

FSD3 Recruitment Strategic Plan

Come Teach With Us!

Strategies

Employee Benefits

Alternative Certification
Programs

Internship Certification

Leadership Academy

Strategic Staffing Incentive





Employee Benefits – Giving Florence Three A Competitive Edge

- Exploring Mileage Reimbursement
- Exploring House Purchase
- Day Care for District Employees

Alternative Certification

Carolina Transition to Teaching is a residency graduate program designed for professionals that hold an undergraduate degree in a field other than education. During the 18-month program, Carolina Teaching Residents will be provided both professional and financial support as they are immersed in the experience of teaching while simultaneously pursuing a Master's Degree in Education.

Carolina Transition to Teaching

- Engage in summer institutes with a STEM focus
- Enroll in a full-time Master's Degree program with online and face-to-face courses taught at local schools
- Engage in professional learning experiences connected to local school contexts
- Co-teach alongside a classroom teacher mentor
- Receive guided coaching and support from College of Education Faculty and school-based mentors
- Achieve South Carolina Teacher Licensure through [Carolina Collaborative for Alternative Preparation \(CarolinaCAP\)](#) – Elementary Education
- Main Street Elementary



Internship Certification

Paid Student Teaching Internships

- The Internship certificate is available to an eligible teacher candidate who is currently enrolled in a State Board of Education-approved educator preparation program in South Carolina and has been approved by the college or university for participation in an internship program.
- The candidate must have completed all academic and bachelor's degree requirements, with the exception of the teaching internship, as well as all certification examination requirements.
- The certificate will be issued for up to one year, and must be requested by the employing school district.





FSD3 Leadership Academy

FSD3 Leadership Academy

The mission of FSD3 Leadership Academy is to develop a cadre of assistant principal leaders who possess the skills needed to become quality and daring leaders that will provide safe schools focused on effective instruction, effective and efficient organizational management, trust, positive relationships, and strong partnerships with parents and the community.



Aspiring Principal Academy



Aspiring Assistant Principal
Academy



Aspiring Instructional Leaders
Academy

Strategic Staffing Incentive



Up to \$5,000.00 Bonus

- Evidence of Successful Teaching Experience
 - \$1,000.00 Payout in August*
 - For individuals who have documented evidence
 - \$2,000.00 December
 - \$2,000.00 May
- Evidence of Excellent Classroom Management Skills
- Evidence of Excellent Attendance
- Main Street Elementary & Dr. Ronald E. McNair
- Up to \$400,000 per year for the bonus and benefits
 - Pending approval using ESSER funds