

# Career Pathways Program

Office of Human Resources and Development

PREPARE. PLAN. DETERMINE. DISCOVER

## HIGHER EDUCATION PARTNERSHIP INFORMATION

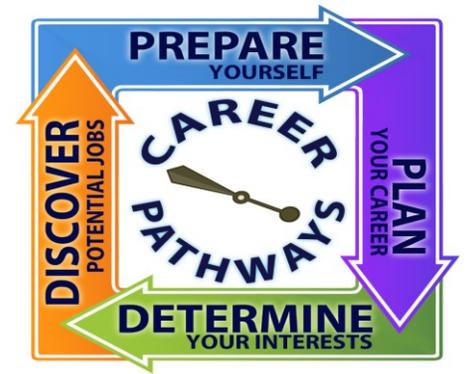


The Office of Human Resources and Development and Higher Education Partnerships (HEP) work with local universities to provide tuition reimbursement and additional support at the undergraduate and graduate levels for individuals seeking teacher certification. Partnership programs focus on expanding the candidate pool with respect to applicants representing diverse backgrounds and systemic areas of critical need. These programs involve extensive MCPS field experiences, supplemental training, and supervisory support by colleges, universities, and MCPS.

The partnerships for teacher preparation target employees who want to pursue careers in teaching. These partnerships provide pathways for individuals to meet the requirements in the state of Maryland to earn initial teaching certification.

MCPS employees, who have permanent status, are eligible for teacher preparation partnership programs. Support professionals earn permanent status after the first 6 months of meeting competencies. MCPS offers partnerships in these content areas. Check out the HEP website and the last page of this newsletter for additional information.

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



## Save the Date!

### University of Maryland CITE Informational Session

Come learn the ends and outs of how you can earn a master's degree and become an elementary school teacher with MCPS!

#### Sign Up on PDO

Course #87596  
September 25, 2019  
4:30 p.m.–5:30 p.m.

#### New Paraeducator Orientation\*

October 26, 2019  
at Richard Montgomery HS

Please register on PDO

Training Provided:

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

\*This event is for new paraeducators and paraeducators who were hired within the last year and did not attend last year's event.

## More Important News



### TRAINING AND DEVELOPMENT HIGHLIGHTS

Victor Santiago was hired this summer as the new Staff Development Program Manager for Support Services Training and Development. Linda Gray was previously in this position, and she is happily retired. Victor was a Parent Community Coordinator for MCPS before joining the Department of Professional Growth Services. Look for new and exciting trainings to be delivered this school year!

### WELLNESS INITIATIVE REMINDER

Complete a biometric health screening of your blood pressure, blood sugar, body mass index, and cholesterol between October 8, 2018, and October 4, 2019—and again each year by the announced deadline. If you do, MCPS will pay 1 percent more of the total cost of your health insurance (medical, prescription, dental, and vision) in 2020—reducing your contribution by 1 percent. Enrolled in a two-party or family medical plan? Only you—the medical-plan subscriber—needs to complete a screening to earn the incentive. Check out the ERSC website for more information!

### 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 Relief 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, not to exceed the existing balance in any given year. 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.

For more information, contact Nathalie Bourdereau, Career Pathways Program Specialist, at 301-217-5115 or [Nathalie\\_C\\_Bourdereau@mcpsmd.org](mailto:Nathalie_C_Bourdereau@mcpsmd.org)

### 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 2019–2020

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

- Getting the Job: Interviewing for Success
- How to Apply on MCPS Careers
- Computer Training for Beginners, Intermediate and Advanced Learners
- Project Management
- School Finance Workshop for Aspiring Financial Agents
- Transitioning from Staff Member to Supervisor
- Writing for Business



### Remember

No school on September 30 and October 9 for all schools.

## Teacher Preparation Partnership Programs

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