

Entrepreneur in Residence Program

NewSchools Venture Fund (NewSchools) is pleased to introduce its inaugural Learning to Teach Entrepreneur in Residence Program in partnership with Teach For America. In the summer of 2013, we are inviting up to two individuals or up to two teams of two from Teach For America's Alumni network to become Entrepreneur(s) in Residence (EIRs) and spend from six to ten months laying the groundwork for a new organization that will prepare teachers for schools in low-income communities. The EIR is a unique position that enables new education entrepreneurs to spend time early on in their idea generation stage, developing fresh solutions and incubating innovations that will transform the field of teacher preparation.

NewSchools is a nonprofit venture philanthropy firm that identifies and supports promising entrepreneurs, helping them to build strong organizations that will improve public education, especially in underserved communities. We are focused on transforming the preparation of beginning teachers in America, connecting preparation to the real world of outstanding classroom practice and holding both training programs and individual teachers accountable for their classroom impact.

Disrupting the Teacher Preparation Market

NewSchools is aiming to profoundly disrupt the current teacher preparation market by unleashing talent in generating bold, innovative solutions where the primary focus is on developing new teachers who are able to make student growth gains of at least one year from their first year as a classroom teacher. We are well-positioned to support efforts to transform teacher preparation. We already have advanced several disruptive models, including two new graduate schools of education and alternative teacher preparation programs. And, our track record goes beyond our deep partnerships with entrepreneurs. We have helped to create federal policy to support innovative models, and have established the leading convening of innovators, which includes traditional institutions of higher education as well as entrepreneurs, and actively fosters the wide-scale adoption of promising practices.

The Challenge & Opportunity

The single most important school-based factor in a child's education is the quality of her teachers—so important, in fact, that a series of good teachers can overwhelm the potent effects of poverty. Yet our schools of education are manifestly failing to prepare teachers for today's classrooms. It is no wonder that Secretary of Education Arne Duncan has called for a “sea change” in the way we prepare new teachers. A majority (62 percent) of first-year teachers report feeling unprepared for the classroom. By using curricula that are disconnected from the realities of the classroom and setting low standards for program entry and completion, traditional preparation programs are failing aspiring teachers and their students. In view of this vital challenge, NewSchools realizes this is an unprecedented opportunity to create a market in which districts and charter organizations are empowered to make educated choices of new teaching talent, preferentially hiring teachers who have been through preparation programs with rigorous standards for program entry and completion based on demonstrated effectiveness. We refer to the field we will foster as Professional-Practice Teacher Preparation (PPTP).

Need Ideas for Teacher Preparation

We are actively pursuing social entrepreneurs who are in the early stages of designing and implementing solutions that can address the root causes of teacher preparation at a systemic scale. As part of Professional-Practice Teacher Preparation, we believe the following key components make for effective teacher training:

- **Performance Orientation:** A multi-measure approach to evaluating program and participant effectiveness across all grades and subjects, with a strong emphasis on using student growth data.
- **Rigorous Selection Model:** A rigorous, multi-measure process for assessing candidates that selects for attributes linked to success as a teacher of record.

- **Practice-Based Curriculum:** An integrated curriculum that arms participants with general and content-specific knowledge, where intensive classroom training and curriculum delivery occur simultaneously and are mutually reinforcing.
- **Reinforcing Support:** The provision of classroom-based support by strong instructional leaders, where program and school-level support are aligned through a teacher's second year as a teacher of record.

We will invest in entrepreneurs who are just beginning to generate their concepts and organizations, whose models align with the characteristics above, and whose progress we believe we can accelerate. Ideal candidates include entrepreneurs who are:

- Designing new teacher preparation programs and taking a performance-based approach to preparing teachers for high-need areas, such as the STEM disciplines, rural communities and blended learning environments.
- Developing ways to scale teacher preparation content through online avenues including the potential for massive open online courses (MOOCs).
- Exploring the development of new tools that can:
 - simulate teaching "at-bat" practice of core teaching practices in the classroom
 - efficiently evaluate the candidacies of prospective teachers
 - access video examples of teaching practice to analyze easily one's own teaching practice
 - connect novice teachers with experienced, effective mentors and coaches
 - evaluate reliably the impact of novice teachers

Partnering with NewSchools

NewSchools identifies promising ventures and provides high-touch support and hands-on management assistance to early-stage education entrepreneurs who are poised to make a dynamic, sustainable impact on public education. By joining NewSchools, entrepreneurs also find an invaluable network of support and advice from partners, ventures and alumni ventures as they grow their ventures to scale.

