**FIRST YEAR TEACHERS AS INTERNS:**

**A WINNING HR MODEL**

Crofton House School introduced a teacher intern program eight years ago as a way to better support our teachers and the learning needs of our students. It has evolved from 2 intern positions to eight positions this year.

**The details:**

* A teacher intern at CHS is a teacher who has recently completed his or her teaching qualifications and has no teaching experience beyond the required practicums
* The contract is for one year only (September - June)
* The hours are generally 8:00 a.m. – 3:30 p.m.
* The current compensation is approximately $32,000 with no benefits
* We currently employ 2 interns in our Early Childhood Education Centre (JK – SK); 4 in our Junior School (grades 1 – 7); and 2 in our Senior School (grades 8 – 12) in Physical Education & Athletics and Outdoor Education
* Their hours and roles differ somewhat amongst the 3 programs
	+ Early Childhood Education Centre

The hours of work are from 9:30 a.m. to 5:30 p.m. when students are at school. Responsibilities in addition to teaching and support include running our After School Program from 3:30 – 5:30 p.m.

* + Junior School

The hours of work are from 7:50 a.m. to 3:50 p.m. when students are at school. Responsibilities in addition to teaching and support include participating in co-curricular program and a commitment to 5 days a month to supervise the after school homework club until 5:30 p.m.

* + Senior School (PE/Athletics and Outdoor Education)

Hours are 8:00 a.m. to 3:30 p.m. when students are at school. Responsibilities in addition to teaching and support include participating in one extra co-curricular activity and approximately 20 over night grade-wide outdoor education trips

**Strengths of our Program:**

* Teacher Interns are licensed teachers so can be left in charge of the students
* A very strong candidate pool so we can be very selective
* Our teachers grow as mentors and the interns bring youth and enthusiasm to our classrooms
* Most of our interns have found full-time teaching positions following their internship

**What we would not do again:**

* Hire a mature first year teacher as an intern
* Ask an intern to cover a class for an extended leave
* Hire an intern for all departments in the senior school
* Hire interns before late April/early May
* Compensate for teacher-on-call coverage separate from the base salary

**Quotes from our Teacher Interns:**

* “The opportunity to become part of a school community, become involved in a wide variety of classes and extra curricular activities, and collaborate with other teachers has been incredibly valuable for me as a new teacher.”
* “As a teacher intern, I have many opportunities to collaborate with experienced, talented teachers. I also have the time, resources, and support to develop my own materials and unit plans. It’s an ideal combination for professional development.”
* “Students are engaged, capable, and cooperative, and my colleagues are welcoming and collaborative. I love working with everyone at Crofton House.”