

Posting DOE Website

RFI # I1869 - Recruitment, Training, and Support of Alternative Certification Teachers for High-Need NYC Schools

- **Questions Due Date and Time: October 27, 2025, at 10:00 am EST**
- **RFI Due Date and Time: November 3, 2025, at 3:00 pm EST.**

Description: The New York City Department of Education seeks to recruit on a national scale, train, place, and support certified alternative certification shortage area teachers in New York City's hard-to-staff schools and early childhood education centers; and provide a comprehensive continuum of services to ensure teacher effectiveness, retention, and alignment with NYC DOE's equity and inclusion goals.

Vendors responding to this Request for Information ("RFI") must note that any subsequent procurement would be for services outlined in this RFI. Should there be interest in this service, a Request for Proposal ("RFP") will be generated; **DHR** is gathering information to make a decision if this is a service that best suits their needs. **DHR** is interested in responses from recruiters, staffing, training agencies registered as MWBE and or firms that are willing to partner with an MWBE vendor to meet the qualification for procurement.

For all questions related to this solicitation, please send an e-mail to Shargraves2@schools.nyc.gov , with the solicitation's number and title in the subject line of your e-mail.

REQUEST FOR INFORMATION (“RFI”)

RFI # I1869 - Recruitment, Training, and Support of Alternative Certification Teachers for High-Need NYC Schools

INTRODUCTION

The purpose of this Statement of Work is to engage a qualified entity to recruit on a national scale, train, place, and support certified alternative certification shortage area teachers in New York City’s hard-to-staff schools and early childhood education centers. The entity will provide a comprehensive continuum of services to ensure teacher effectiveness, retention, and alignment with NYC DOE’s equity and inclusion goals.

1. Description

The selected entity shall provide the following services:

- a. Recruitment and Selection
 - i. Identify and recruit diverse candidates with strong academic backgrounds, leadership potential, and commitment to educational equity.
 - ii. Prioritize candidates from underrepresented backgrounds, including individuals of color, first-generation college graduates, and local New Yorkers.
 - iii. Conduct rigorous selection processes to ensure high-quality candidate pools.
- b. Pre-Service Training
 - i. Deliver a six-month pre-service training program including asynchronous onboarding, centralized virtual learning, supervised teaching practicum, and coaching.
 - ii. Prepare candidates to teach in high-need subjects (e.g., special education, early childhood education, STEM).
 - iii. Support candidates in developing culturally responsive pedagogy and inclusive classroom practices.
- c. Certification and Graduate Education
 - i. Facilitate enrollment in accredited graduate programs leading to a master’s degree in education and Transitional B certification.
 - ii. Provide financial support and resources for certification exams and tuition offset.
 - iii. Coordinate with graduate institutions to ensure tailored coursework and instructional coaching.
- d. Placement and Hiring

- i. Collaborate with NYC DOE schools and early childhood centers to place candidates in hard-to-staff schools and priority neighborhoods.
 - ii. Support candidates through the hiring process, including interview preparation and logistical assistance.
- e. Ongoing Support and Development
 - i. Provide two years of differentiated coaching, professional development, and leadership training.
 - ii. Establish peer learning communities and affinity groups to promote resilience and retention.
 - iii. Offer wellness resources and mental health services to support teacher well-being.
- f. Alumni Engagement
 - i. Support alumni educators through leadership development, networking, and career advancement opportunities.
 - ii. Partner with NYC DOE to retain high-performing alumni in school-based roles and leadership pipelines.

2. Deliverables

- a. Place certified shortage area teachers in designated high need schools at a scale required by the district.
- b. Ensure all requirements are met for eligibility to begin teaching under a Transitional B certification.
- c. Biannual reports detailing recruitment metrics, placement outcomes, and teacher performance.
- d. Alumni engagement strategy and programming.

3. Performance Metrics

- a. Percentage of teachers recruited in shortage areas
- b. Percentage of teachers placed in high need schools
- c. Percentage of teachers retained through two-year commitment.
- d. Improvement in student achievement in partner schools.
- e. Diversity benchmarks met in recruitment.
- f. Satisfaction ratings from school administrators and teachers.
- g. Number of alumni retained in NYC DOE schools beyond initial commitment.