The Day-to-Day

While with NewSchools, the Learning to Teach EIR will have the opportunity to develop a business plan, receive support from our team of experienced staff and incubate their early-stage ventures in a supportive environment. The daily schedule varies and depends on the needs of the entrepreneur. Weekly activities include:

- Sharing ideas and getting feedback on them from the NewSchools team
- Researching best practices and networking with potential customers;
- Receiving customized management assistance and mentorship from NewSchools and Teach For America in troubleshooting challenges and forming a strong foundation for your venture;
- Learning from other pioneers (other founders and funders) in the field by spending time with NewSchools' existing portfolio organizations like the Relay Graduate School of Education, New Teacher Center, the Urban Teacher Center, Match Charter Sposato School of Education/Match Teaching Residency
- Participating in meetings on other potential investments. Learning about various markets, business models and companies.

Benefits

We will offer a stipend annualized at \$80,000 for the residency, (or \$100,000 for 2-person partnerships). The EIR can work from any of NewSchools offices located in Oakland, Boston and Washington, DC. In addition, these are other benefits our EIR will enjoy:

- Full health insurance benefits, including vision and dental
- Professional development stipend (up to \$1500)
- Supportive work environment that emphasizes learning through iteration and innovation
- Invitation to the annual NewSchools Education Summit in May– a premier, invitation-only event featuring top practitioners and thinkers working to transform education in underserved communities through innovation

Criteria

Applicants must meet the following criteria to be eligible to apply for the residency:

- Must be a Teach For America Alumnus
- Must have an original idea to transform teacher preparation
- Must be in start-up phase. To be considered a start-up, the organization may have been in operation for up to two years. Applicants who have only worked on their organization on a part-time basis or have yet to start the organization are generally considered eligible
- Must intend to form a venture that is independent and autonomous and not part of an existing organization

Top Candidates

Applications for the residency are evaluated on several criteria to assess both the strength of the applicants as well as the strength of the idea. Applicants should demonstrate passion, resilience, leadership and a vision for their long-term impact in transforming teacher preparation. Ideas with the greatest potential will also be evaluated for their: direct impact on teacher preparation, potential to produce catalytic impact in the field, and their ability to scale and be sustainable over the long-term.

Application Process:

The selection process is highly competitive.

Step 1: Submit Statement of Intent

Candidates will be invited by Teach for America and NewSchools to submit a Statement of Intent online and email their resumes to NewSchools by 5 PM PST on April 5, 2013.

Step 2: 1st Round Interview

Candidates advanced to the first round will take part in phone interviews scheduled between April 15 - April 25.

Step 3: 2nd Round Finalist Interviews

Finalists will be notified if they have advanced to second round interviews by May 3 and asked to prepare a brief, Venture Prospectus detailing their idea. These in-person interviews will be held in Oakland, California, between May 22 - May 24. NewSchools will provide travel and lodging for interview day.

Step 4: Join NewSchools as our Entrepreneur in Residence

The 2013 NewSchools – Teach For America EIR will be announced on June 7 and begin the residency as early as July 15, 2013.

2013 Application Cycle:

- March 5: Application period opens. Application: http://www.surveymonkey.com/s/EIR_2013Application
- April 5: Applications due by 5 PM PST
- April 15 – April 25: Interviews Round 1
- May 3: Finalists contacted
- May 17: Finalist Venture Prospectus emailed to NewSchools by 5 PM PST
- May 22 – May 24: Finalists Interviews Round 2
- June 7: EIR announced
- July/August: EIR begins residency with NewSchools

For questions or more information on the Learning to Teach Entrepreneur in Residence Program, please email Susan Cheng at scheng@newschools.org

Frequently Asked Questions:

Eligibility

How does NewSchools define a "startup"?

To be considered a start-up, the organization may have been in operation for up to two years. Applicants who have only worked on their organization on a part-time basis or have yet to start the organization are generally considered eligible.

I am creating a new project within an existing organization. The new project will be completely under my control and direction. Am I eligible?

No. To be eligible for consideration, the program must be independent and autonomous. It cannot be under the management of another organization. It cannot depend on another entity for funding or access to funds.

My organization has a fiscal sponsor. Am I still eligible to apply?

Yes. The EIR will create an autonomous organization. However, as fiscal sponsors generally only provide support and do not exert control over organizational decisions, you are still eligible for a fellowship so long as this applies to your situation.

