

What is the Rocky Mountain Prep Fellowship?

The fellowship is a teacher certification program that gives aspiring teachers the chance to work in a Rocky Mountain Prep classroom full-time while also going to graduate school to earn their Colorado teaching license and Master of Arts in Teaching degree. Each fellow is paired with an experienced lead teacher who coaches them throughout the year and provides a model of excellent instruction. The fellowship provides the theoretical and practical knowledge teachers need as well as real-time teaching in front of students.

What is Relay Graduate School of Education?

Relay was established in 2011 as a partnership between Hunter College's Teacher U and three charter networks in New York City (Achievement First, KIPP, and Uncommon Schools). Relay is nationally accredited by the Middle States Commission on Higher Education (MSCHE) and the Council for the Accreditation of Educator Preparation (CAEP).

What credentials do I receive after completing the Fellowship/Relay Residency program?

After your first year in Relay, you receive your initial Colorado Teaching License. After your second year in Relay, you receive your Master of Arts in Teaching degree (MAT).

Is the license I receive from Relay transferable to other schools in Colorado and other states?

Yes, the teaching license you earn entitles you to teach at any school in Colorado. If you choose to move to another state, you will need to go through the reciprocity process in order to transfer your licensure. All teachers, regardless of the organization through which they received their license and training, need to go through the reciprocity process when they move to a new state.

When will I receive my first paycheck?

You will receive a partial paycheck in July 2023 for the two weeks of Rocky Mountain Prep “base-camp” training that occur in July. You will receive your first full paycheck on the last business day of each month, starting in August 2023. For fellows, the monthly paycheck is roughly \$2700 minus withholdings for taxes, benefits, and retirement.

How much does Relay cost?

The total for the two years is \$12,000. RMP directly pays Relay tuition for employees enrolled in the two-year MAT residency program. Participants must still fill out and apply for Americorps funding. RMP covers the costs after Americorps funding.

How do I apply to Relay?

After you've accepted a job with RMP, we notify Relay that we have hired you and they will reach out with application instructions. There are several steps:

1. Complete the online application
2. Send an official undergraduate transcript to Relay
3. Have a reference complete the online recommendation form
4. Register for and complete the Praxis Test (see below)

Failure to apply to Relay in a timely manner could lead to dismissal from RMP. All fellows **MUST** be part of the Relay Residency Program.

Do I need to take the Praxis Test?

Yes. As soon as you have been hired by RMP you will need to register for and take the Praxis. If you are a K-5 fellow, you will take the Praxis 5901 Test: Elementary Education - Multiple Subjects. If you are an ECE fellow, you will take the Praxis 5024 Test: Education of Young Children. You will need to take the test within ~2 months of being hired. Failure to do so could result in the loss of your position in the fellowship. You must pass this test in order to receive your Colorado license.

When does the fellowship start?

There will be a one-week summer term with Relay in mid-July. All RMP staff report to work at the end of July. Fellows will receive roughly 3 weeks of professional development before students arrive. Fall classes with Relay start at the end of August. (Exact dates TBD)

What does the teaching responsibility look like for a fellow?

At the beginning of the year, fellows will be leading small groups and some short whole group lessons. Fellows will also lead transitions, monitor lunch/recess, assist with assessments, and complete other duties as assigned. By the end of the year, fellows will be teaching (either whole group or small group) at least 50-75% of the day and leading one full day per week. This is flexible and contents/teaching time will vary depending on school need.

Fellows are also our in-house substitute teachers and get many opportunities to sub for their homeroom class as well as other grade levels and classes. Subbing is integral to the development of strong teachers. We do provide subbing support as necessary, especially at the beginning of the year.

Check out this [sample schedule](#) for more info!

What is the weekly time commitment for K-5 fellows?

- At least 45 hours per week at RMP, often more
- 2 hours of evening class at Relay
- 2 hours of Deliberate Practice at Relay
- 2-5 hours of online module work
- Roughly 50-55 hours per week total

The RMP school day runs for roughly 8 hours, with 1-2 hours of PD or meetings after school per week. Bell times differ based on campus and busing schedules.

What is the weekly time commitment for ECE fellows?

- At least 45 hours per week at RMP, often more
- 2 hours of live online class one evening per week
- 2 hours of Deliberate Practice at Relay
- 2-5 hours of online module work
- Roughly 50-55 hours per week total

The RMP school day runs for roughly 8 hours, with 1-2 hours of PD or meetings after school per week. Bell times differ based on campus and busing schedules.

