**Alternative Teaching Contract/**

**Building Leaders in Urban Education**

The Alternative Teaching (ATC)/Building Leaders in Urban Education (BLUE) Contract is an opportunity for new hire teachers, who do not currently have a Master’s degree, to earn one while teaching for Des Moines Public Schools. The contract also provides an additional $1300 to a starting yearly salary.

**About ATC/BLUE**

For the first 3.5 years as an ATC/BLUE teacher, you will attend 180 minutes of district directed professional development (PD) every month. This PD is district directed and requires the teacher to dedicate time between sessions for application and reflection. The PD is directly connected to Iowa’s eight teaching standards and supported by Marzano Instructional Framework, which provide ATC/BLUE teachers with comprehensive support.

Teachers in their first three years will be evaluated each year by a team consisting of their principal and two others, usually all certified evaluators. ATC/BLUE teachers will also be assigned a support team consisting of three people that are not assigned evaluators, providing them additional onsite support.

Teachers in years four through eight will be evaluated each year by their principal or vice principal and will be allowed one transfer within the eight years.

**Master’s Degree**

* Participants will begin taking masters classes during the second half of the fourth year.
* Participants will continue to take classes for the next two years, completing their Masters of Science in Education: Culturally Responsive Leadership and Instruction.
* Once they graduate, ATC/BLUE participants will complete years seven and eight on the ATC/BLUE contract, fulfilling the requirements of the program.

**Change of Plans**

If a teacher needs to opt out of ATC/BLUE at any time during the eight year period, they will have the option to submit a request to the Chief of Human Resources explaining their circumstances. The requests will be reviewed on a case by case basis.

If a teacher opts out of ATC/BLUE after starting a master’s program, they will be required to pay back any related expenses to the district.