Welcome to the Golden Apple Scholars of Illinois

Congratulations on the continuation of your journey as a Golden Apple Scholar. We have high expectations for you as we ensure that you are well prepared to help thousands of students in your collective future achieve their potential.

This handbook is intended to serve as both a guide and a resource, providing you with a clear understanding of the policies and procedures of the Golden Apple Scholars Program. As a Golden Apple Scholar, you are dedicated to becoming a highly effective teacher in a school-of-need in Illinois for a minimum of five years. This handbook details the basic tenets and requirements of the program.

We expect to prepare you to positively and significantly impact the lives of students across Illinois. We thank you for aspiring to this high level of service, where students need you the most.

As you realize your dreams, you will provide your future students the opportunity to realize theirs too.

Alicia Winckler
Chief Executive Officer, Golden Apple Foundation

Alan Mather
President, Golden Apple Foundation

For more information on Golden Apple, please visit www.goldenapple.org
Golden Apple Foundation of Illinois
Scholar Policies and Procedures Handbook Table of Contents

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Golden Apple Foundation Programs

Golden Apple's mission is to inspire, develop and support teacher and school leader excellence, especially in schools-of-need.

NURTURING ASPIRING TEACHERS
Golden Apple Scholars of Illinois

DEVELOPING TEACHERS & LEADERS
Mentoring Program
STEM Institute

RECOGNIZING EXEMPLARY EDUCATORS
Excellence in Teaching Awards
Teachers of Distinction Awards
Golden Award for School Leadership
Leaders of Distinction Award

Golden Apple programs provide critical, evidence-based development throughout a teacher's professional career.

www.goldenapple.org
Transforming Teachers and Teaching

Mission Statement: At Golden Apple, our mission is to inspire, develop, and support teacher excellence in Illinois, especially in schools-of-need. Because the critical contributor to student achievement is the quality of the teacher in the classroom, Golden Apple provides exceptional, evidence-based preparation and development for teachers at all stages of their careers. Through our innovative programs offering method, resources, and mentorship, we work to transform teachers and teaching, enriching both student and teacher lives.

History
Founded in 1985, Golden Apple strives to advance the teaching profession at critical phases of educators’ careers by: 1) recruiting and preparing aspiring teachers, 2) developing current teacher practitioners and school leaders, and 3) recognizing exemplary educators.

Golden Apple honors outstanding teachers each year, through the Golden Apple Awards for Excellence in Teaching, and exemplary principals with the Golden Apple Award for Excellence in Leadership - generously sponsored by the Stanley C. Golder family. Golden Apple award recipients are master teachers and leaders, highly engaged in many aspects of Golden Apple programming, thus ensuring that the organization can sustainably recognize, engage, and leverage the best educators to support and develop the next generation of teachers.

Since its inception in 1989, the Golden Apple Scholars of Illinois program has created partnerships with primary and secondary schools, universities, governmental agencies, and community organizations. In 1993, the program expanded statewide, providing more Scholars the opportunity to develop into excellent teachers for classrooms in schools-of-need throughout the state.

Purpose of Scholars Program
The purpose of the Golden Apple Scholars of Illinois program is to recruit and prepare high school graduates and college undergrads that have the promise for successful careers as excellent teachers for students in schools-of-need across Illinois. In the Scholars program, master teachers provide appropriate methodology and subject matter through Summer Institutes, academic supports, and mentoring during the first years of teaching to inspire Scholars to develop the skills and knowledge required to excel in the profession.
Scholar Outcomes

As a result of this program, Scholars:

● Grow their future students’ learning to help them reach their full potential;
● Demonstrate instructional best practices while meeting the diverse learning needs all students;
● Serve to facilitate civic leadership in their classroom, school, and community;
● Personalize learning to meet the unique needs of all of their students;
● Develop an awareness of their own identity and how it impacts others;
● Build collaborative relationships and work effectively as a team member;
● Demonstrate professionalism in the classroom and school community;
● Commit to being lifelong learners; and
● Improve educational outcomes for students.

Golden Apple Expectations of Scholars

The State of Illinois, philanthropic organizations, corporations, many generous individual donors, and partnerships with districts and schools collectively provide funding for our Scholars program.

Because the Scholars program is supported in part by state funding, changes in this funding could alter or remove aspects of the program, including the amount of the scholarship provided to Scholars. Regardless of changes in funding or scholarship, all Scholars are expected to complete the commitment to teach in a school-of-need in the State of Illinois for at least five years.

Expectations for Scholars include meeting requirements from Golden Apple, the university the Scholar attends, and the State of Illinois. If for some reason any one of these requirements is not met, a Scholar may be exited from the program.

