

# TEP



# Talent. Equity.

# Teaching at TEP

Featured in The New York Times, The Wall Street Journal and on 60 Minutes for its radical investment in teachers and its outstanding results.



EARLY CHILDHOOD  
ELEMENTARY SCHOOL  
MIDDLE SCHOOL



**TEP aims to re-imagine the teaching profession as a place where teachers prioritize their own growth—as pedagogical experts, content specialists, intellectual seekers, and community leaders.**

TEP is designed and structured around the belief that great teachers are the key to achieving educational success for students. TEP is uniquely focused on attracting and retaining world-class through its 3 R's strategy:

**RIGOROUS QUALIFICATIONS**

TEP teachers demonstrate:

- Teaching Expertise and Experience
- Expert Subject-Area Knowledge (5th–8th) and/or Experience with Younger Students (K–4th)
- Ability to tailor curriculum to the needs of students
- Outstanding Verbal Ability

**REDEFINED EXPECTATIONS**

TEP believes that students are best served by teachers who make their own continued growth a central priority, so we've redefined the teacher's work-day, work-year, and career arc to provide ample time, space, and support for teachers to maximize their own growth.

**REVOLUTIONARY COMPENSATION**

TEP teachers are valued in a way that matches the redefined expectations set for them – which means a genuine investment in teacher compensation.

- \$140,000 annual salary for all Master Teachers
- \$90,000–\$100,000 annual salary for Teaching Fellows
- Annual Bonus for Master Teachers

