

Master Teacher Attrition

With 2000 Master Teachers in the US Program by August 2001, the Intel® Teach to the Future program approaches a magnitude equal to the certified staff of a large school district. Annual teacher turnover is a normal phenomenon in school districts for a variety of reasons, such as career change, retirement, family relocation and illness. Attrition of Master Teachers is inevitable in a program this size.

In return for the benefits provided by this program, LEAs agree in writing to support participant teacher training for at least 20 teachers per Master Teacher. Loss of a trained Master Teacher affects the LEA's ability to attain this commitment.

Actions in response to Master Teacher attrition:

1. LEA or MT notifies either RTA or ICT. RTA immediately notifies ICT (or ICT immediately notifies RTA).
 - ICT halts any unpaid MT stipend and/or ICT grant payment (made in behalf of the Bill & Melinda Gates Foundation) in appropriate amount.
2. RTA notifies Program Manager and Diana Burda of anticipated attrition.
3. RTA communicates to LEA the following options for replacement of lost MT and works to find a reasonable solution:
 - Another MT in the affected District may deliver a training to make up for the lost MT, with Intel® materials and stipend provided. The following steps below may be used in combination with this option.
 - The LEA may recruit a replacement MT candidate to be trained in the next available MT training and Teacher Leadership seminar. Any travel and lodging expenses for MT participation in these trainings are the responsibility of the LEA. Following successful completion of these trainings and contracting as an MT, the replacement MT will fulfill the remaining commitment to train PT's.
 - If the LEA fulfills the commitment of the dropped MT then all hardware and software donations made to the dropped MT (by Intel and ICT in behalf of the Bill & Melinda Gates Foundation) remain in the district for use in the classroom of the replacement MT. Any additional costs to transfer this equipment to the classroom of the replacement MT (electrical, networking, furniture, other) are the responsibility of the LEA.
 - The LEA may propose another option for consideration on a case-by-case basis.
4. If options presented in step 3 above are not acceptable to the LEA, RTA communicates the following consequences of MT dropout and works to find a reasonable solution:
 - Return all Intel® hardware and software donations.
 - Unpaid MT stipend and ICT grant payments (made in behalf of the Bill & Melinda Gates Foundation) will be withheld.
 - Discount PC program opportunities will be cancelled.
 - MT dropout will be communicated to Teacher Leadership Seminar coordinator at ICT for tracking LEA fulfillment of the terms of the donation acceptance agreement.

RTA Tracking in response to Master Teacher Attrition:

RTA collects information from LEA/MT to get a good sense of why the MT dropped from the program and capture lessons that could be learned to minimize future MT drops. Communicate this data to Program Managers and RTA's