

Program Continuum

RECRUITMENT ••••• SELECTION & PLACEMENT ••••• TRAINING & ONGOING SUPPORT ••••• ALUMNI NETWORK

BECAUSE THE CHALLENGES FOR OUR TEACHERS ARE SO GREAT and the stakes for our students so high, we are extremely selective in whom we accept to the corps. For the 2005 corps, for example, Teach For America selected approximately 17 percent of 17,000 applicants. Those admitted to Teach For America have demonstrated the characteristics that we've found it takes to excel as a teacher in low-income communities and ultimately to assume positions of influence in our country.

TEACH FOR AMERICA'S SELECTION CRITERIA

Our selection model is built around internal studies of the skills, experiences, approaches, and characteristics that are common to corps members who lead their students to dramatic academic gains. We are not looking for a single profile such as certain past experiences or certain GPAs. Rather, we seek through our admissions process to gain a holistic view of each candidate in order to find evidence of the following characteristics:

Achievement	Achieves ambitious, measurable results
Perseverance	When challenged, remains optimistic about own ability to reach goals through effort and works through obstacles purposefully and relentlessly
Critical Thinking	Makes thoughtful linkages between cause and effect
Organizational Ability	Juggles multiple projects/tasks successfully
Influencing/Motivating	Moves others to action
Respect for Others	Assumes the best about people, especially people in low-income communities
Fit with Teach For America	Believes our mission of eliminating educational inequity is attainable and wants to work toward it relentlessly

SELECTION PROCESS

Candidates complete an online application available on our website. Teach For America prescreens all candidates on the basis of their written application and invites the most promising candidates to an interview day. The interview day consists of a sample teaching lesson and reflection, a group discussion around education-related challenges, a written problem-solving exercise, and a personal interview. Our acceptance rates are not based on a set number of "spots" in Teach For America; rather, we accept all applicants who meet our selection criteria.

PLACEMENT

Applicants indicate their preferences for regional sites, grade levels, and subject areas on interview day. Teach For America works to meet these preferences while meeting districts' needs and adhering to district and state requirements. In 2004, Teach For America placed 99 percent of accepted applicants in one of their highly preferred or preferred sites. Currently, 88 percent of corps members are placed in a school with at least one other corps member, which fosters a sense of community and enables them to collaborate on projects and support each other's professional growth.

Teach For America places corps members in 22 regions most profoundly impacted by the gap in educational outcomes. More than 80 percent of the students we reach qualify for free or reduced-price lunch, and all of the districts we serve are classified as "high-need" local education agencies by the federal government. The overwhelming majority of our students (95 percent) are African-American or Latino.

2004 Corps Profile

Average GPA: 3.5
Average SAT: 1310
Held leadership roles on campus: 93%
People of color: 31%

To learn more, visit us online at www.teachforamerica.org or contact us at 1-800-832-1230.