

Teachers of Tomorrow (TOT) Recruitment Incentive Program 2016-2017 Program Details and Eligibility Requirements

The Teachers of Tomorrow Recruitment Incentive Program offers eligible newly-hired teachers **\$3,400 for each year** of service at a Teachers of Tomorrow school, for **up to four consecutive years** (totaling up to \$13,600).

This program is designed to encourage talented, newly-hired educators to teach where they are needed the most.



What are the Requirements for TOT recipients?

1. Be a **newly hired, full-time**, certified classroom teacher.
2. Have **no prior full-time teaching experience** in NYC Department of Education schools.
3. Have **not benefited from DOE financial assistance** to obtain certification.
4. Serve for a **full year** in a **TOT-eligible school** (no break in service).
5. **Return** to that school the following fall.
6. Receive an **Effective or Highly Effective rating**.

~Please see page 2 for more details on the eligibility requirements for TOT recipients~

Which Schools are Eligible for TOT?

Please review the [current list of 2016-2017 TOT schools¹](#) or visit <http://teachnyc.net/your-career/financial-incentives>

Please direct questions to: teachersoftomorrow@schools.nyc.gov

¹ TOT is contingent on annual funding provided by NYSED, and the list of TOT-eligible schools is updated annually. School eligibility in one year does not indicate eligibility in subsequent years.

Detailed Eligibility Requirements

In order to be eligible for a TOT award, you must meet all of the following criteria:

1. Be a newly hired, certified classroom teacher (no prior employment as a full-time teacher with NYC public schools prior to the 2016-17 school year). If this is your first year of TOT eligibility, you must have been hired at an eligible school between November 1, 2015 and October 31, 2016 to qualify.
2. Hold transitional, provisional, conditional initial, initial, professional, or permanent NYS certification in the area for which you are teaching. Teachers with internship certification are ineligible.
3. Have not benefited from any DOE program that provides financial assistance in obtaining certification, such as:
 - New York City Teaching Fellows
 - Teach for America
 - Success Via Apprenticeship
 - Start Urban Teacher Residency
 - New Visions Urban Teacher Residency
 - Lincoln Center Scholars
 - NYC Teaching Collaborative
 - Jose P Loan Forgiveness Program
 - Scholarship Program
4. Serve in an eligible school indicated on the TOT school list as a full-time, appointed teacher. To verify participating locations, please review the [current list of 2016-2017 TOT schools](#).
5. Complete one full school year (September-June) of teaching and **return to the same school** the following year.² Teachers who take a leave of absence during the school year are ineligible. (Teachers hired at any point during the school year will be eligible for a TOT award once they have completed one full year of service.)
6. Receive an "Effective or Highly Effective" rating for the 2016-17 school year (or "Satisfactory" for those individuals who will not be evaluated on a 'HEDI' rating scale).
 - This change is due to new state guidance, based on the new teacher evaluation and development system in New York City as required by Education Law 3012-c.
 - Teachers who did not receive an "Effective or Highly Effective" rating in their first year of teaching are still eligible to receive the award for the subsequent three years if they improve their overall rating to Effective or Highly Effective in their second year.

Notes to all potential Teachers of Tomorrow participants:

- 2016-2017 candidates will be notified of their preliminary eligibility for the award by the end of the 2016-2017 school year.
- Eligible TOT recipients should expect to receive their TOT award in December 2017. Payment may be delayed if recipient is not registered for direct deposit.

To review the current list of 2016-2017 TOT schools and to stay up to date on the latest information regarding the TOT Initiative, please visit:

<http://teachnyc.net/your-career/financial-incentives>

Please direct questions to: teachersoftomorrow@schools.nyc.gov

² Each year, the TOT office will perform a check to see that teachers are active in the following school year at the same school as of 10/31 before processing payout.