## **Journeyworker Selection, Training, and Compensation**

## **Overview**

## Journeyworkers (i.e., mentor teachers or supervising practitioners) are a crucial component of the RTAP model. Journeyworkers should be carefully selected by the LEA in accordance with state requirements and a set of shared expectations established with the EPP.

## Journeyworkers must:

* Be full-time employees within the Apprentice’s employing district[[1]](#footnote-2)
* Have at least three full years of experience under an appropriate Initial or Professional license
* Have received a rating of proficient or higher in their most recent evaluation
* Have demonstrated positive impact on student outcomes (particularly with students from historically marginalized groups and communities)
* Be able to model evidence-based instructional practices, including anti-racist and culturally and linguistically sustaining practices
* Be able to provide candidates with high-quality feedback and evaluation that prepares them to be effective, anti-racist, and culturally and linguistically sustaining teachers
* Be able to effectively and equitably support candidates of all races, ethnicities, identity groups, and backgrounds
* Commit to meeting the employing district and EPP’s expectations of the role, including relevant RTAP journeyworker training and professional development

## **Journeyworker Selection**

Describe the process that will be used to identify, select, and match candidates with journeyworkers that meet the expectations above.

*Response should not exceed 500 words.*

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## **Journeyworker Training and Support**

All RTAP journeyworkers in Massachusetts are required to take part in DESE-provided training. This includes a Summer Institute, Bi-Annual Virtual Convening, and monthly Professional Learning Communities.

[ ]  Our LEA understands and can commit to this expectation.

## **Journeyworker Compensation**

All journeyworkers must be sufficiently compensated for their expertise, training participation, and mentoring time. DESE grant recipients will be required to commit to a $10,000 minimum stipend.

While this minimum is recommended for all RTAPs, non-grant recipients may select an alternate amount as deemed feasible and appropriate.

[ ]  Our LEA understands and can commit to this expectation.

Please describe the compensation structure for journeyworkers.

*Response should not exceed 500 words.*

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1. For Commonwealth charter schools, supervising practitioners must meet all relevant Educator Qualifications for their position, as outlined in Charter School Technical Advisory 20-1: Educator Qualifications in Commonwealth and Horace Mann Charter Schools, have at least three full years of experience and have achieved a summative performance evaluation rating comparable to Proficient or Exemplary on their most recent evaluation [↑](#footnote-ref-2)