THINKFUL

Course Catalog

Version 2
Created January 2019

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www.thinkful.com

No physical campus.
Distance learning only.

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Thinkful Mission, Overview & History

Thinkful's mission is to provide ambitious students everywhere with the skills and competencies needed to achieve and succeed in high-growth tech careers. To accomplish that Thinkful provides 1-on-1 learning through its network of industry experts, hiring partners, and online platform to deliver a structured and flexible education.

Thinkful's structured online learning experience is key to that mission: connecting students and working professionals around the country, whether or not they live in the same city, allows us to bring tech careers to people outside major U.S. tech hubs like San Francisco and NYC. It also allows us to invest tuition in student support and research-backed educational strategies (like 1-on-1 tutoring) rather than real estate and to reach students who are financially or geographically unable to commute to a class. All programs offered at Thinkful align with this mission.

Thinkful was founded in 2012 by Darrell Silver (CEO) and Dan Friedman (President) with the objective of providing theoretical and practical learning based on industry needs and student feedback while cultivating a collaborative educational environment.

Catalog Information

As a prospective student, you are encouraged to review this catalog prior to signing an enrollment agreement.

Non-governmental Affiliation Statement: Thinkful is not affiliated with any government entities.

Location

All Thinkful courses are offered remotely. No classes are offered in-person. Thinkful headquarters is located in Brooklyn, NY. Thinkful has approved the programs listed in this catalog to be offered to students in any location; Front End Basics, Full Stack Flexible, Engineering Immersion, and Data Science Flexible.

Hours of Operation & Course Calendar

Thinkful is an online distance learning program that does not have set hours of operation or a calendar of semesters or holidays with the exception of the Engineering Immersive Program. All other programs having a rolling enrollment process. Thinkful reserves the right to change these dates and will provide ample notice to all students and applicants.

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Engineering Immersion (DEV 301)

	Cohort Start Date	Application Deadline
2019 Calendar	January 14	November 26 (2018)
	February 18	December 28 (2018)
	March 25	February 4
	April 29	March 11
	June 3	April 15
	July 8	May 20
	August 12	June 24
	September 16	July 29
	October 21	September 2
	December 2	October 14

Engineering Nights & Weekends (WEB_DEV-250)

	Cohort Start Date	Application Deadline
2019 Calendar	January 28	December 7 (2018)
	March 25	February 4
	April 29	March 11
	June 3	April 15
	July 8	May 20
	August 12	June 24
	September 16	July 29
	October 21	September 2
	December 2	October 14

Approval to Operate

Thinkful is a private institution and has been granted approval to operate with the Higher Education Licensure Commission (HELC) within the District of Columbia through January 31, 2020. HELC is an agency responsible for granting authority to operate and provide oversight of the District of Columbia's postsecondary educational institutions. This approval to operate means the institution is in compliance with the DC Official Code and Title 5-A DCMR Chapter 83.
Higher Education Licensure Commission

1050 First Street NE, 5th Floor
Washington DC 20002

Phone: (202) 727-6436

Website: https://osse.dc.gov/service/higher-education-licensure-commission-helc

*Note - at this time we are approved to offer Front End Basics, Full Stack Flex, Data Science Flex, and Engineering Immersion to DC residents. Thinkful is in the process of adding the newer programs listed in this course catalog to our approval.

Student Right-to-Know Act & Campus Security Act

Thinkful is not eligible to receive Title IV funds and therefore is not required to calculate completion or graduation rates of certificate- or degree-seeking, full-time students entering that institution, and to disclose these rates to current and prospective students. However, Thinkful is a member of the Council on Integrity in Results Reporting (CIRR) which is a non-profit organization dedicated in providingtransparent reporting on employment outcomes. CIRR provides a standardized system for measuring and reporting student outcomes that all of its member schools use. Thinkful reports graduations rates and student outcomes based on CIRR's reporting model.

Thinkful does not have a physical campus and therefore does not have campus security measures or crime rates to report.

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Disclosure Statement Regarding Bankruptcy

Thinkful does not have a pending petition in bankruptcy, is not operating as a debtor in possession, has not filed a petition in bankruptcy within the preceding five years, and has not had a petition of bankruptcy filed against it within the preceding five years that resulted in reorganization under Chapter 11 of the United States Bankruptcy Code (11 U.S.C Sec. 1101, et seq.).

Articulation Agreements

Thinkful has not entered into an articulation or transfer agreement with any other college or university.

General Education Requirements

Thinkful programs lead to certificates of completion and do not require students to complete general education courses as part of the curriculum.

Prior Experiential Learning

Thinkful does not award credit for prior experiential learning.

Accreditation

An accreditation body recognized by the U.S. Department of Education does not accredit Thinkful. Thinkful has not received a provisional approval and is not offering an unaccredited degree program.

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Notice Concerning Transferability of Credit & Credentials

The transferability of credits you earn at Thinkful is at the complete discretion of an institution to which you may seek to transfer. Acceptance of the Certificate of Completion you earn in the educational program is also at the complete discretion of the institution to which you may seek to transfer. If the Certificate of Completion that you earn at this institution is not accepted at the institution to which you seek to transfer, you may be required to repeat some or all of your coursework at that institution. For this reason, you should make certain that your attendance at Thinkful will meet your educational goals. This may include contacting an institution to which you may seek to transfer after attending Thinkful to determine if your Certificate of Completion will transfer. Thinkful is not a degree-granting institution.

Graduate Licensure

The goal of Thinkful programs is not licensure and the profession, occupation, trade or career field from which Thinkful equips graduates does not require licensure.

Disability Policy

In accordance with the Americans with Disabilities Act and other related US laws, Thinkful will make concerted efforts to accommodate students with special requirements by making reasonable adjustments where appropriate. Each circumstance will be considered on an individual basis according to the means, limits, and experience of Thinkful and the special request under consideration. Students requesting special accommodations are asked to do so in writing following admission to Thinkful and at least 30 days prior to the date accommodations will be needed. Documentation must be from a professional who is qualified in the testing and diagnosis of the disability. Please email success@thinkful.com to discuss the requested accommodation with the Head of Student Success before your program start date.

Policy Against Discrimination & Harassment

Thinkful welcomes qualified students and employees of any race, color, nationality, ethnic origin, sex, age, disability, religion, sexual orientation and gender identity to all the rights, privileges, programs and activities generally available through Thinkful.

Consistent with its obligations under the law, Thinkful prohibits unlawful discrimination on the bases of race, color, national or ethnic origin, sex, age, disability, religion, sexual orientation, gender identity or expression, or another other characteristic protected by the applicable law in the administration of the programs and activities.

Thinkful also prohibits unlawful harassment including sexual harassment and sexual violence.

Harassment includes offensive verbal comments related to gender, race, sexual orientation, disability, physical appearance, body size, race, religion, sexual image in public spaces, disruption of talks or other event, inappropriate physical contact, and unwelcome sexual attention. Sexual and disruptive language and imagery in not appropriate for any project or communication within the Thinkful community.

Students asked to stop any harassing behavior are expected to comply immediately. We expect students to follow these rules in class, at all class-related events, within course projects, and while representing Thinkful outside of class. Our staff are also subject to this policy against harassment.

Intellectual Property

Thinkful programs and all intellectual property related thereto but not limited to the curriculum is the exclusive property of Thinkful unless otherwise noted. This includes all coursework, including any projects performed as a student of the program, exercises, learning experiences, solutions, example projects, material stored in Thinkful's private Git repositories, or other training material. By enrolling in a Thinkful course, permission is granted to any student to use the material while partaking in the course. In no event shall the authors or copyright holders be liable for any claim, damages, or other liability.

