

1. What is the first semester teachers can participate in this program?
  - Summer of 2018 is the first semester that teachers can utilize this program.
2. Are the high needs areas subject to change each semester/year based on need? If so, can a participant be dropped from the program?
  - The high needs of the district are subject to change, however, once an applicant is approved, he/she will not be removed from the program if the needs of the district change.
3. Will there be a list of “high needs areas” put out by our district, if so when and how often?
  - The district will update a list annually.
  - **The high needs areas are only applicable for those becoming certified to teach concurrent level courses at the high school.** The district’s current high needs include all subject matter for concurrent level courses.
4. Do accepted applicants have to be enrolled “full-time” or can they complete at any pace?
  - The program is intended to have teachers remain in the classrooms teaching in conjunction with taking courses outside of the duty day. Teachers do not have to take courses during every semester each year while in the program and can complete the courses at their own pace.
5. Would accepted applicants have to enroll every concurrent semester until done, or could they take summers off?
  - Staff have the option to take courses during any semester, whether it be fall, spring, and/or summer.

6. If the accepted applicant leaves the district before they finish the program of study, is there a penalty?
  - No.
7. Is this available to those who already have a master's degree but would like to keep working towards college hours?
  - Only staff working toward a qualified master's or specialist's degree will be approved for the program. The exception is those who are working to be qualified to teach concurrent credit courses at the high school.
8. Are endorsements such as building administrator included in the TEAM program?
  - No. It must be a degree seeking program.
9. Can I apply if I am currently in a graduate program?
  - Yes. The money will go towards classes that have yet to be completed.
10. If I am approved into the program, how will I be notified?
  - Fort Hays State University will contact teachers upon approval into the program.