Project Goal & Methodology

By promoting the shared goals of Operation Socrates and the **Perris Union High School District** to support military service members and veterans to become K-12 teachers. Candidates will receive resources, career counseling, and guidance support towards becoming K-12 teachers.

Operation Socrates Services

1. **Veteran Mentorship —** Complementary guidance and mentorship to military service members and veterans. Operation Socrates candidate advisors who are fellow military veterans who have transitioned into teaching, meet with and counsel service members and veterans who are interested in teaching. Advisors will help student veterans determine the teaching content, subject area, and grade level they would like to teach at the **Perris Union High School District.**

2. **Review of Military Experience Towards Teaching –** Operation Socrates advisors meet with student veterans to determine the skills they have learned and developed in the military and how they transition into the career of teaching. Additionally, advisors assess if any of the veteran's military training or certificates have the potential to assist with or earn teacher certification or access to other teaching opportunities.

3. **Professional Development and Networking Assistance –** Advisors provide counseling and guidance within the teaching profession to student veterans. They offer guidance on teacher leadership modules, career pathways, professional development opportunities, career networking, and networking with other military veteran teachers and veteran service organizations.

Operation Socrates - DoD Skillbridge Internship Scope of Collaboration

1. **Internship Application and Interview Process—** Operation Socrates personnel review candidate resumes, and experience, and conduct initial interviews. Once candidates have been approved by Operation Socrates, they are sent to the **Perris Union High School District** representative for school district acceptance and interviews. All candidates must have a bachelor's degree or be actively working towards a degree to be accepted into the internship program.

2. **Internship Dates –** Interns can accept 90, 120, or 180-day internship lengths that are pre-approved by their command. Internships occur at the end of their military service contract to assist with the ease of transition into the civilian workforce. The service member's end-of-service date will determine their internship start date. Service members are allowed to work during summer school hours at the school district's discretion. Service members are also allowed to coach or participate in after-school activities.

3. **Internship Framework–** The most common model of the internship is First 1/3 of the internship is spent observing the mentor teacher to gather an understanding of the classroom routines and procedures, it is up to the school district how they specifically

want to utilize their interns. Followed by 1/3 of the internship working to support individual or small groups of students. The final 1/3 of the internship is spent taking a more active leadership role in the classroom. The minimum goal by the end of the internship is for the intern to successfully plan and develop a lesson, teach a lesson, and effectively teach a classroom under the direct supervision of the mentor teacher. If and once the school district feels comfortable, they can begin utilizing the interns as substitute teachers after the midpoint of the internship.

4.   **Intern Mentors —** Interns are paired up with a mentor in their preferred subject and grade level, if possible, for the duration of the internship. Interns may have multiple mentors and rotate between them at the school district's discretion. Many school districts pair their interns up with other military veterans who can help translate terminology and military experience into teaching.

5.   **Partnership Success Meetings –** TBD as needed to gauge success and determine additional support opportunities.

6.   **Pay –** Interns are still on active duty and receiving their salary and benefits. There is no financial obligation to the hosting school district.

7.   **Hiring –** At the end of the internship school districts can offer employment positions to the interns if interns meet the qualifications and positions are available. If no positions are available or the school district is not a good fit for the interns, then the school district can advise the interns of other possible teaching opportunities in their network.

8.   **Background Check & Fingerprinting** – It is the responsibility of the school district to conduct their standard background and fingerprinting checks which they use in their district.

9.   **Termination –** This Agreement may be terminated by either Party, for any reason, during the life of this Agreement, by giving thirty (30) days' notice to the other Party. Said notice shall be in writing and shall be delivered to the addresses listed for the Parties. Either Party retains the right to terminate this Agreement for convenience at any time.

10. **Confidentiality**– Contractor and all personnel designated by Contractor to perform under this Agreement shall maintain the confidentiality of all information received while providing the Services and/or Products. This requirement shall extend beyond the effective termination or expiration date of this Agreement.

11. **Term –** This agreement will commence o/o January 17, 2024 and terminate on January 16, 2027, unless terminated pursuant to section 9 of the Agreement.

Non-Discrimination

The parties agree not to discriminate on the basis of religion, race, creed, national or ethnic origin, sex, age, handicap, political affiliation, sexual orientation, disability or veteran status. Operation Socrates is open to ideas and requests outside of the project plan to best support your school district's teacher recruitment and education initiatives.

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