Media & Publicity Release

Upon enrollment, students grant Thinkful the absolute and irrevocable right and unrestricted permission to use their names, likeness, images, voices, and/or appearances as such may be embodied in any photos, video records, audiotapes, digits images, and the like, taken or made on behalf of the institution or its partners. Students agree that Thinkful has complete ownership of such material and can use said material for any purpose consistent with the institution's mission, without providing

any compensation to the student for use of such images, video, etc. The institution uses may include, but are not limited to, videos, publications, advertisements, news releases, and promotional or educational materials in any medium.

Students agree that all Thinkful branding, marketing materials, and the use of the Thinkful name is property of the institution and use of said logos, branding, etc. requires prior permission from Thinkful's Marketing and Design teams prior to use by any means.

Housing

Thinkful's programs are offered entirely via distance education to students globally. Thinkful does not provide student housing services or dormitory facilities, because students participate in Thinkful's programs from their own homes.

- Thinkful does not have dormitory faculties under its control.
- Thinkful does not offer a stipend or reimbursement should the student choose to work from a shared office.
- As we offer only distance education, we do not consider the availability of housing located reasonably near our institution's faculties, nor do we provide an estimation of the approximate cost or range of cost of housing near our institution's faculties.
- Thinkful has no responsibility to find or assist a student to find housing or workspace.

Method of Instruction

The following methods of instruction applies to all Thinkful programs:

- Students read curriculum available at courses.thinkful.com. Each program has several phases, and each phase concludes with a mastery evaluation in the form of a capstone and a mock interview. Students may be required to complete an exercise from another website that is not on courses.thinkful.com.

- Students complete lessons and projects during each unit of the curriculum.

- Students may exchange electronic correspondence with their mentor using either Slack via thinkful.slack.com, or by using email.

- Students meet with their mentor via video chat 1-4 times per week for between 30 mins to 1 hour duration to "pair program" (write and review software code concurrently with a mentor), discuss the curriculum, and/or ask questions about projects in progress.

- Students are not required to submit coursework through the mail.

- The expected response time between Thinkful's electronic receipt of student lessons, projects or dissertations and the institution's response or evaluation is 1 to 3 business days.

- Students receive feedback on their progress via electronic correspondence and sessions with their mentor.

- Students can engage with other students and mentors on Slack via an invite to thinkful.slack.com.

- Students can join Office Hours via a sessions.thinkful.com video call to request help from an available mentor and discuss curriculum, ask questions about problems and challenges, or get career support.

- Students are guided to read or find additional resources online to enhance their comprehension.

The following additional methods of instruction apply to the Engineering Immersion program:

- Students will attend Instructor-led workshops that give overviews of course concepts, and provide opportunities for live coding demos and Office Hours which are designed to be remote study halls.
- Students can request video-call or Slack-based support from designated TAs between scheduled hours for questions about projects and coursework.

Facilities & Equipment

Thinkful does not have any physical classrooms or locations, as its programs are entirely online. There is no physical campus.

Thinkful programs require a computer with a microphone and speakers, and high-speed internet access. Thinkful does not provide computers to students, and every student must own or have access to a personal computer at least 4GB RAM, at least 1.8 GHz processor (above 2 Ghz recommended), and at least 100 GB HD.

For the Engineering Immersion Program, additionally each student is required to provide the following equipment at their own cost:

- A reliable Mac or PC with video capability including a webcam and working microphone. Headphones are highly recommended. Macs must have the most current OS version installed, and PCs must be using Windows 10 or newer operating systems.
- Reliable internet connection fast enough to stream video sessions clearly for upwards of 8 hours a day.
- A quiet work space free from distractions and background noise. Thinkful requests that students do not attend class from a coffee shop or other public workspace.

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Libraries & Other Learning Resources

Upon enrolling, students receive access to a set of curricula specific to their program, delivered via the Thinkful Dashboard. The student has access to each curriculum peice through their dashboard. Students who are enrolled for at least three months retain access to the material even after their enrollment ends for an unlimited amount of time. For Web Development programs these curricula include *Web Development Fundamentals, Command Line, Git and GitHub, Asynchronous Web Apps, Server-side Programming with Node.js, React, and Data Structures and Algorithms*. For Data Science, curricula include *Data Science Fundamentals and Data Science Advanced Topics*.

Mentors receive access to all of our curricula for all programs through their dashboard. They also receive access to *Mentoring at Thinkful*, which covers the structure of our programs and assessments, the policies for mentorship, and strategies for mentoring.

Attendance Policy

Student understands and acknowledges that the program is very intense and requires consistent attendance and dedication. Students are required to attend the number of mentor sessions and complete the number of hours of study, per week, associated with the program they enroll. The breakdown of mentor sessions, per program, and hours of study, per program, are noted in the "Description of Programs Offered" section listed below.

Students in part time programs who fail to attend their mentor sessions or complete the required academic work for three consecutive weeks will be withdrawn from the program and issued a refund calculated in accordance with Thinkful's Refund Policy.

Students in full time programs who fail to attend their mentor sessions or complete the required academic work for a cumulative three days, excused or unexcused absence, during the course will be withdrawn from the program and issued a refund calculated in accordance with Thinkful's Refund Policy. Thinkful records these absences in our system as well as asks the student to complete an absence form if the student is planning on missing or is more than 10 minutes late to the start of class due to the nature of the pair programming and lectures that take place daily. Additionally, support staff reminds students each time they miss a class what number of absence they are at. Students are expected to make up any missed work within 48 hours of the missed class.

All students are asked to submit an absence notice a minimum of 24-hours in advance, if possible.

Leave of Absence

Thinkful knows that sometimes life happens — a serious illness, an unexpected life change — when students may need to stop their coursework. Students can take a pause for any reason.

In flexible programs, students have the option to pause their program in increments of a maximum of one week for a total of six weeks. If a student needs to take a longer break from the program, students are able to temporarily withdrawal from the program. Thinkful will save their progress, and when they return, students can to pick-up where they left off. Students who do not resume their program or complete the required academic work for three consecutive weeks after their pause ends will be withdrawn from the program and issued a refund calculated in accordance with Thinkful's Refund Policy.

Note: If a student needs to take a pause longer than 2 weeks or temporarily withdrawal, there is no guarantee the student will be able to retain their same mentor.

In full time programs (Engineering Immersion), students do not have the option to pause the course, but may leave a cohort for approved personal or health reasons, and return to complete the course with a later cohort. Students returning after an approved leave of absence must retake any section that was not successfully completed, with completion meaning passing capstone project and interview for that section. There is a transfer fee of $100 per week that is retaken. Students may not return to a full time program for any leave of absence taken after the thirteenth week of the course, but instead will have the option to return and finish coursework in the equivalent flexible program if possible. Students retaking a section of the course for reasons of poor academic performance, including failing their mock interview or capstone will lose their tuition guarantee.

Probation & Dismissal Policy

All Thinkful students are expected to abide by the Student Code of Conduct. Failure to abide by the Code of Conduct may results of dismissal from the program. The first violation of the Code of Conduct or other Thinkful policies will result in a written warning. Conduct deemed to be sufficiently disruptive or severe, such as harassment or another student, staff member, or Thinkful community member, may result in immediate suspension or dismissal.

School officials, in collaboration with instructors, will review each case and make a determination regarding the student's actions and status. If the student does not improve their conduct after receiving a warning, the student will be permanently dismissed.

For flexible programs, if a student does not pass their technical evaluation in the Fundamentals Phase after 2 attempts, they will be withdrawn from the course based on the Thinkful's discretion. We believe in mutual accountability and your enrollment with Thinkful is at will. If you do not believe Thinkful is a great fit for you, you can withdraw at any time. If we do not believe you are a great fit for Thinkful (poor attendance, poor performance, poor communication, or low engagement), we may withdraw you from the program at any time.

For full time programs, if a student does not pass a capstone review or a mock interview within 2 attempts, they will no longer be eligible for a tuition guarantee, but may still continue in the course, if they wish to proceed. If a student does not respond to correspondence with Thinkful for three consecutive class days or fails to show up

to class for a cumulative three class days during the course, Thinkful will withdraw the student and issue a refund pursuant to Thinkful's Refund Policy. In this situation, the withdrawal date will be in keeping with Thinkful's Cancellation and Refunds policy.