Rules and requirements from the State are available on the ISAC website at: https://www.isac.org/isac-gift-assistance-programs/golden-apple-scholars-of-illinois-program/index.html
Golden Apple, University, and State of Illinois Requirements:

**Before Induction**
- Meet all incoming GPA and Testing Requirements;
- Provide an approved State or Government Issued Photo ID;
- Be a U.S. Citizen, a legal resident of Illinois, or eligible non-resident such as an actively enrolled DACA student;
- Provide an official copy of a Birth Certificate AND a Social Security or Permanent Resident Card or Non-expired DACamentation;
- Sign ALL contracts, promissory notes, and University Transcript release forms;

**While an Undergraduate**
- Reside in Illinois (i.e., Scholar and his/her legal guardians’ must have an Illinois permanent address throughout the acquisition of their Undergraduate degree);
- Earn a minimum 2.5 GPA for each term (on a 4.0 scale) (Please note Golden Apple does not round GPA in any case);
- Maintain a Cumulative GPA of at least 2.5 (on a 4.0 scale) throughout one’s undergraduate preparation (Please note Golden Apple does not round GPA in any case);
- Submit grades and transcripts (official or unofficial) at the conclusion of each term (Tuition for following semester will NOT be released without a qualifying transcript from the prior semester);
- Meet eligibility requirements to receive teacher licensure at a partner university (Please note that some of the university GPA requirements may be higher than the requirements by the Golden Apple Scholar Program and MUST be followed to remain “On Track” as a Scholar);
- Remain “On Track” with coursework to be a licensed teacher in the State of Illinois (30 hours entering sophomore year; 60 hours junior; 90 hours senior);
- Successfully complete ALL requisite Summer Institutes;
- Successfully complete Student Teaching at your University;
- Pass and submit evidence of your successful completion of the EdTPA (i.e., the Teacher Licensure pre-requisite examination and requisite evidence);
- Graduate from a partner university within 6 years;

**For Placement**
- Submit all resumes and “pre-placement” documents to Golden Apple BEFORE interviewing for and accepting your first Teaching position;
- Earn Illinois Teacher Licensure and submit Illinois Educators Identification Number (IEIN) to Golden Apple;

**While Teaching**
- Meet and confer with your Golden Apple mentor on not less than 3 occasions each year, during your first 2 years of teaching;
- Submit employment verifications for each of the first 5 years of teaching by the Fall deadline;
- Submit a copy of your formal teacher performance evaluation for each of your first five years of teaching; and
- Teach in a school-of-need (as defined by Golden Apple) within Illinois for at least 5 years within the first 7 years of obtaining your undergraduate degree.
Communication Expectations
Golden Apple Scholars are required to keep current university and home addresses, non-university email addresses, and phone numbers on file with the Foundation. Any changes are to be reported within 10 days to Ann Rowell at (Rowell@goldenapple.org). It is essential that Scholars maintain open and frequent communication with Golden Apple throughout their undergraduate and teaching careers.

Scholars are responsible for submitting materials to the Foundation throughout their undergraduate and teaching careers. These documents include but are not limited to:

- Unofficial transcripts at the culmination of each term;
- Signed Code of Conduct and Policy Book Agreement on an annual basis;
- Final unofficial undergraduate transcripts;
- EdTPA Score Page;
- Resume and Cover Letter;
- Illinois License Number (IEIN);
- Employment Verification Forms; and
- Teacher Evaluation Summative ratings for the first five years of teaching.

Additionally, Scholars are to respond appropriately to all Golden Apple communications within two business days to practice and promote professional expectations. Failure to respond after several attempts will result in an Out-of-Compliance notification and may result in an Exit from the program. Golden Apple encourages Scholars to be proactive in their communications in order to build agency and professionalism.

Consequences of Non-Compliance with Regard to Transcripts, Behavior, and Requirements
Scholars found to be “Out-of-compliance” due to lack of communication, failure to submit documents, or any violation of the Scholar Code of Conduct are at risk for change of status up to and including expulsion from the Golden Apple Scholar Program. Scholars who do not submit term transcripts by the appropriate deadline will not qualify for tuition assistance the following term regardless of GPA standing.

Consequences of Non-Compliance with Regard to Funding Payback
There are financial consequences if a Scholar does not fulfill the contracted commitment entered into with the Golden Apple Foundation. If a Scholar fails to complete his/her commitments and is expelled from the Program, the Tuition Assistance afforded the Scholars converts into a student loan to be repaid with interest. The collections process is largely managed by the Illinois Student Assistance Commission - which must charge interest in accordance with the collection of all student loans.

