and is designed to help new teachers develop a professional practice steeped in researched-based instructional strategies and innovative practices. Candidates are provided with a wide variety of tools and resources, thus, helping them to build a solid foundation during the first year of their teaching careers. Candidates advance in the education profession confident in their ability to manage their classroom and teach effectively, employing all of the skills and strategies introduced during the training.

MENTORING

Candidates will receive a veteran, in-district mentor. Mentors work closely with candidates to offer professional support and feedback to help candidates succeed during their first year as teachers. In addition, they facilitate regular opportunities for candidates to observe their classrooms, enabling new teachers to see first-hand effective instructional practices introduced during training.

Are you interested in giving back to the community as a teacher but do not have a degree in education?

Diverse Teachers for Diverse Schools may be for you!

SHARLENE LAUD
Project Manager

HEATHER R. NGOMA
Project Director

Center for Effective School Practices
Rutgers, The State University of New Jersey
80 Cottontail Lane, Suite 410
Somerset, NJ 08873

[CESP.RUTGERS.EDU/ALTERNATE-ROUTE](https://cesp.rutgers.edu/alternate-route)

✉ altroute@gse.rutgers.edu

☎ (732) 564-9100 x13

RUTGERS
Center for Effective
School Practices

RUTGERS



**Diverse
Teachers for
Diverse
Schools**

An initiative of the
Center for Effective School
Practices at the Rutgers Graduate
School of Education

Helping people of color pursue teaching careers

Diverse Teachers for Diverse Students (DTDS) is driven by the expressed interests of school leaders who wish to leverage the impact of research studies which demonstrate **gains in learning for minority students when they are taught by teachers from similar backgrounds.**

The mission is to expand the representation of black and Latinx teachers in K-12 classrooms to meet the need of greater diversity in the teaching force. DTDS is the only program of its kind in New Jersey.

This initiative is funded through the Diversifying the Teacher Pipeline grant awarded by the New Jersey Department of Education.



Diverse Teachers for Diverse Schools 2019 - 2020 PARTNER SCHOOLS



Community Charter
School of Paterson



College Achieve - Paterson

**Community Charter School
of Paterson**

**Paterson Arts & Sciences Charter
School**

Passaic Arts & Sciences Charter School

**Philip's Academy Charter School
of Paterson**

DTDS Details & Benefits

OBTAIN A NJ STANDARD TEACHING LICENSE

DTDS partner schools and Rutgers Alternate Route help candidates navigate the certification requirements for obtaining a NJ Standard Teaching License, including the required NJ Instructional Certificate of Eligibility.

HANDS ON JOB EXPERIENCE

DTDS partner schools are actively seeking to diversify their teaching staff. Candidates recruited through the DTDS initiatives are presented to partner schools for special consideration as applicants for hire as a teacher.

COMPENSATION

As a teacher in a partner school, candidates typically receive \$50K plus health benefits. In addition they may be eligible for loan forgiveness benefits, special discounts on cars and insurance, home-buying assistance through special programs, and a host of other cost of living discounts for teachers.

COSTS

Candidates will need to pay their own certification expenses. However, DTDS participants hired by schools receive special scholarships to help defray the cost of associated training and mentor fees.