Students who are withdrawn due to unsatisfactory progress are able to reapply to a Thinkful program but are not able to transfer any previously completed work. Thinkful reserves the right to refuse acceptance to any applicant. Students who are withdrawn due to violation of the student code of conduct will not be readmitted.

Thinkful does not have a probation status or policy.

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Description of Programs Offered

Front End Basics (FEWD-001)

Total Course Hours: 180

Instructional Type: Self-paced with access to support such as mentorship, office hours, and workshops

- An introductory course that provides students with foundational skills in front end web development.

- This is a self-paced course which allows students to dedicate variable amounts of time each week. The course is designed to be completed in approximately 3 months, but there is no penalty for taking longer.

- Students are expected to dedicate some time (recommended 10-15 hours) each week to the program content, in addition to one, 45-minute mentorship session each week.

- Students complete the program with one original web development project for their professional portfolio.

Full Stack Flex Program (FEWD-201)

Total Course Hours: 594

Instructional Type: Self-paced with access to support such as mentorship, office hours, and workshops

- A comprehensive program that provides graduates with the skills required to work as a full stack web developer.

- This is a part-time program, which allows students to continue working full-time while completing their education. The program is designed to be completed in 6 months.

- Students are expected to dedicate 20-25 hours a week to the program content in addition to two, 45-minute mentorship sessions per week.

- This program is self-paced, students are given a plan to guide their learning towards completion in 6 months with flexible deadlines.

- The efficacy of this program is validated by our industry experts, hiring partners, and successful student outcomes.

Flexible Data Science Program (DATA-201)

Total Course Hours: 576

Instructional Type: Self-paced with access to support such as mentorship, office hours, and workshops

- A comprehensive program that provides graduates with the skills required to work as a data scientist.

- This is a part-time program, which allows students to continue working full-time while completing their education. The program is designed to be completed in 6 months.

- Students are expected to dedicate 20-25 hours a week to the program content in addition to two, 45-minute mentorship sessions per week.

- This program is self-paced, students are given a plan to guide their learning towards completion in 6 months with flexible deadlines.

- The efficacy of this program is validated by our industry experts, hiring partners, and successful student outcomes.

Engineering Immersion

Total Course Hours: 950

Instructional Type: Structured

- A comprehensive program that provides graduates with the skills required to work as a full stack web developer.

- Students are expected to dedicate at least 1000 active hours to the program with structured class taking place 10:00am - 5:30pm ET Monday-Friday.

- The program pace is set by Thinkful's instructor team with weekly goals of what is learned, and students are expected to maintain the set pace in their studies.

- Students meeting the graduation requirements earn a Certificate of Completion.

- The efficacy of this program is validated by our industry experts, hiring partners, and successful student outcomes.

Engineering Nights & Weekends (WEB_DEV-250)

Total Course Hours: 750

Instructional Type: Nights & Weekends

- A comprehensive course that provides graduates with the skills required to work as a full stack web developer.

- Students are expected to dedicate at least 1000 active hours over 7 months to the program.

- The program pace is set by Thinkful's instructor team with weekly goals of what is learned, and students are expected to maintain the set pace in their studies.

- Students meeting the graduation requirements earn a Certificate of Completion.

- The efficacy of this program is validated by our industry experts, hiring partners, and successful student outcomes.

Data Analytics Flex (DATA_ANALYTICS-201)

Total Course Hours: 427

Instructional Type: A comprehensive course that provides graduates with the skills required to work as a data analyst, business intelligence analyst, or data journalist.

- This is a part-time program which allows students to continue working full-time

- while completing their education. The program is designed to be completed in 6 months.

- Students are expected to dedicate 20-25 hours a week to the program content in addition to 2, 45-minute mentorship sessions per week.

- This program is self-paced, students are given a plan to guide their learning towards completion in 6 months with flexible deadlines.

- The efficacy of this program is validated by our industry experts, hiring partners, and successful student outcomes.

Product Design Flex (DES - 201)

Total Course Hours: 552

Instructional Type: A comprehensive course that provides graduates with the skills required to work as a data analyst, business intelligence analyst, or data journalist.

- A comprehensive course that provides graduates with the skills required to work as a Product Designer.

- Students are expected to dedicate at least 552 active hours over 6 months to the program. (3 hours a day x 184 days in the program)

- Students meeting the graduation requirements earn a Certificate of Completion.

- The efficacy of this program is validated by our industry experts, hiring partners, and successful student outcomes

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Program Curriculum Breakdown with Hours

Full Stack Flex (FEWD-201)
Front End Fundamentals

Contact Hours: 25 Hours Per Week for 4 Weeks

Total Hours: 100

Students will level up their foundational skills and create beautiful, well-crafted interactive client-side web apps with JavaScript and jQuery.

- HTML
- CSS
- Front-end JavaScript
- APIs and asynchronous web applications
- jQuery

Server Side Programming With Node.js

Contact Hours: 135 Total Hours

Students will learn to use JavaScript on the server-side with Node.js.

- Back-end JavaScript
- Server side architecture
- Express

Frontend: React

Contact Hours: 135 Total Hours

Students will learn more advanced frontend web development skills by learning a more modern framework and building powerful single page web apps with the popular frontend framework, React.

- React
- Redux
- Netlify

Additional: Computer Science Fundamentals (100 Total Hours) &
Product Engineering (135 Total Hours)

Flexible Data Science (DATA-201)
Data Science Fundamentals

Contact Hours: 25 Hours Per Week for 4 Weeks

Total: 100 hours

Students will get an introduction to programming in Python, an overview of the math and stats behind the tools they'll use as a data scientist, and begin planning for their career in data science.

- Python Fundamentals
- Advanced Python with Jupyter Notebooks
- Basic Statistics

Data Science Bootcamp

Contact Hours: 476 Total Hours

Students will be investigating data sources and running experiments, cover supervised learning for regression and classification, cover unsupervised learning, then have a unit covering a few other topics in data science, such as big data and algorithms. Lastly, they will select a specialization to build skills directly relevant to the work they want to do.

- Data and analysis (25 Hours Per Week for 3 Weeks)
- Supervised learning (27 Hours Per Week for 7 Weeks)
- Unsupervised learning (27 Hours Per Week for 3 Weeks)
- Other topics in data science (25 Hours Per Week for 1 Week)
- Specialization (25 Hours Per Week for 2 Weeks)
- Capstone project (27 Hours Per Week for 3 Weeks)

All Thinkful programs are continuously improved based on consultation with industry experts and the results of our student outcomes.

Engineering Immersion (DEV-301)
Prerequisite: Completion of Engineering Immersion Prep DEV-301-PREP (see admissions requirements)

Interactive Web Apps

Contact Hours: 100 Total Hours

Students will level up the foundational skills built during the prep course and create beautiful, well-crafted interactive client-side web apps with JavaScript and jQuery. Students will complete their first capstone project by building a small frontend web application over the course of two days.

Topics covered:

- Programming Fundamentals with JavaScript
- jQuery and the DOM
- Application State Management
- AJAX, APIs, and Intro to REST
- Developing with Accessibility (a11y) Best Practices

Server Side Programming With Node.js

Contact Hours: 200 Total Hours

Students will learn to use JavaScript on the server-side with Node.js. Create well-designed, comprehensively tested server-side JavaScript applications.

Topics covered:

- Restful APIs
- Node
- Express
- Mocha and Chai
- Travis CI
- Heroku
- Postgres and SQL
- MongoDB
- Authentication using JWT

Advanced Frontend: React

Contact Hours: 100 Total Hours

Students will learn more advanced frontend web development skills by learning a more modern framework and building powerful single page web apps with the popular frontend framework, React. Students will also complete their first capstone project for their portfolio by building a full-stack web application using React and Node over the course of two weeks.

