

Creating a New Generation of Leaders in Education



THE INSTITUTE FOR RECRUITMENT OF TEACHERS was founded in 1990 by Kelly Wise, current executive director of IRT and former dean of faculty at Phillips Academy, with a mission to “deepen the pool of talented minorities entering the teaching profession in our country.” The institute was designed to increase the number of African American, Latino/a and Native American students pursuing advanced degrees for teaching, counseling and administrative careers so the pool of potential faculty members at both the K-12 and university levels will become more diverse.

In 2004, the institute reaffirmed its commitment to eradicating racial disparities at all levels of education and selecting outstanding college students and graduates from diverse backgrounds who are committed to these ideals. The institute aims to reduce over time the critical underrepresentation of minority groups on the faculties of schools and colleges, as well as to address the attendant educational consequences of these disparities. Providing positive role models to youth, the institute serves the related goals of supporting school and campus environments.

The IRT sponsors two programs:

THE SUMMER WORKSHOP

Each year, 30 interns are selected by the IRT to participate in an intense four-week summer workshop at Phillips Academy after their junior or senior year of undergraduate study. The workshop typically runs for the month of July; interns and faculty work together nine hours each day, six days a week. Included in the workshop are

seminar discussions, writing conferences, films, debates, practice teaching sessions, and presentations by nationally known educators, scholars, poets and artists.

During the Summer Workshop, interns engage a graduate-level curriculum of critical, cultural and educational theory, prepare for the Graduate Record Examination (GRE) and work on statements of purpose that will become part of their graduate school applications. At the end of the third week in July, the IRT hosts its annual Recruiters’ Weekend, attended by more than 60 academic deans and graduate admissions representatives from consortium institutions who are eager to speak with potential candidates about their programs.

The institute recruits students from colleges and universities across the nation. Participants receive a \$1,200 stipend, travel expenses and room and board.

THE ASSOCIATE PROGRAM

The Associate Program is geared toward undergraduates and recent college graduates who otherwise are engaged during the summer in study-abroad activities and research.

“Thank you, IRT, for giving me the opportunity of a lifetime. Not only has returning to school provided me with the pedagogy needed to teach effectively, but my experience in the classroom at Simmons College and now teaching sixth-graders has made me realize my purpose and increased my desire to educate.”

—Zariahna Russell '02



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Phillips Academy
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www.andover.edu/irt
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Specifically, the director and IRT staff will

- counsel as to which graduate programs within the consortium are appropriate for the candidate's academic background and goals, selecting at least 10;
- duplicate supporting materials provided by the candidate and send the completed application package to his or her selected consortium schools;
- assist with fine-tuning statements of purpose;
- advocate for each student's admission to consortium graduate schools; and
- endorse each student's candidacy for fellowships and assistantships.

Applicants to the Summer Workshop and Associate Programs must

- major in the humanities, social sciences, mathematics or education;
- have earned an undergraduate grade point average (GPA) of 3.0 or higher; and
- seriously consider a teaching, counseling or administrative career at the K-12 or university level.

"IRT is not obligated to perform the life-changing work that it does. The staff does it because they recognize a critical need for good educators and they identify those of us who have the desire to change the world through teaching."

—Jaronda Miller '99



Consortium Commitment

A consortium of 43 universities is pledged to recruit IRT graduates and seek financial aid for qualified applicants. Because most application fees are waived, the IRT estimates that each applicant to graduate school saves at least \$800 in fees. IRT students have enjoyed remarkable success gaining entry to many of our country's top graduate programs, earning master's and doctoral degrees, and securing jobs as K-12 and college teachers, professors, counselors and administrators. More than 90 percent of students have received a full tuition waiver and partial-to-full fellowship funding for up to six years of graduate study.

"IRT is a very worthwhile opportunity for students aspiring to move on to a reputable graduate program, particularly if one desires to make a career in education with the specific goal of giving back to our youth through teaching. If given the opportunity to be an IRT intern, do take full advantage of this opportunity!"

—Jonathan Davidson '97

Institute for Recruitment of Teachers Consortium Colleges and Universities

Boston College
Boston University
Brandeis University
Brown University
City University of New York
Columbia Teachers College
Columbia University
Cornell University
Duke University
Emory University
Harvard University
Howard University
Michigan State University
New York University
Princeton University
Purdue University
Rice University
Rutgers University
Simmons College
Southern Methodist University
Stanford University
Tufts University
University of California at Berkeley
University of California at Davis
University of California at San Diego
University of Chicago
University of Connecticut
University of Maryland/College Park
University of Maine

"The IRT attracts students who hope to meld their love of learning with a desire for social change. These future educators will address current and nagging problems that plague American classrooms today. They are committed to giving back and making a difference."

—Kelly Wise,
Executive Director

University of Michigan
University of New Hampshire
University of North Carolina/Greensboro
University of Notre Dame
University of Pennsylvania
University of Rhode Island
University of Rochester
University of Southern California
University of Texas/Austin
University of Vermont
University of Virginia
Washington State University
Washington University, St. Louis
Yale University

How to Apply

Application deadline: April 1.
A personal interview and early applications are highly recommended.

For an application or more information, please visit us online at <http://www.andover.edu/irt>.

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