For each completed year of effective teaching in an approved school-of-need as a full-time teacher in Illinois, 20% of the tuition assistance distributed is forgiven.

Scholars enter the Golden Apple contract with an understanding that the benefits of participating in the Golden Apple Scholars of Illinois program can only be offered and sustained as sufficient funding is received from the state. Please see the Scholar Contract for full obligations and details.
Definition of a School-of-Need
In order to fulfill their commitment to the Golden Apple Foundation, Scholars must teach at a school-of-need in Illinois. The Golden Apple Foundation uses two criteria to designate schools in Illinois as “of need”: an economic definition and an academic definition. Each is helpful to identify underserved schools whose students would benefit from Golden Apple Scholars on faculty.

The economic definition of an Illinois school-of-need is as follows: An Illinois school that has 30% or more students receiving free and reduced lunch, according to the School Report Card from the Illinois State Board of Education on https://www.illinoisreportcard.com.

The academic definition of a school-of-need is as follows: An Illinois school in which the combined percentage of its students who approached, met, or exceeded state standards is less than or equal to 60% according to the School Report Card from the Illinois State Board of Education on https://www.illinoisreportcard.com.

Scholar Status
While in the Scholars Program, Scholars are assigned a “status” as an indicator of the state of compliance of that Scholar with all requirements of the Golden Apple Scholars Program. All Scholars start as Undergraduates “On Track” - which means that the Scholar is comporting with all requirements to complete the Program successfully. A Scholar’s status may change throughout the Undergraduate and Post-Baccalaureate experience based on circumstances including the ones described below.

On-Track:
- A Scholar stays On-Track as long as the Scholar:
  - Is making sufficient progress towards graduation and teaching, earning a term and cumulative GPA of 2.8 or above (please note that Golden Apple does not round GPAs);
  - Submits all requisite documents requested by the Program by the deadlines specified;
  - At all times, adheres to the professional standards set by the Scholars Program;
  - Participates effectively in all requisite Summer Institutes; and
  - Graduates with his/her undergraduate degree within education within 6 years.

On Watch:
- A Scholar is placed “On Watch” for academic concerns if the Scholar has a term or cumulative GPA between 2.5 and 2.79.
  - The Scholar will be contacted by the Director of Academic and Social Supports to discuss targeted supports and possible next steps to ensure academic success. Once the Scholar’s GPA rises above 2.79, the Scholar will be removed from academic On Watch.
- A Scholar placed “On Watch” for the Director of Academic will contact behavioral concerns and Social Supports to discuss targeted supports and establish a plan to ensure success for the Scholar. Once the plan in completed, the Director of Academic and Social Supports will consult with Golden Apple leadership to reevaluate the Scholar’s status.
Out of Compliance:
- If a Teaching Scholar is not currently pursuing the mission of Golden Apple by not teaching full-time in a school-of-need as defined by Golden Apple, their status will be changed to "Out of Compliance." When a Scholar has a status of "Out of Compliance," they will not be able to:
  - Receive mentoring support from the Foundation
  - Seek full-time or Summer Institute (SI) employment
- The Scholar will be contacted by the Director of Placement and Alumni Relations if their status is changed to "Out of Compliance." The Director of Placement and Alumni Relations will offer targeted supports and possible next steps to gain employment at a school-of-need.
- Once a Scholar obtains full-time employment in a school-of-need and submits a completed and fully executed employment verification to Golden Apple, their status will be changed to "On Track."

Undergraduate Leave of Absence, Post-Baccalaureate Leave, & Graduate School
- Scholars may secure a leave of absence from the program. Undergrad Scholars have 6 years to complete their degree and obtain their license. Teaching Scholars have 7 years to complete their 5 years of teaching in a school-of-need. Only approved extensions (a request made in addition to a leave request) will provide a Scholar with additional time to complete their obligations. Requests for leaves and/or extensions must be made in advance with appropriate documentation and will be monitored by the appropriate Director throughout the leave.
  - Undergraduate Scholars must contact the Director of Academic and Social Supports
  - Teaching Scholars must contact the Director of Placement and Alumni Relations annually

Probation:
- Scholar is on a provisional, performance-based “Probation” status due to one or more of the following:
  - Received one term GPA less than a 2.5 OR cumulative GPA lower than 2.5;
  - Is placed on probation by his/her university;
  - Demonstrates unacceptable, but remediable performance during Summer Institute; or
  - Demonstrates attitudes or behavior deemed harmful to the public reputation of the Golden Apple Foundation or the teaching profession.