Technologies covered:

- React
- Redux
- Netlify
- Jest
- Enzyme
- React Router
- Redux Thunk
- Redux Form

Data Structures and Algorithms

Contact Hours: 150 Total Hours

Students will build a foundation of computer science knowledge and hone their computer science skills. Students will complete their second capstone for their portfolios with a partner over the course of one week that includes a full-stack web application and incorporates data structures and algorithm with front and back end.

Topics covered:

- Recursion
- Big O notation
- Arrays
- Linked lists
- Stack and queue
- Hashmaps

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- Binary search trees
- Searching algorithms
- Sorting algorithms

Further Studies

Contact Hours: 400 Total Hours

Students will learn a new library, framework, or language and building a small application over the course of a week. Students will build their final Capstone project for their portfolios in a full-stack web application built in a team over the course of 3 weeks. During that project, students will learn project management and product development using Agile methodology. Students will end the course by completing their portfolio site and polishing their three portfolio capstone projects.

Topics Covered:

- Angular 4
- Vue.js
- Python
- GraphQL
- React Native
- Agile methodology
- Project management tools
- Design

Admissions Qualifications & Procedure

Overview

The following admissions policies apply to all Thinkful programs:

- Students must be 18 years old or older to enroll at Thinkful.
- Admission into any Thinkful program requires that the student have a high school diploma or equivalent (General Education Diploma – GED) or a diploma from an institution of higher education accredited by an accrediting association recognized by the U.S. Department of Education. Thinkful does not admit ability-to-benefit students.
- Thinkful does not accept transfer credit, nor does Thinkful offer challenge or

achievement tests.

- Students must demonstrate operating proficiency on a computer at the time of enrollment.

- Thinkful programs are provided in English only. Students from other countries where the primary language is not English must demonstrate operating proficiency of English prior to being accepted into the program. All instruction at Thinkful will be conducted in English. Thinkful does not offer or provide English language services, including instruction such as ESL.

- Thinkful does not offer Visa services for foreign students, nor does Thinkful vouch for student status.

- Students must possess basic reading and arithmetic skills at the time of enrollment.

- Students will not share their account with anyone else.

- Thinkful will notify candidates by email when they have been accepted into the program.

- Thinkful does not have a provisional acceptance policy.

Front End Basics (FEWD-001)

This program does not require a separate admissions process and accepts students on an open rolling basis.

Full Stack Flex (FEWD-201)

This program does not require a separate admissions process and accepts students on an open rolling basis.

Data Science (DATA-201)

Admissions overview

- Recommended 6+ months of previous self-learning experience specific to Data Science

- Demonstrate and understanding of what Data Science is

- Discuss capstone project and career goals

- Demonstrate the ability to manage their time, communicate effectively with others,

& take constructive criticism.

- Bachelors or + (we ask which field)
- Previous working experience directly related to the field (Data Analyst, Programmer, etc.)
- Next stage after cfi: Tech Screening: Probability quiz

Engineering Immersion Prep (DEV-301-PREP)

Prerequisite for Engineering Immersion (DEV-301)

Contact Hours: 65 Hours Total Over The Course of 4-8 Weeks, self-paced

- A preparatory course that provides enrolled students with the skills required to succeed in the Engineering Immersion course.
- Students are expected to complete three academic units focused on core coding concepts in order to prepare for the pace and subject matter in the full-time course.
- Students are required to demonstrate mastery of the topics by completing a Technical Evaluation interview consisting of technical terminology and coding challenges.
- The efficacy of the Technical Evaluation is validated by our instructors and operational staff.

Engineering Immersion (DEV-301)

Admission into Engineering Immersion Prep and Engineering Immersion is by application only. Anyone is welcome to apply for the Engineering Immersion Prep (DEV-301-PREP) course. However, it is recommended that applicants meet the following qualifications, in addition to meeting the previously outlined Thinkful Admissions Policies, in order to ensure their success in the program:

- 6+ months of previous self learning experience in web development via online or in-person tutorials or course. No formal class experience required.
- Be able to consistently devote at least 25 to 30 hours per week to the Engineering Immersion Prep course & 55 to 60 hours per week to the Engineering Immersion course for the duration of the programs.
- Demonstrate the drive & determination to pursue a full-time career as a web developer after the full-time program.
- Demonstrate the ability to manage their time, communicate effectively with others, & take constructive criticism.

Engineering Nights & Weekends (WEB_DEV-250)

Admission into Engineering Immersion Prep and Engineering Immersion is by application only. Anyone is welcome to apply for the Engineering Immersion Prep (WEB_DEV-250-PREP) course. However, it is recommended that applicants meet the following qualifications, in addition to meeting the previously outlined Thinkful Admissions Policies, in order to ensure their success in the program:

- 6+ months of previous self learning experience in web development via online or in-person tutorials or course. No formal class experience required.

- Be able to consistently devote at least 25 hours per week to the Engineering Immersion Prep course & 55 to 60 hours per week to the Engineering Immersion course for the duration of the programs.

- Demonstrate the drive & determination to pursue a full-time career as a web developer after the full-time program.

- Demonstrate the ability to manage their time, communicate effectively with others, & take constructive criticism.

Engineering Nights & Weekends (WEB_DEV-250)

This program does not require a separate admissions process and accepts students on an open rolling basis.

Product Design Flex (DES - 201)

This program does not require a separate admissions process and accepts students on an open rolling basis.

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Admissions Review & Assessment

An Admissions Counselor will review the quality of each application to determine whether the applicant meets the basic program admission requirements such as time commitment availability and interest level.

Thinkful's Education Advisors and Admissions Counselors work with students throughout the entire admissions process. Students may talk to an Education Advisor prior to submitting an application to gain assistance in discovering if one of the courses fit's their abilities, schedule, and goals on a high level. Education Advisors can recommend that a potential student continue with an application, recommend another program, or recommend study resources. Admission Counselors work with a student to ensure the student can be successful in the course and sets the expectations of the courses requirements.

Amissions Stages:

Application Submitted	Application Reviewed	Culture Fit Interview	Tech Screening Interview	Accepted or Rejected

Thinkful reserves the right to refuse acceptance to any applicant.

Schedule of Total Charges

Students are not charged tuition until they have fully enrolled in a course. All tuition fees and payment plans, as well as the refund policies, are outlined at www.thinkful. com in addition to being available in the Course Catalog. Specific payment due dates are determined based on the student's enrollment date. Thinkful does not have late payment fees, but a student may face dismissal if a payment is more than 7 days and will receive notification if they have a balance due.

Front End Basics (FEWD-001)
Tuition: $1,500
Fees: $0
Textbooks: $0
Equipment: $0

Payment
Deferred payments
No scholarships available**:**
  - Down Payment: $0
  - Payment Breakdown: $500 for 3 months

Full Stack Flex (FEWD-201)
Tuition: $9,500
Fees: $0
Textbooks: $0
Equipment: $0

The payment options given below are for plans that are with and without the Thinkful Veterans or Women's Scholarship of $600.

