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

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
• Official transcripts
• Resume/CV
• Three letters of recommendation
• Skype interview

Applications are due March 1—note new date! Visit irt.andover.edu to access the online application. Early applications are highly recommended.

Photos by Gil Talbot and Jessie Wallner
**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)

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.

**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.

- 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
- 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

**APPLICATIONS DUE MARCH 1**

irt.andover.edu