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<th>Probation</th>
<th>Expectations</th>
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<td>The Terms</td>
<td>Golden Apple administration will specify the terms that a Scholar must fulfill within a designated time period to continue in the program.</td>
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<tr>
<td>Compliance</td>
<td>Full adherence by the Scholar of the prescribed terms is required.</td>
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<td>Academic</td>
<td>If academic performance has prompted concern by the Scholar staff, that Scholar’s performance during the next marking period in college will be monitored by the Director of Academic and Social Supports. The university liaisons will be informed to assist in supporting the Scholar’s progress. An academic plan will be created with the Scholar to ensure success.</td>
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<tr>
<td>Behavior</td>
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<td>If behavior performance has prompted concern by the Scholar staff, that Scholar’s performance during the subsequent marking period in college will be monitored by the Director of Academic and Social Supports. A behavioral plan will be created with the Scholar to ensure success. The university liaisons will be informed to assist in supporting the Scholar’s progress. With support from the Director of Academic and Social Supports, Scholar will submit evidence of growth.</td>
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<th>Tuition Assistance Funds</th>
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<td>Scholars on probation status are not eligible to receive tuition assistance for the term following that which they entered Probation status. Funds are not sent to a university until the specifics of the probation contract have been reached. Once a Scholar resolves the probation status, s/he becomes eligible to receive tuition assistance the subsequent marking period.</td>
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**Expulsion:**

- While an undergraduate, any Scholar with two consecutive, or three total terms (i.e., term or cumulative) with a GPA lower than 2.5, the Scholar will be expelled from the program.
- If a Scholar does not meet program expectations or fails to fulfill the required terms of probationary status, that Scholar will be expelled from the program.
- Scholars excused from further participation in the program or who fail to complete the teaching commitment will be expected to repay with interest Golden Apple and/or the Illinois Student Assistance Commission depending on the year the Scholar entered the program for funds forwarded for tuition assistance in that Scholar’s name.
Scholar Code of Conduct
It is essential that all Scholars hold a high ethical standard. Scholars represent great promise to their future students, the teaching profession, and the Golden Apple Foundation. To protect the integrity of this program, and indeed that of the teaching profession, we require that certain academic, ethical, and legal standards of conduct be maintained, both during the school year and while Summer Institute is in session.

Expectations of a Golden Apple Scholar
Scholars, as representatives of the Golden Apple Foundation, must exemplify excellence. Any conduct that negatively affects the good order, welfare, or name of the Golden Apple Foundation, the Scholars of Illinois, and/or the Academy is considered a serious breach of trust.

1. Scholars model professionalism in attitude, demeanor, and behavior.
2. Scholars display a growth mindset in all learning and collaboration.
3. Scholars adhere to collegiate codes of conduct, Golden Apple Scholar Codes of Conduct, and all aspects of the law.

The following are examples of misconduct that will not be tolerated and will cause for immediate Review/Expulsion:
- Use of violence, force, or intimidation which endangers the safety of staff, citizenry or fellow Scholars;
- Sexual or ethnic harassment of anyone, regardless of age or relationship;
- Gang membership or participation in any gang activity;
- Conviction of a felony provided that Golden Apple may review any charge which results in a consensual plea to a misdemeanor offense and in its sole discretion, adversely change a Scholar's status;
- Misuse of technology/internet/social media.
- Drug use

Sexual Or Discriminatory Harassment Policy
Scholars should expect to enjoy Summer Institute and any activity sponsored by the Golden Apple Foundation or the Scholars program without fear of being sexually harassed, discriminated against or exploited by anyone.

Our policy is to maintain an environment free of discrimination and harassment on the basis of race, religion, color, gender (including gender identity, change of sex, and transgender status), sexual orientation, age, disability, ancestry, national origin, military or veteran status, marital status, genetic information, or any other characteristic protected by applicable law (each of the characteristics described above being a “Protected Characteristic”), or retaliation against any person who makes or participates in a complaint of harassment or discrimination. Discrimination occurs when a Scholar is materially and adversely affected with respect to any aspect of his/her participation in the Summer Institute or any other program sponsored by the Golden Apple Foundation based on a Protected Characteristic.