Payment Option 1:
Skills Fund Loan (interest-bearing) - 3rd Party Offering
This loan has payments of interest-only while in school and 36 monthly payments after.
Without Scholarship:
  - Down Payment: $250

- Payment Breakdown: $74 for first 8 months / $314 for 36 months after

With Scholarship:

- Down Payment: $250
- Payment Breakdown: $69 for first 8 months / $294 for 36 months after

Payment Option 2:

Skills Fund Loan (interest-bearing) - 3rd Party Offering
This loan has equal payments over 36 months and starts while in school.
Without Scholarship:

- Down Payment: $250
- Payment Breakdown: $314 for 36 months beginning on the 2nd month

With Scholarship:

- Down Payment: $250
- Payment Breakdown: $294 for 36 months beginning on the 2nd month

Payment Option 3:

Deferred Payments with a Finance Fee
Down payment with 19 monthly payments starting two months after completion.
Without Scholarship:

- Down Payment: $2,500
- Payment Breakdown: $500 for 19 months

With Scholarship:

- Down Payment: $2,400
- Payment Breakdown: $500 for 18 months

Payment Option 4:

Month-to-Month Payments While in School with Finance Fee
Down payment and 6 monthly payments starting at the beginning of school.
Without Scholarship:

- Down Payment: $1,667
- Payment breakdown: $1,388.83 for 6 months

With Scholarship:

- Down Payment: $1,567
- Payment breakdown: $1,305.50 for 6 months

Payment Option 5:

Upfront Payment

Without Scholarship:
  • Upon start: $9,500 (total cost, covers 6 months in the program)
  • No more than 30% or $2,850 may be pre-paid
With Scholarship:
  • Upon start: $8,900 (total cost, covers 6 months in the program)
  • No more than 30% or $2,670 may be pre-paid

Data Science (DATA-201)
Tuition: $7,990
Fees: $0
Textbooks: $0
Equipment: $0

The payment options given below are for plans that are with and without the Thinkful Veterans or Women's Scholarship of $600.

Payment Option 1:
Skills Fund Loan (interest-bearing) - 3rd Party Offering
This loan has payments of interest-only while in school and 36 monthly payments after.
Without Scholarship:
  • Down Payment: $250
  • Payment Breakdown: $68 for first 8 months / $288 for 36 months after
With Scholarship:
  • Down Payment: $250
  • Payment Breakdown: $64 for first 8 months / $269 for 36 months after

Payment Option 2:
Skills Fund Loan (interest-bearing) - 3rd Party Offering
This loan has equal payments over 36 months and starts while in school.
Without Scholarship:
  • Down Payment: $250
  • Payment Breakdown: $289 for 36 months beginning on the 2nd month
With Scholarship:
  • Down Payment: $250
  • Payment Breakdown: $269 for 36 months beginning on the 2nd month

Payment Option 3:
Deferred Payments with a Finance Fee
Down payment with 19 monthly payments starting two months after completion.
Without Scholarship:
- Down Payment: $2,500
- Payment Breakdown: $500 for 17 months
With Scholarship:
- Down Payment: $2,400
- Payment Breakdown: $500 for 16 months

Payment Option 4:
Month-to-Month Payments While in School with Finance Fee
Down payment and 6 monthly payments starting at the beginning of school
Without Scholarship:
- Down Payment: $1,495
- Payment breakdown: $1,495 for 6 months
With Scholarship:
- Down Payment: $1,395
- Payment breakdown: $1,395 for 6 months

Payment Option 5:
Upfront Payment
Without Scholarship:
- Upon start: $7,990 (total cost, covers 6 months in the program)
- No more than 30% or $2,397 may be pre-paid
With Scholarship:
- Upon start: $7,390 (total cost, covers 6 months in the program)
- No more than 30% or $2,217 may be pre-paid

Engineering Immersion (DEV-301)
Tuition: $16,000
Fees: $250 upfront fee due for the prerequisite course Engineering Immersion Prep
(DEV-301-PREP). This amount is credited towards any Thinkful course.
Textbooks: $0
Equipment: $0

The payment options given below are for plans that are with and without the Thinkful

Veterans or Women's Scholarship of $1,200.

Payment Option 1:
Leif Income Shared Agreement - 3rd Party Offering
- Down Payment: $1000
- Payment Breakdown: 15% of your income for 3 years total cost
- No Veteran or Women's scholarship applied

Payment Option 2:
Skills Fund Loan (interest-bearing) - 3rd Party Offering
This loan has payments of interest-only while in school and 36 monthly payments after.
Without Scholarship:
- Down Payment: $250
- Payment Breakdown: $125 for first 6 months / $529 for 36 months after
With Scholarship:
- Down Payment: $250
- Payment Breakdown: $115 for first 6 months / $489 for 36 months after

Payment Option 3:
Month-to-Month Payments While in School with Finance Fee
Down payment and 6 monthly payments starting at the beginning of school
Without Scholarship:
- Down Payment: $3,520
- Payment breakdown: $3,520 for 6 months
With Scholarship:
- Down Payment: $3,280
- Payment breakdown: $3,280 for 6 months

Payment Option 4:
Upfront Payment
Without Scholarship:
- Upon start: $16,000 (total cost, covers 6 months in the program)
- No more than 30% or $4,600 may be pre-paid
With Scholarship:
- Upon start: $14,800 (total cost, covers 6 months in the program)
- No more than 30% or $4,440 may be pre-paid

Engineering Nights & Weekends (WEB_DEV-250)

The payment options given below are for plans that are with and without the Thinkful Veterans or Women's Scholarship of $1,200.

Payment Option 1:
Leif Income Shared Agreement - 3rd Party Offering
- Down Payment: $0
- Payment Breakdown: 15% of gross income for 2 years total cost
- No Veteran or Women's scholarship applied

Payment Option 2:
Skills Fund Loan (interest-only) - 3rd Party Offering
This loan has payments of interest-only while in school and 36 monthly payments after.
Without Scholarship:
- Down Payment: $250
- Payment Breakdown: $98 for first 7 months / $418 for 36 months after
With Scholarship:
- Down Payment: $250
- Payment Breakdown: $90 first 6 months / $382 for 36 months after

Payment Option 3:
Month-to-Month Payments While in School with Finance Fee
Down payment and 6 monthly payments starting at the beginning of school
Without Scholarship:
- Down Payment: $1,975 (due 1 week before start)
- Payment breakdown: $1,975 per month ($13,825 total cost)
With Scholarship:
- Down Payment: $1,850 (requires refundable deposit due 1 week before start)
- Payment breakdown: $1,850 per month ($12,950 total cost)

Payment Option 4:
Upfront Payment
Without Scholarship:
- Upon start: $12,900 total cost
With Scholarship:
- Upon start: $11,700 total cost

Flex Data Analytics (DATA_ANALYTICS-201)

The payment options given below are for plans that are with and without the Thinkful Veterans or Women's Scholarship of $1,200.

Payment Option 1:
Skills Fund Loan (interest-only) - 3rd Party Offering
This loan has payments of interest-only while in school and 36 monthly payments after.
Without Scholarship:
  • Down Payment: $250
  • Payment Breakdown: $68 for first 8 months / $288 for 36 months after

Payment Option 2:
Skills Fund Loan (immediate repayment) - 3rd Party Offering
This loan has payments of interest-only while in school and 36 monthly payments after.
Without Scholarship:
  • Down Payment: $250
  • Payment Breakdown: $289 beginning on 2nd month

Payment Option 3:
Month-to-Month Payments While in School with Finance Fee
Down payment and 6 monthly payments starting at the beginning of school
Without Scholarship:
  • Down Payment: $250 (due 1 week before start)
  • Payment breakdown: $1,495 per month ($825 total cost)

Payment Option 4:
Upfront Payment
Without Scholarship:
  • Upon start: $7,990 total cost

Product Design Flex (DES - 201)

The payment options given below are for plans that are with and without the Thinkful Veterans or Women's Scholarship of $1,200.

Payment Option 1:

Skills Fund Loan (interest-only) - 3rd Party Offering

This loan has payments of interest-only while in school and 36 monthly payments after.

Without Scholarship:

- Down Payment: $250
- Payment Breakdown: $72 while enrolled + 2 months / $306 month to month

With Scholarship:

- Down Payment: $250
- Payment Breakdown: $68 while enrolled + 2 months / $287 month to month

Payment Option 2:

Skills Fund Loan (immediate repayment) - 3rd Party Offering

This loan has payments of interest-only while in school and 36 monthly payments after.

