



## **A+ Fellows Questions & Answers**

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

**A:** A+ Fellows include PK-12 teachers of all disciplines, arts teachers, special needs teachers, administrators, college professors and teaching artists who work as a network to help guide the A+ Program and conduct professional development 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:** The A+ Program is interested in establishing a long-term, mutually beneficial relationship with each A+ Fellow. Although many of the A+ Fellows teach in A+ schools, many work in other settings. Most important is that 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, including strong oral communication and active listening skills. Fellows also need strong computer skills as much work and planning involves email, dropbox, google docs, conference calls, webinars and more.

### **Q: What does the A+ Program expect from A+ Fellows?**

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

In order for Fellows to work during the summer, they are expected to attend the Spring Fellows Planning Meeting. Fellows that are unable to attend two planning meetings in a row may be considered inactive. In addition, Fellows are 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 A+ Fellows?**

**A:** When the opportunity is available, Fellows are expected to work during the summer at A+ institutes or conferences in NC or other states. There are often more work opportunities for those who prefer more work. Fellows also have opportunities to conduct professional development during the school year. 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 Network through task-focused or event-oriented opportunities. This type of work varies and, again, Fellows are selected for these opportunities based on event need and Fellow availability, location, Fellows' skills and expertise.

A+ Fellows attend 2 weekend (Sat. and Sun.) meetings each year, one in the mid-winter and one in the spring. The mid-winter meeting focuses on the professional development of the Fellows. The spring planning meeting generally focuses on preparation for summer professional development and institutes.

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

**A:** Most A+ Fellows report that 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 the A+ Program 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 will cover most situations:

- Apprentice A+ Fellows are currently paid \$250/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 \$450/contact day (in-state) and \$500/contact day for work out-of-state, plus expenses and mileage at state government rates to prepare and lead workshops and other professional development. Occasionally, Fellows are paid a half-day rate for faculty meetings or other short professional development sessions.

- When a Fellow is asked to serve as the Lead Fellow for a team, they receive an additional \$50 per contact day to compensate for their additional responsibilities.
- Special projects or events are negotiated with Fellows as the opportunities become available.
- The daily rate is based on the number of contact days/hours. All planning and travel time is included in the Fellows daily rate.
- Fellows are not paid a stipend for attending the two Fellows meetings, participating in webinars or other Fellows-specific activities. However, mileage, meals and overnight accommodations are reimbursed as needed.
- All Fellows are considered consultants and as such are required to complete a W-9 form and a contract with the Department of 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 our 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 that we hope you will find to be energizing and reflective, creative and transformative, fun and enjoyable!