



## Troops to Teachers Program Information

### Authority & Management:

- Troops to Teachers (TTT) TTT is a Department of Defense funded program, operated and managed by the Department of the Navy through the Defense Activity For Non-Traditional Education Support (DANTES), Pensacola, Florida.

### Eligibility

- Counseling services are available to veterans with an honorable discharge, military retirees, members of the Selective Reserves and members of the National Guard. .

**Financial Assistance:** Troops to Teachers participants separating from active duty with at least four years of service and commit to and additional three years in the National Guard or Selective Reserves; members of the National Guard and Selective Reserves with at least six years of service and commit to an additional three years of service, and military retirees qualify for the following financial assistance:

- Stipend: Up to \$5,000 to pay for the cost of teacher certification
- Bonus: \$5,000 if employed in an Eligible School as defined by the Troops to Teachers Program  
\$10,000 if employed in a high needs school as defined by the Troops to Teachers program.

### Demographics

- 78% retention after three years teaching
- 82% male and 18% female
- 27% teach elementary, 27% teach middle school, 46% teach high school
- 39% minority
- Median age 44
- 66% enlisted military personnel

### Troops to Teachers Program Results:

- A study published in the NASSP Bulletin 93(4) 249–272 in February 2010 indicated that students served by Troops to Teachers teachers achieved substantially and statistically significantly higher in both reading and mathematics when compared with teachers matched by subject and teaching experience.
- The results of a comparative analysis of military instructors who received an advanced instructor qualification rating and experienced teachers indicated that the teaching skill profile for three of the five Teaching Skills Profiler (TSP) teaching skills was noticeably higher than the experienced K-12 teacher group and for the Facilitating Group Processes skill area, was slightly higher than the highly skilled mentor teacher comparison group \*

- Over ninety-one percent of supervisors rated TTT administrators as either Proficient or Distinguished on all six ISLLC Standards as compared with administrative peers with similar years of administrative experience who did not enter teaching through TTT funding.\*\*
  - The following data are based upon a survey of Troops to Teachers participants conducted by the National Center for Educational Information: +
    - 55% compared to 15% of all teachers teach in large cities
    - 27% compared to 7% of all teachers teach mathematics
    - 44% compared to 19% of all teachers teach special education
    - 48% compared to 18% of all teachers teach science
    - 90% compared to 79% of all teachers favor requiring students to meet the high standards now required in mathematics, history, English, and science
    - 60% compared to 43% of all teachers favor requiring students to pass standardized national and state examinations for promotion from grade to grade
    - 61% compared to 53% of all teachers favor stricter requirements for high school graduation, even if it means that significantly fewer students graduate on time
  - The following data are based upon a study conducted by Old Dominion University: ++  
Administrators indicate that Troops to Teachers participants are more effective relative to other teachers with comparable experience in:
    - Having a positive impact on student achievement (90%)
    - Working with other teachers and staff (89%)
    - Having comprehensive and well articulated rules for behavior (90%)
    - Responding to inappropriate behavior quickly and assertively (90%)
    - Using specific strategies to reinforce appropriate behavior and provide consequences for inappropriate behavior (88%)
    - Using specific techniques to keep aware of problems or potential problems in the classroom (86%)
    - Maintaining a healthy emotional objective when dealing with student misbehavior (88%)
    - Independently handling student discipline problems (88%)
- \* Comparative Study of Critical K-12 Teaching Skills Between Florida-Based Military Instructors and Experienced Classroom Teachers. Dr. John Jacobs, January 2011
- \*\* Effectiveness of Troops to Teachers Who Have Become School Administrators: A National Study, William A. Owings, Ed.D. Principal Investigator, October 2010
- + “Profile of Troops to Teachers”, National Center for Educational Information, August 24, 2005
- ++ “Supervisor Perceptions of the Quality of Troops to Teachers Program Completers and Program Completers Perceptions of Their Preparation to Teach”: A National Survey, Old Dominion University College of Education, August 29, 2005

For additional information contact:

Ron Burton  
 Regional Director  
 Troops to Teachers  
 Florida and Caribbean Region  
[rburton6@fau.edu](mailto:rburton6@fau.edu)  
 850-363-7030