Without Scholarship:

- Down Payment: $250
- Payment Breakdown: $306 beginning on 2nd month

With Scholarship:

- Down Payment: $250
- Payment Breakdown: $287 beginning on 2nd month

Payment Option 3:

Month-to-Month Payments While in School with Finance Fee

Down payment and 6 monthly payments starting at the beginning of school

Without Scholarship:

- Down Payment: $250 (due 1 week before start)
- Payment breakdown: $1,590 per month ($9,540 total cost)

With Scholarship:

- Down Payment: $250 (due 1 week before start)
- Payment breakdown: $1,490 per month ($8,940 total cost)

Payment Option 4:

Upfront Payment

Without Scholarship:

- Upon start: $8,500 total cost

With Scholarship:

- Upon start: $7,900 total cost

THINKFUL

Financial Aid Policies

Thinkful does not participate in federal or state financial aid programs. Thinkful does offer various payment plans and access to the Skills Fund Loan, which is an interest-bearing loan with payments for up to 36 months after program completion.

Withdrawals, Dismissals, & Refunds

Student's Right to Cancel

1. Thinkful shall provide each student a period of seventy-two (72) hours in which to cancel any contract for a program of instruction and receive a refund of all pre-paid tuition, unless the student has entered training. The 72-hour period does not include weekends or holidays. Thinkful shall make a refund within 45 days.

2. Students will be given information on their right to cancel within 72-hours in the enrollment agreement.

3. Cancellation may occur when the student provides a written notice of cancellation at the following email address: success@thinkful.com

4. The written notice of cancellation need not take any particular form and, however expressed, it is effective if it shows that the student no longer wishes to be bound by the Enrollment Agreement.

5. If the Enrollment Agreement is cancelled, the school will refund the student any pre-paid funds, less a registration or administration fee not to exceed $250.00 ($100.00 for student located within the District of Columbia), and less any deduction for equipment not returned in good condition, within 45 days after the notice of cancellation is received.

Withdrawal from a Thinkful Program

A student may withdraw from Thinkful at any time after the cancellation period (described above) and receive a pro-rated refund if the student has completed 60 percent or less of the scheduled weeks or lessons in the program through the last day of attendance. The refund will be less a registration or administration fee not to exceed $100.00, and less any deduction for equipment not returned in good condition, within 45 days of withdrawal.

Refunds are calculated bydetermining the portion of the program the student completed through the last day of attendance in the number of weeks or lessons out of the weeks or lessons in the program and the resulting percentage is the basis of the tuition proration and any resulting refund to the student. Any non-refundable charges and unreturned equipment will not be prorated.

If the student has completed more than 60% of theprogram, the student will be charged all of the tuition for the program and there will be no refund. If the student completed less than 60% of the program, the percentage of the program completed, rounded up to the nearest 10%, will be the percentage of the tuition charged to the student. For example, if the student completed 11 weeks out of a 24-week program or 46%, the student would be charged 50% of the program tuition upon withdrawal. If the student paid 100% of the tuition, the student would be due a 50% refund minus any non-refundable charges or unreturned equipment. All refunds will be paid within 45 days of the student's withdrawal.

A student shall be deemed to have withdrawn from a program of instruction when any of the following occurs:

- The student notifies the institution in writing of the student's intent to withdraw;
- The institution terminates the student's enrollment for failure to abide by any of the rules and regulations of the institution and/or failure to meet financial obligations to the institution;
- The student has failed to attend class or participate in his or her coursework for three consecutive weeks; or
- The student fails to return from a leave of absence.

Students who obtain an in-field position may graduate (complete the course) early . Students who have "early completion" status are not eligible for a prorated refund as they are not withdrawing but will maintain access to their curriculum, the Thinkful community, etc.

Students who wish to withdraw from their course due to accepting an in-field job offer who would like to be counted as having completed the program early rather than dropping out may not be eligible for a pro-rated refund.

Career Assistance

Thinkful is dedicated to educating and connecting students to career opportunities via curated workshops and post-graduation support. The Careers team at Thinkful looks to empower students through a host of programming and resources that are aimed at career advancement as well as transparent outcomes. We provide career support in the form of:

- Individual and group sessions.

- Curated technological content.

- Mock behavioral and technical interviews.

- Thematic workshops and career-focused Q&As. Topics include but are not limited to: networking, technical landscape, resume and LinkedIn reviews, cover letter writing, negotiating, navigating the job search and interview preparation.

- Referrals to participating employer partners.

Every student receives the same level of career support during the program and has access to individual support for up to six months immediately following graduation.

As part of our commitment to outcomes, Thinkful also offers a tuition guarantee. Students must meet specific requirements in order to be eligible for the tuition guarantee.

The requirements of this guarantee is detailed in Thinkful's enrollment documents.

THINKFUL

Outcomes Reporting

Thinkful is a member of the Council on Integrity in Results Reporting (CIRR), which is a non-profit organization, dedicated in providing transparent reporting on employment outcomes. CIRR provides a standardized system for measuring and reporting student outcomes that all of its member schools use.

Students are surveyed (Career Path Outcomes Survey) post-graduation at the time they indicate they received an offer for employment. Students who do not respond to the Career Path Outcomes Survey are contacted individually, such as by email and phone on a regular basis until the information is collected. All outcomes data is then aggregated and published through the Council on Integrity in Results Reporting (https://cirr.org/data) using a specific set of governing standards. Each report must cover graduates from either 1/1-6/30 or 7/1-12/31 of the chosen year.

Student Achievement & Graduation Requirements

Each unit has specific elements that must be mastered to receive a passing grade. If the student does not demonstrate a sufficient level of mastery in the unit materials, the student will be given a failing grade. Feedback is provided on all projects within 24 hours and mock interviews are conducted to ensure that each student understands and can speak to the material included in each unit. Two consecutive units with failing grades may be considered unsatisfactory progress and the student may be subject to dismissal.

Graduation Requirements by Program:

Front End Basics (FEWD-001)
Comprehension/Technical Criteria
- Complete coursework, assignments approved by mentor
- Submit a final capstone, approved by mentor

Engineering Immersion (DEV-301)

Career Services Engineering Immersion Criteria

- Attend a minimum of 3 meetups
- Complete a minimum of 5 informational interviews
- Submit Break Week assignments by deadline
- Submit Portfolio Week assignments by deadline

Comprehension/Technical Criteria

- Attendance
  - Miss no more than 3 classroom sessions, total
    - Arrive on time for workshops. Students may not be over 10 mins late to more than 3 sessions/workshops
  - Misses no more than 3 mentor sessions
    - Excluding sessions that are rescheduled by the mentor or student due to illness or conflicts
- Projects
  - Submit a minimum of 3 projects by Graduation Date (and attend each demo day). Projects include but are not limited to:
    - API Hack
    - Fullstack Capstone 1
    - Fullstack Capstone 2
  - Build a Portfolio to showcase projects
    - Must meet minimum Thinkful Portfolio Requirements
    - Note: All projects can be replaced by individual projects for the final portfolio, as approved by Portfolio Review Team.
- Assessments
  - Complete all graded checkpoints on time
  - Complete 4 Mock Interviews (with 4s or higher)
  - Mentor and Program Manager Recommendation for graduation

Full Stack Flex (FEWD-201)

Attend a minimum of 3 meetups

- Attend one local meetup (not Thinkful led)
- Complete an informational interview
- Create and submit an original portfolio website meeting program requirements
- Attendance
  - Attend 2, 45-minute mentorship sessions per week
  - Complete program requirements in 6 months (for eligibility for the tuition guarantee)
- Projects
  - Submit the following 3 capstone projects for approval. Each of the capstone projects will be approved before the student progresses to the next unit
    - API Capstone
    - Node Capstone
    - React Capstone
  - Build a Portfolio to showcase projects.
    - Must meet minimum Thinkful Portfolio Requirements
- Assessments
  - Complete and pass Quiz Application assignment
  - Complete Technical Evaluation (Fundamentals Unit)
  - Complete and pass 4 mock interviews
  - Mentor and Program Manager
  - Recommendation for graduation

Data Science (DATA-201)

Career Services Data Science Flex Criteria

- Attend one local meetup (not Thinkful led)
- Complete an informational interview