Scholars shall not engage in acts of violence, sexual assault, intimidation, discrimination or harassment with anyone based on a Protected Characteristic. Violation of this policy is cause for expulsion from the Scholars Program.
Examples of sexual harassment that violate this policy include but are not limited to:

- Sexually suggestive or vulgar comments or jokes, inappropriate comments about another person’s sexual behavior or body, and/or insulting or ridiculing a person because of his or her gender;
- Improper or intrusive questions and/or comments about a person’s romantic or sexual experiences or preferences, and/or unwelcomed offensive sexual flirtations, propositions, advances or requests;
- Use, display and/or communication of sexually suggestive or offensive words, objects, pictures, calendars, cartoons, articles, letters, email or text messages, computer programs, or material from the Internet;
- Making and/or threatening undesired physical contact (such as touching, embracing or pinching) or impeding another’s movements in a deliberate manner; and
- Offering and/or providing any benefit (financial or otherwise) in return for sexual favors or taking and/or threatening to take any adverse action against another person because that person rejects sexual flirtations, propositions, advances or requests.

Examples of discriminatory harassment that violate this policy include but are not limited to:

- Comments, jokes or innuendo that disparage, insult, offend, or ridicule another based on a Protected Characteristic;
- Creating a hostile environment or otherwise singling out a person for abusive conduct based on that person’s Protected Characteristic; and
- Using, displaying, and/or communicating words, objects, pictures cartoons, articles, letters, email or text messages, computer programs, or material from the Internet that disparage, insult, offend, or ridicule another person based on that person’s Protected Characteristic.

If a Scholar believes sexual or discriminatory harassment has occurred to him or her or any other person, these steps should be promptly followed:

1. Immediately tell the person doing what you construe to be sexual or discriminatory harassment to stop. Keep records of the incident: time, place, action, words, and witnesses.
2. Promptly report the incident to ethics@goldenapple.org. If a Director or other representative of Golden Apple Foundation is believed to have harassed anyone, Alicia Winckler, the CEO of the Golden Apple Foundation, should be contacted at winckler@goldenapple.org.
3. The report will initiate an investigation, which may include requesting a written report from the complainant. The investigation will be kept confidential to the extent possible. All persons associated with the Golden Apple Foundation or its programs are obligated to cooperate with an investigation.
4. All complaints will be investigated promptly and thoroughly.
5. The investigation may include consultation with legal counsel, campus security, and the President and CEO before rendering a decision. The Golden Apple Foundation will determine in its sole but reasonable discretion whether the conduct of the accused is offensive or a violation of this policy. The Golden Apple Foundation’s determination is conclusive. The Golden Apple Foundation will then contact the alleged victim and alleged harasser and inform them and his/her parents of the decision.

The consequence for violating this policy or failing to cooperate with an investigation may include expulsion from the Golden Apple Scholars of Illinois program.
**Social Media Policy**

Scholars are deemed role models as they are working with students for hours each day. To the families of your students, you are the face of the school. To your administrators, you are the professional face of the school, the embodiment of the educational atmosphere they are trying to foster.

The decisions you make in your preparatory years can impact you reaching your goal to teach. Scholars are expected to respectfully utilize laptops, cell phones and digital media for effective teaching and learning purposes. Practice caution when utilizing technology to access communities of people at large. Your digital footprint will be accessible by many, now and into the long-term future.

In cyberspace, there is no such thing as privacy. What you write and post becomes part of the world’s bulletin board. As future public servants, such decisions can be deleterious to your career plans. As a Scholar with the Golden Apple Foundation, those decisions can also reflect adversely on the Foundation and all aspects of any program associated with it. Accordingly, the Golden Apple Foundation reserves the absolute right to monitor any social media communication on behalf of or relating to, directly or indirectly, any program, materials, or personnel associated with the Golden Apple Foundation, including but not limited to the students or their families, teachers, and/or administrators at any school where you will work.

“Social media communication” shall mean all methods of communicating or posting information or images on the Internet, including your own or someone else’s blog, journal, or diary, personal website, social networking or affinity website, web bulletin board or a chat room, whether or not associated or affiliated with the Golden Apple Foundation.

While the Golden Apple Foundation does not presume to control any Scholar’s personal use of social media, it has established certain guidelines to assist Scholars in making responsible decisions about the appropriate use of social media. For purposes of this policy, “personal use” means social media activity where you are not representing the Golden Apple Foundation, using its computers or other equipment or undertaking such communication during the time you are participating in a Golden Apple program. When engaging in personal use:

- Scholars may not post confidential or proprietary information about the Golden Apple Foundation or its directors, mentors, or other personnel;
- Scholars should, generally, not identify their participation in the Golden Apple Foundation when posting regarding personal, social, political or other matters not related to the Golden Apple Foundation;
- Scholars who identify themselves as affiliated with the Golden Apple Foundation should not post obscenities, slurs, or personal attacks or any other content that can damage the reputation of the Golden Apple Foundation or its directors, mentors, or other personnel.

