

Proposed EPP Supervisor Load/Compensation

Approved 11.16.16

Over the past several years, the Educator Preparation Program at Winthrop has transitioned to a year-long internship as a capstone experience. While this does not necessarily mean candidates remain in the same placement for the entire academic year, it does require a common “pre-Internship” experience for both Internship I and Internship II. The increased time in the school changes candidate preparation and performance and thus warrants examination of the university load and compensation model. A recent survey of university supervisors (faculty and adjunct) also confirms a need to consider modifications to the current model wherein a 3-hour course load for faculty equates to 10 Internship I candidates and 4 Internship II candidates. Adjunct supervisors are paid per intern at \$225 per Internship I candidate and \$450 per Internship II candidate.

According to supervisor input, the average time required to supervise an Internship I student is approximately 14 hours. For Internship II, the time commitment is closer to 17 hours. This includes all work involved in supervision (attending meetings, reviewing lesson plans, conducting observations, etc.) with an average travel distance of 20 miles one-way. When equating these hours to the model for course preparation and delivery (3-hour course = 45 semester contact hours x 3 additional preparation hours) and taking into account that each intern presents individual needs (lowering the total hour expectation) the following model is suggested:

Faculty Supervision

INTERNSHIP I		
Credit Hours	# of Interns	Total Hours
1	3	42
2	5	70
3	7	98

INTERNSHIP II		
Credit Hours	# of Interns	Total Hours
1	2	34
2	4	68
3	6	102

Adjunct Supervision

Considering the changed responsibilities and assessed time commitments for Internship I and Internship II, payment per intern is changing to **\$350 per Internship I candidate and \$400 per Internship II candidate**. This pay scale aligns with the average pay for adjunct teaching and recognizes the fact that preparation for these internship courses is reduced (due to common syllabi, assessments, and procedures). The following table identifies the credit hours, contact hours, and hours/week for use of ePAFs.

Adjunct Compensation	Number of Interns	Student Course Credit Hours	Student Course Contact Hours	Supervisor Average Hours/Week	Supervisor Total Work Hours/Semester
Internship I	1	1	1	1	14
	2	1	1	2	28
	3	1	1	3	42
	4	1	1	4	56
	5	1	1	5	70
	6	1	1	6	84
	7	1	1	7	98
Internship II	1	9	9	1	17
	2	9	9	2	34
	3	9	9	3	51
	4	9	9	5*	68
	5	9	9	6	85
	6	9	9	7	102

*Note: "Supervisor average hours per week" are calculated as such to align total work hours between Internship I and Internship II.

Note: The above model is for general use by EPP units. Considerations made for travel, special intern situations, edTPA evaluation etc. may be reflected in the number of interns per load requirement. However, when considering such changes, attend to the number of contact/preparation hours by load. For example, to reduce load by *one* intern due to travel equates to 14-17 actual hours (ensure the necessary travel warrants such a reduction). Other considerations include (a) expected time commitment for faculty is 3 hours a week per 1 credit hour course (45 hours over 15 weeks), therefore, 90 hours for two credit hours and 135 hours for 3 credit hours; and (b) edTPA portfolio scoring will move to external scoring beginning spring 2018, therefore will not be considered as part of faculty load.