Comprehension/Technical Criteria

- Attendance
  - Attend 2, 45-minute mentorship sessions per week
  - Complete program requirements in 6 months (for eligibility for the tuition guarantee)
- Projects
  - Submit the following 3 capstone projects for approval. Each of the

capstone projects will be approved before the student progresses to the next unit

- Prep Capstone
- Propose a Data Experiment
- Supervised Learning Capstone
- Unsupervised Learning Capstone
- Final Capstone

- Assessments
  - Complete Technical Evaluation (Fundamentals Unit)
  - Complete and pass 4 mock interviews
  - Mentor and Program Manager Recommendation for graduation

Engineering Nights & Weekends (WEB_DEV-250)

Career Services Engineering Nights & Weekends Criteria

- Attend a minimum of 3 meetups
- Complete a minimum of 5 informational interviews
- Submit Break Week assignments by deadline
- Submit Portfolio Week assignments by deadline

Comprehension/Technical Criteria

- Attendance
  - Miss no more than 3 classroom sessions, total
    - Arrive on time for workshops. Students may not be over 10 mins late to more than 3 sessions/workshops
  - Misses no more than 3 mentor sessions
    - Excluding sessions that are rescheduled by the mentor or student due to illness or conflicts
- Projects
  - Submit a minimum of 3 projects by Graduation Date (and attend each demo day). Projects include but are not limited to:
    - API Hack
    - Fullstack Capstone 1
    - Fullstack Capstone 2
  - Build a Portfolio to showcase projects

　　　　• Must meet minimum Thinkful Portfolio Requirements

　　　　• Note: All projects can be replaced by individual projects for the final
　　　　　portfolio, as approved by Portfolio Review Team.

• Assessments
　　• Complete all graded checkpoints on time
　　• Complete 4 Mock Interviews (with 4s or higher)
　　• Mentor and Program Manager Recommendation for graduation

Provided Documentation Post Graduation:

• Certificate of Completion
• Confirmation of completion should an employer request it from Thinkful by emailing
  success@thinkful.com.

Data Analytics Flex (DATA_ANALYTICS-201)

• Attend a minimum of 3 meetups
• Attend one local meetup (not Thinkful led)
• Attend 2, 45-minutes mentorship sessions per week
• Complete program requirements in 6 months (for eligibility for the tuition
  guarantee)
• Projects

　　• Submit the following 3 capstone projects for approval. Each of the capstone
projects will be approved before the student progresses to the next unit

　　　　　• Case study 1 featuring Excel model, Powerpoint presentation
　　　　　• Case study 2 featuring Tableau dashboard and recommendations
　　　　　• Case study 3 featuring Python data analyst toolkit and presentation
　　• Build a Portfolio to showcase projects
• Assessments
　　• Complete and pass the SQL self-sufficiency exam
　　• Complete and pass the Python self-sufficiency exam
　　• Complete 6 mock interviews (2 mock behavioral interviews, 2 mock case
　　　study interviews, 2 mock culture fit interviews)
　　• Mentor and Program Manager
　　• Recommendation for graduation

Product Design Flex (DES - 201)

Career Services Product Design Flex Criteria

- Attend a minimum of 3 meetups
- Complete a minimum of 5 informational interviews
- Submit [Capstone] assignments by deadline

Comprehension/Technical Criteria

- Attendance
  - Attend 2, 1 hour mentorship sessions per week
  - Complete program requirements in 6 months (for eligibility for the tuition guarantee)
- Projects
  - Complete the following projects
    - BusyBus Fundamentals App
    - Cloud Storage UX Exercise
    - Spotify Frontend Clone
    - Solo Capstone project
- Assessments
  - Complete all graded checkpoints on time
  - Pass Fundamentals Assessment (7 or higher)
  - Pass UX Intensive Assessment (7 or higher)
  - Pass FE Intensive Assessment (7 or higher)
  - Pass Portfolio Assessment (7 or higher)
  - Pass Capstone Assessment (7 or higher)

Provided Documentation Post Graduation:

- Certificate of Completion
- Confirmation of completion should an employer request it from Thinkful by emailing success@thinkful.com.

In the event of a outstanding student balance, Thinkful will wait to graduate the student until the balance is paid. Upon payment, the student will receive their graduation materials and move on to Career Services support. Deferred payment plan is exempt from this policy.

Monitoring Student Process & Support

Students are sent an automated plan that sets guidelines for each section of the course and number of days it should be completed in. Program Managers use this plan to guide student success, intervening when necessary. At minimum, students meet 1:1 with a Program Manager once a month. Poor performance (if applicable) is discussed during these calls and if continuous poor performance is demonstrated, students are put on personalized student success plans. Areas of measuring success and progress are student projects and progress with the course material. Students receive feedback from submitted projects and assignments within 24 hours.

Student Code of Conduct

- Attendance

    · For Engineering Immersive Students (Full-time): I will be online for instruction by 10am Eastern Time every morning and stay at least until class ends at 5:30pm Eastern Time unless instructedotherwise. If Thinkful staff reaches out to me via Slack or email during classroom hours and I do not respond within 45 minutes, I understand that I will be counted as absent for that day. On designated days, I will arrive on time and stay till the end of my weekly Mentor sessions.

    · For Full Stack Flex, Data Science Flex, and Product Design Students (Part-time): On designated days, I will arrive to my mentor sessions on time and stay till the end.

- If I am late, need to leave early, or have any unplanned absences, I will provide Thinkful staff with a timely explanation and make up missed work. If I need to be absent, I will give at least 24 hours' notice for any absences, barring unexpected illness or emergency. I understand that Thinkful will make every effort to ensure I am able to make up work missed, however, Thinkful cannot guarantee that I will be able   to make up 100% of the benefits and workshops I miss by being absent.

- I will actively and wholeheartedly participate in all workshops, assignments, activities and assessments that are part of the Thinkful experience. This includes being a cooperative and collaborative partner in all pairing and group activities with any and all students that I work with during the program. This also includes being receptive to feedback and criticism.

- I understand that Thinkful reserves the right to modify my course completion timeline, including requiring that I repeat a portion of the course or dismissal from the program based on poor academic performance.

- I will make learning and mentor session participation my top priority throughout the Thinkful program.

- I acknowledge that all Thinkful educational materials provided to me, physically or electronically, are for my own personal use only. I will not reproduce, save or copy any educational materials provided to me for any use other than my own personal study. I will not make public (e.g. by posting online) any such study workshops, materials, or code provided to me by Thinkful.

- I will be respectful and conduct myself professionally while at Thinkful or in the community (at meet-ups, hackathons, at other schools, with employers, recruiters etc.). I understand that repeated violations of this policy can result in my dismissal

from Thinkful.

- I will show consideration for my fellow classmates, Thinkful staff and mentors by respecting everyone's backgrounds and not expressing sexism, racism,

- homophobia, ageism, ableism, or any other behavior deemed inappropriate for a healthy learning environment.

- I understand that failure to abide by the letter or spirit of any of the foregoing may result in personal liability, including dismissal from Thinkful. I may not hold Thinkful accountable for penalties or damages resulting from or as a result of my actions.

- I will ask for help when I need it, whether it is technical or personal and will try my best to stay healthy.

- I acknowledge that I must complete all the coursework myself and that no outside parties may use my student dashboard or submit work on my behalf.

- For Engineering Nights & Weekends Students: I will be online for instruction by 6:30pm Eastern or Pacific Time, depending on which cohort I've joined and stay until class ends at 9:30pm Eastern or Pacific Time. If Thinkful staff reaches out to me via Slack or email during classroom hours and I do not respond within 45 minutes, I understand that I will be counted as absent for that day. On designated days, I will arrive on time and stay till the end of my weekly Mentor sessions.

In addition, the following are not permitted and are subject to disciplinary action:

- Uncooperative or disrespectful behavior to your fellow classmates, colleagues, instructors, community members, and staff.