*A Scholar can be expelled from the program because of violations of this policy by using objectionable judgment in posting and commenting online.* Such an action is consistent with our policy in considering any action deemed harmful to the reputation of the Golden Apple Foundation. Scholars are the visible faces of our efforts to improve and elevate the profession. We will be vigilant in protecting that reputation.
Summer Institute (SI) Policies

Attendance:
Scholar participation in all eligible Summer Institute activities is mandatory. Scholars, even those on probation, are required to attend all Summer Institutes annually. Scholars on probation for the first time will be required to attend SI. However, Scholars on probation for a total of two terms are not eligible to attend. Other outside activities should be postponed or canceled during the weeks of Summer Institutes. Any potential conflicts must be relayed to the Director of Academic and Social supports in a timely manner.

Compensation:
Scholars attending Summer Institutes are not employees of the Golden Apple Foundation. However, during Summer Institutes, Scholars receive a stipend for active participation in scheduled Summer Institute activities. Stipends may be considered income by the state and federal government and must be declared on federal tax returns. The Golden Apple Foundation does not withhold taxes for Scholars who earn the summer stipend.

Assignments:
Although Scholars do not receive grades or college credit for their performance during SI, their work and attention to instruction during SI serves as a measure for continuation in the program by assessing attitude, work quality and acquisition of skills. Insufficient work ethic, negative attitude, or inability to demonstrate necessary skills for highly effective instruction observed during SI can be cause for dismissal from the program or change in Scholar status. Therefore, it is important that Scholars manage their time to complete all assignments and attend all experiences fully and responsibly during SI. Prior arrangements can be made with SI Leadership if circumstances arise which interfere with completion of assignments in a timely manner.

University Life at Summer Institutes:
Scholars must reside on campus during SI and abide by all established residential policies of local, state, and federal laws, the host university, and the Golden Apple Foundation. Any abridgment places a Scholar’s standing in jeopardy, especially in the cases of alcohol or drug use or violations detailed in the Code of Conduct section of this Handbook. Scholars are financially liable for any damage to the rooms they are assigned, and restitution as prescribed by the host university.

Scholars attending Summer Institutes:
• Should engage positively and productively in all activities of the Summer Institute;
• Must honor curfew established by the Golden Apple Foundation at the host university during SI;
• Are prohibited from using automobiles for any Summer Institute or Golden Apple sponsored activity;
• Must allow Golden Apple leadership to contact medical authorities if an illness or injury requires it;
• Must follow all rules and guidelines established and published for Summer Institute.

Golden Apple reserves the right to change a Scholar’s status to “On Watch” or “Probationary” if a Scholar is found to be in violation of the Code of Conduct or displays behavior deemed by the Foundation in its sole but reasonable discretion to be negative or harmful to others or the Foundation during Summer Institute. A Scholar who is NOT on-track to successfully complete the program may be found ineligible to receive tuition assistance and/or expelled from the Program dependent upon the severity of the indiscretion.
Gap Summer
A Scholar may request a leave for up to one year at a time, as long as that Scholar can earn a bachelor’s degree and licensure within six years, and complete the required five years of teaching in a school-of-need in Illinois within seven years.

Academic and Social-Emotional Support and Resources
Golden Apple strives to support each Scholar in a meaningful, differentiated manner towards successful completion of an undergraduate degree as well as a successful start to their career as teachers in schools-of-need.

The Golden Apple Director of Academic Support shares resources and connects Scholars to university, cohort, and peer mentor supports throughout college. Targeted supports are available. Scholars are encouraged to take ownership of their learning and seek out support rather than waiting until Golden Apple staff observes a need.

Scholar Obligation to Golden Apple Through Teaching
Scholars have seven years after earning a bachelor’s degree and teaching licensure to fulfill their five-year obligation to be a classroom teacher, in a school-of-need, in the State of Illinois. For each year a Scholar teaches in a school-of-need in Illinois (as defined by Golden Apple), 20% of all money forwarded on a Scholar’s behalf by Golden Apple to a Scholar’s university (not including Summer Institute stipends), is forgiven by the Foundation.

If the Scholar does not completely fulfill this teaching obligation within the time allotted, the Scholar will be responsible for repaying any funds left unforgiven. Only the role of classroom teacher satisfies a Scholar’s commitment. Other positions within a school, including, but not limited to, building administrator, counselor, social worker, dean, district position, or teacher’s aide, do not count as part of the five-year obligation, nor does teaching within a school that does not fit the definition of a school-of-need as established by Golden Apple.

