



## ELIGIBILITY REQUIREMENTS

The IRT seeks applicants who are seriously considering a career as a teacher, counselor, administrator, or professor at the K–12 or university level who meet the following requirements:

- College juniors, seniors, or graduates, including students currently or previously enrolled in a master's degree program
- Those with an undergraduate or master's degree major in the humanities, social sciences, math, education, or computer science
- Undergraduates who have earned a grade point average of 3.0 or above (on a 4.0 scale)
- Graduate students who have earned a grade point average of 3.5 or above (on a 4.0 scale)

## APPLICATION MATERIALS

- Online application
- Unofficial transcripts
- Resume/CV
- Three letters of recommendation
- Skype interview

Applications are due **March 1**—note new date! Visit [irt.andover.edu](http://irt.andover.edu) to access the online application. Early applications are highly recommended.



Photos by Gil Talbot and Jessie Wallner

Phillips Academy's Institute for Recruitment of Teachers (IRT) empowers talented underserved and underrepresented future educators to teach and serve as leaders in American education because diversity is essential to excellence.

The IRT addresses the lack of diversity in the nation's teaching faculties by recruiting outstanding students of color and other scholars committed to diversity, counseling them through the graduate school application process, and advocating for sufficient funding for advanced study. IRT graduates have enjoyed remarkable success securing jobs as K–12 teachers, counselors, and principals, as well as professors, university administrators, and deans.

**"The IRT's work is more important than ever.**

**For our nation to emerge from the well-documented educational crisis, we desperately need the leadership of the diverse, passionate, and thoughtful educators who have been touched by the IRT experience."**

—Dr. Stephen Zrike Jr., IRT '01  
Receiver, Holyoke Public Schools



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Phillips Academy  
**ANDOVER**

## TAKE THE NEXT STEP

# Apply to graduate school through the IRT



**Institute for Recruitment of Teachers**

A Phillips Academy Outreach Program



## THE BENEFITS

**The IRT Associate Program makes applying to graduate school faster, easier, and less expensive.**

Are you seriously considering a career in education? Outstanding students of color and other scholars committed to diversity are invited to apply to our Associate Program. At no cost to you, the IRT's experienced staff will help you:

- Clarify your career goals, investigate graduate programs, and create a target list of graduate schools
- Apply for partial/full tuition waiver, save on application fees, and secure grants and other funding
- Meet admissions representatives and academic deans from our consortium during Recruiters' Weekend
- Connect with the IRT's growing nationwide alumni network (#IamIRT)

## PROGRAM DETAILS

Designed to assist college juniors and seniors, university graduates, and working professionals, the IRT Associate Program provides:

- Extensive online and phone counseling
- Individualized support as you choose a graduate school program and apply to our consortium of renowned colleges and universities (see panel at right)
- Personalized and interactive advising in editing statements of purpose, resumes, and writing samples
- 10–12 application fee waivers (an estimated savings of more than \$1,000)

### Attention College Juniors and Seniors!

Apply to the IRT Summer Workshop—a paid residential internship on the Phillips Academy campus in July. The workshop provides:

- GRE prep, statement of purpose workshops, and practice interviews
- Exposure to graduate-level curriculum comprising critical, cultural, and educational theory
- Opportunities to develop pedagogical and teaching skills and facilitate seminar discussions while working alongside IRT summer faculty

Upon completion of the four-week workshop, interns *automatically* become members of the IRT Associate Program and eligible for all program benefits.

## THE CONSORTIUM

Come meet more than 60 admissions reps and academic deans at the IRT's private graduate school fair in July! The IRT will help you apply to at least 10 graduate programs.

Approximately 90 percent of IRT participants have received a full tuition waiver and partial or full fellowship funding for up to six years of graduate study.

Boston College  
Boston University  
Brandeis University  
Brown University  
Columbia University  
Columbia University Teachers College  
Cornell University  
Duke University  
Emory University  
George Washington University  
Harvard University  
Michigan State University College of Education  
New York University  
Northwestern University  
Princeton University  
Purdue University  
Rice University  
Rutgers University  
Stanford University  
Tufts University  
University of Arizona  
University of California/Berkeley  
University of California/Davis  
University of California/San Diego  
University of Chicago  
University of Connecticut  
University of Maine  
University of Maryland/College Park  
University of Michigan  
University of New Hampshire  
University of Pennsylvania  
University of Rhode Island  
University of Rochester  
University of Southern California  
University of Vermont  
University of Virginia  
University of Wisconsin/Madison  
Vanderbilt University  
Washington State University  
Washington University in St. Louis  
Yale University



**“Through the IRT’s rigorous training and support, I refined my vision of educational excellence, and I have a renewed confidence to pursue it. The IRT’s summer workshop marked my entrance into a legacy—a legacy of transformative educators who have made social justice their life’s work.”**

—Chris Walkes, Summer Workshop Intern, IRT '17

**“I am one of hundreds of students for whom the pursuit of graduate education would have been impossible without the IRT’s assistance in securing for me fully funded packages toward my master’s and PhD degrees.”**

—Alexandra Cornelius-Diallo, IRT '91  
Assistant Professor of African and Africana Studies,  
Florida International University