



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 COMPONENTS

- Online application
- Official transcripts
- Resume/CV
- Three letters of recommendation
- Two essays
- Interview

To begin your online application (deadline is April 1), visit irt.andover.edu. Early applications are highly recommended!



Photos by Gil Talbot

Phillips Academy's Institute for Recruitment of Teachers (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



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Phillips Academy
ANDOVER

TAKE THE NEXT STEP

Apply to graduate school through the IRT



Institute for Recruitment of Teachers

A Phillips Academy Outreach Program



THE CONSORTIUM

The IRT will help you apply to at least 10 graduate programs within its consortium of renowned colleges and universities.

THE BENEFITS

The IRT makes applying to graduate school faster, easier, and less expensive.

Outstanding students of color and other scholars committed to diversity are invited to take part in two distinct IRT programs tailored for advanced degree candidates. At no cost to you, the IRT's experienced professional staff will help you:

- Clarify your career goals
- Investigate graduate school programs
- Choose a graduate school
- Save time and money as you apply
- Receive partial or full tuition waiver
- Secure grants and other funding for advanced study

IRT Associate Program

By providing extensive online and phone counseling from September through mid-November, the IRT Associate Program enables college juniors and seniors, university graduates, and working professionals to pursue advanced degrees. Counseling includes:

- Individualized support as you choose a graduate school program and apply to a consortium of renowned colleges and universities
- 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)

In addition, participants are invited to the IRT's annual Graduate School Kickoff Weekend, attended by more than 60 academic deans and graduate admissions representatives from consortium institutions.

IRT Summer Workshop Intern Program

The IRT Summer Workshop Intern Program hosts 25–30 college juniors and seniors for a paid four-week residential program, which begins in late June on the Phillips Academy campus. Guided by IRT summer faculty, interns engage in a graduate-level curriculum of critical, cultural, and educational theory.

Summer interns receive the same September through mid-November counseling (see above) as participants in the IRT Associate Program.

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.

- Boston College
- Boston University
- Brandeis University
- Brown University
- Columbia University
- Columbia University Teachers College
- Cornell University
- Duke University
- Emory University
- George Washington University
- Harvard University
- Michigan State University College of Education
- New York University
- Princeton University
- Purdue University
- Rice University
- Rutgers University
- Southern Methodist University
- Stanford University
- Tufts University
- 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 North Carolina/Greensboro
- 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



“The IRT’s dedicated counseling and supportive community helped me identify my graduate school goals and put me on the path to achieving them.”

—Scott Underriner, IRT '15

“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

irt.andover.edu

APPLY ONLINE BY APRIL 1