- Disruptive active that causes the obstruction of teaching, learning, or administration of Thinkful programs.

- Acts of falsity including, but not limited to, cheating, plagiarism, forgery, or other acts of academic dishonesty.

Students who violate the items listed in the Code of Conduct in any way will be informed by Thinkful via electronic correspondence that an investigation is underway. Students may request information as to the status of the investigation at any time. Once the investigation is complete, Thinkful will determine the appropriate course of action which may include (but is not limited to): removal from the program, a behavioral improvement plan, mediation, etc. The course of action determined by Thinkful is not subject to appeal.

Students who are removed from the program due to a Code of Conduct violation will not be considered for readmission to the program.

Student Records

Thinkful maintains a financial and an academic file for each student who enrolls in the institution whether or not the student completes the educational service. Student records are maintained for a minimum of five years from the student's date of completion or withdrawal and include the following records:

- student enrollment contract with student's demographic and program information;

- payment contracts or promissory notes;

- payments and refunds;

- attendance;

- basis for admission;

- dates of enrollment;

- progress and performance data;

- correspondence or any record relating to recruitment;

- enrollment and placement of the student;

- completion certificate;

- student transcript; (maintained indefinitely) and

- student complaints and grievances with the corresponding resolution.

Additionally, Thinkful will maintain descriptions of courses offered each term or session and evidence of any accreditation obtained.

If Thinkful closes, it will arrange for the storage and safekeeping of all records required to be maintained for as long as those records must be maintained.

Students may request to review their student records or a copy of their completion certificate of transcript by contacting success@thinkful.com. Transcripts are not released to students until the student has fulfilled their financial obligations to the school or has made satisfactory payment arrangements.

Confidentiality of Records

Student records are stored in digital software in a manner secure from damage or loss. Thinkful takes reasonable steps to protect the privacy of personal information contained in student records. All Thinkful records are stored in secure databases that require dual authentication, which only relevant staff members have access.

Student Grievance Policy

Thinkful encourages students to bring all complaints or grievances about academically related situations to its attention. Many questions or concerns that students may have can be resolved simply through discussion.

A student may present a grievance through the following complaint and dispute resolution procedures. Thinkful will investigate all complaints or grievances fully and promptly. Students will not receive any punitive action or unfair treatment if they file a complaint or grievance against Thinkful or any of it's staff.

A grievance is defined as a student's written expression of dissatisfaction concerning conditions of enrollment or treatment by mentors, other students, or staff. Grievances may include misapplication of Thinkful policies, rules, regulations, and procedures, or unfair treatment.

Step 1: A student should first bring the grievance to the attention of their Program Manager or the Thinkful Student Success Team by emailing success@thinkful.com.

Step 2: Should the student's grievance not be resolved to the student's satisfaction after completing step 1, the student should next bring the grievance to the attention of the Chief Executive Officer.

Step 3: Those students who may have exhausted the Thinkful's grievance process without a satisfactory outcome may file a complaint with the Higher Education Licensure Commission (DC-based students).

The HELC does not however mitigate grade complaints or financial disputes.

HELC contact information:

Office of the State Superintendent of Education

Higher Education Licensure Commission

810 First St. NE, Second Floor

Washington, DC 20002

(202) 727-6436

Read more about HELC's complaint process.

Student Services

Thinkful students have access to the following services and industry connections during and outside regular class hours:

- Curriculum and curated reference material available through the student dashboard
- Career Support
- Online Student Forums (Slack)
- Video Office Hour Study Hall Sessions with Mentors
- Program Manager
- Student Success for Support and Issue Resolution
- Thinkful-hosted events are available within a number of cities

Faculty are available for advising during mentor sessions, Q&A sessions held throughout the week, and via electronic correspondence.

Faculty Qualification Information

The minimum requirements to serve as a mentor or technical expert for all Thinkful program's include:

- Demonstrates genuine student advocacy and empathy for beginners
- Exceptional written and verbal communication skills

Thinkful also hires mentors with field experience to provide additional support 1:1 and in group study halls to all students.

Program specific qualifications include:

Front End Basics (FEWD-001)

3+ years relevant professional work experience involving:

- Proficiency with front-end technologies (HTML, CSS, JavaScript, jQuery)

Engineering Immersion (DEV-301), Engineering Nights & Weekends (WEB_DEV-250), & Full Stack Flex (FEWD-201)

3+ years relevant professional work experience involving:

- Proficiency with front-end technologies (HTML, CSS, JavaScript, jQuery) using either Node.JS or React.JS at an industry level. Full MERN stack proficiency a plus.

Engineering Immersion (DEV-301) & Full Stack Flex (FEWD-201)

3+ years relevant professional work experience involving:

- Proficiency with front-end technologies (HTML, CSS, JavaScript, jQuery) using either Node.JS or React.JS at an industry level. Full MERN stack proficiency a plus.

Flexible Data Science (DATA-201)

3+ years relevant professional work experience involving:

- Proficiency in SQL, Python, and scikit-learn, using data visualizations and machine learning at an industry level. Experience with Hadoop and Spark a plus.

Flexible Data Science (DATA-201)

Thinkful collects weekly feedback from students and staff on program curriculum, projects, and overall student experience in order to evaluate the quality of each program. In addition to student experience, Thinkful also considers industry demand for particular skill sets and well as success rates with each program in order to look for areas of improvement, ensuring that each program has successful outcomes that matches Thinkful's mission on a quarterly basis.

Data Analytics Flex (DATA_ANALYTICS-201)

3+ years relevant professional work experience involving:

- Proficiency with Excel, Powerpoint, SQL, Tableau. Python experience is a plus

Product Design Flex (DES - 201)

3+ years relevant professional work experience involving:

- Experience researching, building, testing, and launching new products
- UX research skills with experience utilizing industry standard methods an absolute must
- Proficiency with front-end technologies (HTML, CSS, JavaScript, jQuery) required

THINKFUL

Ownership & Staff Information

Thinkful, Inc. is the 100% owner of Thinkful, SPV, LLC.
Thinkful observes the following holidays and will be unstaffed on these dates:

2018-2019 Holiday Schedule

Thanksgiving — Thursday, November 22 & Friday, November 23, 2018

Christmas — Tuesday, December 25, 2018

New Year's Day — Tuesday, January 1, 2019

Martin Luther King Jr. Day — Monday, January 21, 2019

President's Day — Monday, February 18. 2019

Memorial Day — Monday, May 27, 2019

Independence Day — Thursday, July 4, 2019

Labor Day — Monday, September 2, 2019

Thanksgiving — Thursday, November 28 & Friday, November 29, 2019

Christmas — Wednesday, December 25, 2019

Governing Board Responsibilities

Thinkful is overseen by a Board of Directors who are responsible for overall organizational growth and business decisions. The leadership team members are responsible for quarterly growth initiatives and changes that affect the student lifecycle.

Leadership Staff

CEO & Co-Founder
Darrell Silver, Darrell@thinkful.com
BA Art History, Columbia College
Former Founder of Perpetually

President & Co-Founder
Dan Friedman, Dan@thinkful.com

THINKFUL

Chief Education Officer
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Juris Doctor, University of Illinois College of Law
Bachelor of Arts, St. John's College

Chief Technology Officer
Saul Diez-Guerra, Saul@thinkful.com
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BSE, Universidad de Valladolid

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BA History, Florida State University

Head of Student Success
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Head of Curriculum
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MA Sociology, Central European University
BA Liberal Arts, Bennington College

Head of Careers
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BS Entrepreneurship & Finance, University of Lethbridg

Head of Program Management
David Coulter, David@thinkful.com

Head of Education Technology
Theresa Freet, Theresa@thinkful.com
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BA Mathematics, Swarthmore College

Head of Marketing
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Head of Local Growth
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Head of Admissions
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Head of People Operations
Ben Aronowicz, BenA@thinkful.com
BA Philosophy, Grinnell College

Head of Design
Darren Laiben, Darren@thinkful.com