Mentoring
The Golden Apple Foundation is committed to the continual growth of our Scholars. To that end, Scholars are assigned a Golden Apple Mentor who will observe the Scholars’ teaching practices multiple times throughout the school year, offering recommendations for continued practice and/or ways to enhance practice. Mentoring has been identified by national research to be a significant, contributing factor to new teachers’ success. As a result, participation in Golden Apple’s Mentoring Program is mandatory during the first two years of teaching. At the discretion of the mentoring team, mentoring services may be provided to Scholars teaching beyond the first two years.
Requisite Documentation While Completing Teaching

Employment Verification
To ensure that Scholars are progressing successfully towards the completion of their commitment to teach in an Illinois school-of-need for five years within seven years of graduation, we require that Scholars submit Employment Verifications. It is important that these verifications are signed by authorized agents of the school or district (i.e., which typically include Principals, Assistant Principals, and/or Talent / Human Resource Professionals) and submitted by the requested deadline each Fall (or within the first 30 days of employment if employment changes in the Spring). Included in this Employment Verification is a request for a current, non-lapsed IEIN number, and any updates to personal email addresses or phone numbers to enable The Golden Apple Foundation to maintain contact with Teaching Scholars. Employment Verifications should be submitted within the first 30 days of employment each Summer / Fall to employmentverifications@goldenapple.org.

As a Teaching Scholar, if you leave employment in a particular school or district mid-semester or mid-year, you are required to inform the Director of Mentoring in addition to sending an email to employmentverifications@goldenapple.org.

Evaluations
In order to enhance Scholar programming, set goals and objectives, inform the curriculum for Summer Institutes and better support the professional growth of our Scholars, Golden Apple will analyze aggregated data from teacher performance evaluations. As a result, Teaching Scholars are required to submit copies of their teacher performance evaluations to Golden Apple every year while completing their five-year teaching commitment in a school-of-need. Golden Apple will send the requirements for submitting evaluations to Scholars annually. The letter will detail what to send, to whom, and by what date. Additionally, Golden Apple will not share individual evaluations with other stakeholders. Evaluations will be kept on Golden Apple’s secure database.
Golden Apple Biographies

Alicia Winckler, Chief Executive Officer, began consulting with senior leadership and the Board of The Golden Apple Foundation in late 2014; was selected as its first President and Chief Operating Officer in January of 2017; and was selected as its President and Chief Executive Officer in October of 2017. Her professional experience reflects a unique combination of private, public and nonprofit sector expertise at both the executive and board level, as well as a demonstrated passion for serving others. She is incredibly well versed in the education system in Illinois and her strong relationships at all levels of the Illinois school system which helps Golden Apple as we expand our reach and influence. Alicia lead several substantial strategic initiatives at the Cabinet level of the nation’s third largest K-12 District - in Chicago Public Schools - and has been working in depth in education for almost a decade. She earned her B.S. in Psychology and Alcohol and Drug Abuse Studies from University of South Dakota and earned her M.A. in Industrial / Organizational Psychology from the University of Colorado at Denver.

Valerie Smith, Chief of Staff, joined the organization in 2016. Valerie supports the Chief Executive Officer with strategic management of the Foundation. Previously, Valerie was the Manager of Talent, Development, and Operations. She has experience in various operational, policy, fundraising, and customer service roles. She holds a B.A. in Political Science from Wheaton College and has obtained a Certified as a Professional Human Resource Manager.

Alan Mather, President, joined Golden Apple in the winter of 2018, leading the education work of the organization. A native of rural Indiana, he came to Chicago in 1986 to teach high school English in the Chicago Public Schools. After more than twelve years of teaching in neighborhood high schools, Alan joined the district’s first Principal Preparation program and became the first Assistant Principal at Northside College Prep High School. After six years, Alan was named the founding principal of Lindblom Math & Science Academy, where he grew a school over 110 students to more than 1200. In his ten years at the school, Lindblom became the top performing majority African-American school in Illinois. In 2014, Alan was awarded the inaugural Stanley C Golder Award from Golden Apple for School Leadership. He then went to serve on the CEO’s Leadership Team at CPS as the Chief of the Office of College and Career Success.

Dr. Melissa Fischer, Vice President of Curriculum, Research and Accountability, joined Golden Apple in the fall of 2015. She coordinates the Golden Apple’s efforts to use data to analyze the impact of the program within the State of Illinois and inform future organizational decision-making. Prior to joining Golden Apple, Melissa was the Director of Assessment and Data Analysis at SESI, Inc., where she oversaw assessments and data analysis for a national system of special education schools. Melissa earned her Ph.D. in Cultural and Educational Policy Studies from Loyola University Chicago, her Master’s in Elementary Education from Bowie State University and her B.S. in Inclusive Elementary and Special Education from Syracuse University.