What are the dates for the RMP school year?

RMP has an extended school year. Staff starts in mid-July and the school year goes until early-June.

What is the difference between the ECE fellowship vs. the K-2 and the 3-5 fellowship?

There are 3 main differences:

Placement: ECE fellows are placed in Pre-K or kindergarten classrooms only during their fellowship year. K-2nd fellows will be placed in K, 1st or 2nd grade classrooms. 3rd-5th fellows will be placed in 3rd, 4th or 5th grade classrooms.

If you chose to apply for multiple jobs, we will take that into account when placing you (for example, you apply to both the k-2 and the 3-5 fellowship we could place you in any grade level k-5th grade.)

Licensure: ECE fellows earn their Birth-Age 8 license. K-5 fellows earn their K-6 Generalist license

Time Commitment: ECE fellows dedicate two evenings per week to Relay coursework—one evening for Deliberate Practice and one for class.

What support do I receive from RMP?

As a fellow, you will be placed in a classroom with a lead teacher for an entire year. In certain cases, fellows may spend six months with one advisor, then have a different advisor in the same grade level for the last half of the year. This is to give the fellow more experience in different contents in departmentalized grades. That lead teacher (your advisor) will be your instructional coach. You will meet together weekly for coaching debriefs.

You will also receive live-coaching from your advisor, school administrators, and the Director of Fellow Development. You will attend RMP-specific professional development sessions throughout the year to receive training on our academic curriculum, classroom management, and other topics.

What benefits do I receive from RMP?

The fellowship salary is \$52,000 beginning in August of your employment plus additional hourly pay for your time during training in July. It includes access to full benefits — medical, dental, and vision.

Does RMP help with housing and relocation?

RMP does not provide relocation stipends. We do try to provide ways for future fellows to connect as potential roommates, but all fellows are responsible for finding their own lodging if they are moving to Denver.

What happens after the Fellowship year?

In the spring of your Fellowship year, you will go through the internal hiring process (if you would like to stay at RMP for the following school year). Fellows can move into two different roles:

Associate Teacher (AT)

As an AT you would be paired with a lead teacher, similar to the fellowship year. However, you would take on more responsibility from the beginning of the year. This role is more of a co-teaching role than the fellowship, with the AT teaching roughly 40-50% of the day starting in Quarter 1. ATs can also be called on to cover classrooms for extended periods of time (i.e. paternity/maternity leave) or become lead teachers if another lead teacher leaves mid-year for any reason. Fellows hired as ATs make \$36,000-37,000 (varies based on bilingual stipend.)

Lead Teacher

As a lead teacher, you would have your own classroom or you would be a specials teacher. Specials include, science, art, dance, PE and music. Specials vary by campus. Fellows hired as leads make \$58,000-62,000 (varies based on bilingual stipend, Title I, or hard to fill position.)

What are the Relay Gateways?

Gateway #1: Mindsets and Expectations

Residents will demonstrate key mindsets of high expectations, personal responsibility, intentionality, continuing improving effectiveness, humility, and respect, as well as the professionalism standards of attendance, punctuality, responsibility, preparation, response to feedback, and engagement.

Gateway #2: Classroom Management & Engagement

Residents will be able to manage behavior by applying techniques to ensure positive engagement in the classroom while also responding appropriately to misbehavior and management challenges to keep students on track. Residents are assessed on their management and execution in the context of a simulation and informal observations from both Relay faculty and Resident Advisors.

Gateway #3: Introducing New Material

Residents must demonstrate proficiency in introducing new material to ensure they are able to clearly plan and deliver content. Residents will be expected to plan and clearly deliver content while addressing key points and misconceptions.

Gateway #4: Teaching a Full Lesson

Residents will be observed teaching a lesson in their schools to determine their readiness for the increased gradual responsibility and ability to run a classroom the following year. They will demonstrate proficiency in teaching a full block without assistance and ensure that students are moving toward mastery. While Gateway 4 will be scored on a number of rows, Residents must prove proficiency in checking for understanding and executing student practice in order to pass Gateway 4.

Gateway #5: Full-Time Teaching Placement

In conjunction with the partner schools, it will be determined if Residents are ready to be hired as full-time teachers for Year 2. Schools are invited to make their decisions earlier but should have a final decision by this time.