A+SCHOOLS
OF NORTH CAROLINA

QUESTIONS AND ANSWERS: A+ FELLOWS

Q: Who are the A+ Fellows and what do they do?

A: A+ Fellows include PK-12 teachers of all disciplines, special areas teachers, arts teachers, special needs teachers, administrators, college professors, and teaching artists who work as a network to conduct professional development (PD) for A+ schools and A+ partner organizations. Using this "practitioner model" for professional development allows A+ Fellows to continually practice what they teach and teach what they practice. They also serve in an advisory capacity for the A+ network and participate in special projects in areas including the pre-service training of teachers and arts-in-education advocacy work.

Q: What are the criteria for becoming an A+ Fellow?

A: A+ Schools of North Carolina is interested in establishing a long-term, mutually beneficial relationship with each A+ Fellow. Although some A+ Fellows teach in A+ schools, many work in other settings. Most importantly, they all demonstrate a commitment to the A+ philosophy through their professional practice and are interested in further developing their own capacity to share this with others.

In addition, A+ Fellows must have a strong understanding of school culture, learning environments, and educational practices as well as demonstrated presenting and facilitation skills for large and small groups of adults, including strong oral communication and active listening skills. Fellows also need strong technology skills as much work and planning involves email, Dropbox, Google docs, video conference calls, webinars, and more.

Q: What does A+ Schools of N.C. expect from A+ Fellows?

A: Fellows are expected to help advance the mission of A+ Schools and to set goals for their own personal and professional development. They do this through their own professional practice and through planning for and conducting A+ professional development. A+ Fellows are able to make varying levels of time commitments, but it is critical that they invest in themselves and in A+ to help develop both to their full capacity.

Although working as an A+ Fellow is a part-time role, it is expected that each Fellow will work at minimum two PD events during the school day (working more than two events is highly desirable) during the school year, plus summer work. In addition, Fellows should attend the A+ Fellows' meetings that happen on weekends three times per year. In order for A+ Fellows to work during the summer, they are expected to attend the Fellows Spring Planning Meeting. Fellows who are unable to attend two Fellows planning meetings in a row may be considered inactive. Fellows are also expected to respond in a timely manner to A+ emails, requests for information, and deadlines, and to participate in Fellows-specific webinars and special events.

Q: How much time is required of an A+ Fellow?

A: When the opportunity is available, A+ Fellows are expected to work during the school day/school year as well as during the summer for school-based PDs and conferences in N.C. or other states. There are often more work opportunities for those who prefer more work. Invitations to work are based on school needs and Fellows' availability, location, expertise, and regular participation in A+ network activities.

Fellows are invited, as needed, to contribute to the work of the A+ network through task-focused or event-oriented opportunities. This type of work varies and A+ Fellows

are selected for these opportunities based on event need and Fellow availability, location, skills, and expertise.

A+ Fellows attend two weekend meetings each year (Sat. and Sun.) — one in the winter and one in the spring — as well as a one-day meeting each fall (Sat. only). The mid-winter meeting focuses on the professional development of the Fellows. The spring planning meeting generally focuses on preparation for summer conferences and institutes. The fall meeting serves as an opportunity for feedback and debriefing of summer work and re-connection.

Q: What are the benefits of becoming an A+ Fellow?

A: Most A+ Fellows report the greatest benefit to being a member of the A+ network is the interaction with like-minded peers. The opportunity to collaborate with creative, energetic professionals provides a rich environment for personal and professional growth. They also see A+ Schools of N.C. as a way to make a difference in whole-school reform and in the lives of children.

In addition, A+ Fellows report that every A+ event offers them personal and professional development. Sometimes, Fellows partake in specific development just for them, but most often, personal development happens from being part of a learning, adapting, collaborative team.

Q: How are A+ Fellows compensated for their service to the program?

A: Depending on the activity, expertise, or service — and each Fellows' experience in the program — A+ Fellows are paid a range of stipends for their involvement. The following outline covers most situations:

- A+ Apprentice Fellows are currently paid $275/day plus expenses and mileage at state government rates to observe or assist experienced A+ Fellows in professional development or summer institutes during their apprenticeship.
- Experienced A+ Fellows are currently paid $550 per day and $275 for half-days, plus expenses and mileage at state government rates to prepare and lead workshops and other professional development. The daily rate is based on the number of contact days/hours of PD. All planning and travel time is included in the Fellows daily rate.
- When a Fellow is asked to serve as the lead Fellow for a team, they receive an additional $50 per day and a $100 team lead stipend to compensate for their additional responsibilities.
- Special projects or events are negotiated with Fellows as the opportunities become available.
- Fellows are currently paid a small stipend for attending the three Fellows meetings. Mileage, overnights, and some meals are also covered for Fellows meetings.
- All Fellows are considered consultants and as such are required to complete a W-9 form and a contract with the Department of Natural and Cultural Resources and are responsible for filing their own taxes.

Q: What else do I need to know?

A: There is additional information on the "Become an A+ Fellow" page on the A+ Schools website. Make sure to check out all of the documents and details. If you still have questions, just ask. Becoming an A+ Fellow is a journey we hope you will find to be energizing and reflective, creative and transformative, fun and enjoyable!