My project is structured as a for-profit organization. May I apply?

Yes, as long as you meet our other eligibility criteria.

What's the time commitment?

If you are awarded the residency, you are expected to commit full-time (40 hours/week) to your organization. In other words, you will not be able to continue in your current full-time employment if you accept this residency.

Do I need to have 501(c)(3) status before I can apply for a residency?

No, you do not need to establish 501(c)(3) status or register your organization before you apply.

I have never run a social enterprise before. May I still apply for the residency?

Yes. NewSchools identifies and supports talented, early stage entrepreneurs.

My organization was founded by several people. Can we all apply for the residency?

No. Only two founders may apply per organization. As a result, please choose two, at most, to represent your organization in the application process.

I'm a Teach For America Alum but my co-founder is not. Can we still apply for the residency as a team?

Yes, as long as at least one founder on the team is a Teach For America alum.

Application Process

What kind of person makes a good candidate for the EIR program?

Successful candidates are bold, innovative problem solvers who are determined to improve the way educators are prepared to teach and to impact student learning in classrooms. They are relentless in their desire to make a substantive difference in teacher training and are driven by a commitment to children and a belief that all students can achieve at high levels. They have a past record of accomplishment that indicates they can initiate and implement an ambitious plan meeting the highest standards of ethical behavior. Finally, successful applicants will have exceptional entrepreneurial drive, proven impact and influence skills, strong analytic and conceptual thinking abilities.

In order to be eligible to apply for the EIR program, at what stage in development does my initiative need to be?

The purpose of the EIR program is to provide opportunities for promising education entrepreneurs to develop new solutions to improving teacher preparation in the United States. Candidates may propose initiatives that are in the conceptual or early stages of development. Candidates may also be further along in their work but need additional support to fully develop and launch their ventures. All successful candidates will have compelling visions for dramatically bettering the education of underserved students; they will also have the entrepreneurial skills necessary to succeed.

What experience do I need to apply? Are you looking for people in a certain age group or geographic region?

The EIR program is open to Teach For America alumni of all ages, backgrounds and experience levels and to applicants from cities/regions, both urban and rural, and states across the U.S.

Should I apply as an individual or as a partnership?

NewSchools provides the option to apply as a single person or as a two people. Both partners must individually be able to work full-time (40 hours per week) for the duration of the residency and be clear co-founders and co-leaders in the organization.

May I attach supplemental materials to my application or submit them to your office?

No. Any extraneous materials submitted will be discarded immediately and not reviewed. We will not accept or review any other documents (e.g., letters of inquiry, business plans) in lieu of the online application.

What's my employment status as an EIR?

Entrepreneurs are full-time employees of NewSchools while they are in residency. They are eligible for full health insurance benefits, including vision and dental. The residency is a full-time responsibility: EIRs may not have additional employment, consulting contracts, or other professional responsibilities.

Does an EIR's idea for a new initiative remain their intellectual property during the residency or does the idea become NewSchools' property?

EIR's ideas and initiatives are their own. EIRs own their initiatives and are ultimately responsible for the success of

their initiatives. Upon completion of their residency, the EIR has no ongoing responsibility to NewSchools; however, it is NewSchools' expectation that the EIR will continue to lead the initiative that he or she incubated and developed with its support. There is a potential for NewSchools to invest seed funding into the venture after the incubation period ends, depending on the status of the venture.

What type of training and support is provided through the EIR program?

EIRs will receive professional and financial support to develop and launch their ventures. EIRs will receive mentoring from the NewSchools partner who oversees all human capital investments as well as spend time on the ground learning from the CEOs and Founders of teacher preparation ventures in our portfolio. Support will take different forms including: introductions to education leaders, policy makers, community leaders, local media and potential funders, advice and support on developing a fundraising strategy; advice and support in organizational development, including structure, governance, and accountability issues. Training will also include an additional \$1500 professional development stipend.

What happens after I submit a Statement of Intent online?

All candidates who submit a Statement of Intent online will receive an email confirming receipt of their materials. Successful candidates who advance to the first round interviews will be contacted by April 12 to schedule a phone interview the following week.

Who makes the final selection of residents?

NewSchools Venture Fund, in consultation with Teach for America Social Entrepreneurship and Innovation, will make the final decision on the EIR selection.

Will NewSchools share any information submitted by applicants with anyone not part of the review process?

No. All information submitted to NewSchools by applicants will be kept strictly confidential.