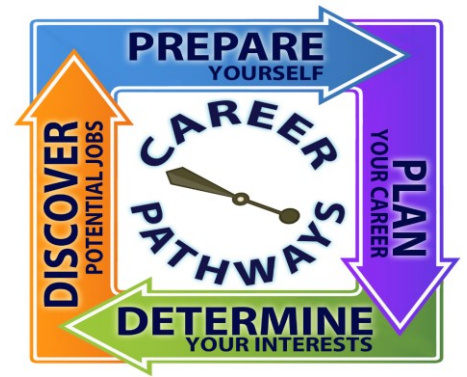




Career Pathways Program

Office of Human Resources and Development

PREPARE. PLAN. DETERMINE. DISCOVER



HIGHER EDUCATION PARTNERSHIP INFORMATION



MCPS is excited to share four new higher education partnerships for support professionals (with permanent status) interested in becoming a teacher. These four programs offer certifications in a wide variety of highly sought after content areas. Throughout the year, interest meetings for each university will be held so participants will be able to hear about the specifics of each program, prerequisites and requirements, and how to apply. Please check the Higher Education Partnership website or future newsletters for exact locations and dates. E-mail or call Nathalie Bourdereau, Career Pathways Program Specialist, at 301-217-5115 with any questions. We are excited to hear from you!

Fun Facts!

Over **40 percent** of the new teachers this year were hired in the content areas that are listed below and offered by higher education partnerships.

- Art & Music
- Computer Science
- ESOL
- Mathematics
- Technical Education
- Biology
- Physics
- Special Education
- French
- Spanish

MCPS offers partnerships in all of the content areas listed above. For prequalified candidates in 2018–2019...

- **72 percent** in **Physics** were hired by MCPS;
- **78 percent** in **Technology Education** were hired by MCPS; and
- **58 percent** in **Computer Science** were hired by MCPS.

Save the Date!

How to Become a Teacher with MCPS!

Come learn about how you can become a teacher with MCPS!

Sign Up on PDO
Course #87524
Thursday, October 4, 2018
4:30–6:30 p.m.
OHRD Maple Room

Important Announcement

New Paraeducator Orientation*
October 27, 2018
at Richard Montgomery HS

*Employees are paid \$20/hr. for seven hours. This is for new paras and paras who did not attend last year.

Please register on PDO.

Training Provided:

- What is Special Education in MCPS?
- Roles and Responsibilities
- Strategies that Support Instruction
- Behavior Management

More Important News

TRAINING HIGHLIGHTS



How to Become a Teacher

October 4th and 11th at 4:30–6:30 p.m. 45 W. Gude Drive, Maple Room

In a two-part series, participants will examine the commitment MCPS has for support professionals who want to become teachers, understand the Maryland State Department of Education certification process, explore the various degree pathways for teacher certification, and learn about the specific MCPS offices and departments that collaborate for employees pursuing careers in teaching.

Course #87524

Future Leaders Series: Preparing for Promotion

Series starting October 17th from 10:15 a.m.–12:15 p.m.

The purpose of this series of four 2-hour sessions is to provide participants with an opportunity to explore supervisory opportunities within MCPS, examine what is expected of MCPS supervisors, learn how managers and supervisors got where they are, sharpen interview skills, learn how to create effective resumes and cover letters, and learn how to use MCPS Careers successfully.

Course # 64469

HELPFUL INFORMATION ABOUT STUDENT DEBT

Student Debt Relief Fund for MCPS Supporting Service Employees

Did you come into your position at MCPS with student debt? Supporting services employees who incurred personal student loan debt prior to their employment with MCPS may be eligible for assistance to help them pay off their student loans sooner. The Board of Education and SEIU Local 500 established the Student Debt Fund for SEIU Local 500 unit members as part of the Fiscal Year 2018–2020 negotiated agreement.

The goal of the fund is to provide assistance for up to 5 percent of the employee's original loan per year, paying off not more than 50 percent of the balance brought into MCPS. The fund is intended to pay for programs at universities, trade schools, training programs, and other institutes of learning that provided supporting services professionals the education needed to serve the MCPS community and do their jobs well.

Tuition Reimbursement

Support Professionals qualify for tuition support to help start a degree and/or finish your associates, bachelors or master's degree. Non-college (including technical skills) training may also be reimbursed. Staff are eligible for up to nine credits per year of tuition reimbursement. The tuition reimbursement rate is one half the cost of the per credit rate for the University of Maryland.

Requests for tuition reimbursement are made through the PDO.

Training Opportunities for 2018–2019







Look for the training brochure to be posted in schools this month!

- Getting the Job: Interviewing for Success
- Career Assessment: Planning for the Future
- Computer Training for Beginners, Intermediate & Advanced Learners
- Project Management
- School Finance Workshop for Aspiring Financial Agents
- Transitioning from Staff Member to Supervisor
- Writing for Business

Remember !

September 10th & 19th are noninstructional days!

Teacher Preparation Partnership Programs

College/University		Program Details	Content Certification Areas
	Johns Hopkins University	2 Year Program <ul style="list-style-type: none"> Master of Science, MS 3.0 GPA & Bachelor's Degree Required Eligible to Temporary and Non-Employees 	Special Education
	Montgomery College <i>Alternative Certification for Effective Teachers (ACET)</i>	6 Month Program + 1 Year Residency <ul style="list-style-type: none"> State Approved Alternative Certification Bachelor's Degree Required Eligible to Temporary and Non-Employees 	Secondary (7-12): <ul style="list-style-type: none"> Computer Science Mathematics Science Chemistry Physics Technology Education Spanish and French
	Montgomery College <i>Culturally Responsive Educators Aspiring for Teaching Excellence (CREATE)</i>	First Two Years of Four Year Program <ul style="list-style-type: none"> Associate of Arts in Teaching, AAT Transfer to 4 Year University for Bachelor's Degree and Teacher Certification Eligible to Permanent 	Elementary/Special Education (1-6)
	Notre Dame of Maryland University	Multi-Year Program <ul style="list-style-type: none"> State Approved Alternative Certification Pathways for Bachelor's and Master's Degrees Eligible to Permanent 	PK-12 Programs: <ul style="list-style-type: none"> Art/Music ESOL Special Education Secondary Programs: <ul style="list-style-type: none"> Mathematics Computer Science World Languages
	Towson University	3 Year Program <ul style="list-style-type: none"> Master of Arts in Teaching, MAT Eligible to Permanent 	Special Education
	University of Maryland College Park <i>Creative Initiatives in Teacher Education (CITE)</i>	2.5 Year Program <ul style="list-style-type: none"> Master of Education, MEd Bachelor's Degree Required Eligible to Permanent 	Elementary Education with a Focus: <ul style="list-style-type: none"> ESOL Special Education
	University of Maryland University College & University of Maryland Baltimore County	1-2 Year Program—once in MAT <ul style="list-style-type: none"> Master of Arts in Teaching, MAT Pathways for Associate's and Bachelor's Degrees Eligible to Permanent 	Secondary (7-12): <ul style="list-style-type: none"> Computer Science Mathematics Science Biology Chemistry Physics ESOL (PK-12) via UMBC