Neal Grimes, Director of Summer Institutes, joined the Golden Apple in 2018. He was first introduced to the organization in 2005 when he became a Golden Apple Scholar. Neal oversees the implementation of curriculum and logistics at Summer Institutes across Illinois. Prior to joining Golden Apple full-time, Neal participated in Summer Institutes as a Liaison, Reflective Seminar Leader, and instructor. Neal is a Completed Scholar who has worked as a special education teacher and instructional coach. Neal has a Masters in Multi-categorical Special Education and a Masters in Educational Leadership.

Cristen Lain, Director of Analytics and Summer Institute/STEM K-12 Relationship Management, will be focusing on making data-driven, mission-aligned recommendations to the Golden Apple team. Prior to joining the Foundation, she was a National Director designing programming for an education organization. Before moving to the nonprofit sector, she served as the Academic Center Director at one of the nation’s largest public, selective enrollment high schools. Cristen began her education career as a math teacher after earning her B.S. in Mathematics and Minors in
Statistics and Actuarial Science from Loyola University, a M.Ed. in Teaching and Learning from DePaul University, and a Middle Grades Endorsement in Mathematics. Cristen is an Illinois State Board of Education Certified Evaluator.

Dave Marcial, Director of Recruitment for the Scholars Program, graduated from the University of Illinois-Chicago majoring in Sociology. He also earned a Master of Arts degree in History at Illinois State University (ISU). Prior to Golden Apple, he worked in admissions at ISU where his primary recruitment territory included the Southwest Suburbs and Chicago Public Schools. Many of the Golden Apple Scholars come from the same schools that were part of his recruitment territory. Dave is pursuing a Ph.D. in the College of Education’s Higher Education Administration program at ISU.

Rocio Manriquez, Assistant Director of Recruitment and Selection for the Scholars Program, joined the Foundation in October 1996. Rocio is responsible for supporting the recruitment process for Scholars and engaging our Master Scholar Alumni and Fellows of the Academy in the selection process of Golden Apple Scholars. She also oversees the loan repayment process for Scholars.

Corey Richardson, Director of Placement & Alumni Relations for the Scholars Program, leads the strategic employment assistance program for Scholars during and after college. He oversees district-level relationships creating various opportunities for Scholars to secure employment in schools- of-need in Illinois. Additionally, he serves as staff liaison for the Golden Apple Alumni Relations Council to assist in implementing alumni programming throughout the state. Before joining the Foundation, he served as the regional admission counselor for Western Illinois University & Northwestern Business College. He received his B.S. in Psychology from the University of Saint Francis and holds a M.A. in Leadership Studies in Higher Education Administration from North Central College.

Kesa Thurman-Stovall, Director of Mentoring, joined The Golden Apple Foundation as a 1992 Golden Apple Scholar. She is a Crystal Apple Recipient, and has served as an educational consultant for Golden Apple as a Summer Institute Director and Mentor to Teaching Scholars. She brings over 10 years of teaching experience to Golden Apple, with roles as a K-8 instructor in Chicago Public Schools (CPS), Lead Teacher and Lead Plus Teacher. In addition to her teaching experience, Kesa also served as a New Leaders Resident Principal and a highly successful Principal. Kesa is an Illinois State Board of Education Certified Evaluator and has her Professional Educators License along with her Illinois Type 75 Administrator Certification. She graduated with her M.A. in Educational Leadership from Governors State University and has her B.A. in Elementary Education from National Louis University.

Ann-Morgan Rowell, Administrative Assistant, joined the Foundation in July of 2006. Ann has worked with victims of domestic violence and African American same gender loving women. She came to Golden Apple from Maria Shelter, a homeless shelter for single women and women with children. Ann’s primary role is to support the Scholars Program. She is responsible for the documentation collection from undergraduate as well as teaching scholars. She works directly with the mentoring program ensuring that the needs of teaching scholars and mentors are addressed appropriately.
The Golden Apple Foundation reserves the right to update and revise its policies and procedures as the need arises and will inform all Scholars when revisions have occurred. Unless specified, all Scholars in pursuance of a bachelor’s degree and teacher certification as well as Scholars in process of fulfilling the teaching commitment are subject to the most recent policies and procedures as amended from time to time.

The Golden Apple Foundation does not discriminate on the basis of race, color, creed, age, gender, sexual orientation, religion, national origin, or disability unrelated to the ability to perform the essential functions of the relevant role in its educational programs or employment policies or practices.

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Transforming Teachers and Teaching