

RECRUITMENT and HIRING updates in response to COVID-19

Apply Here: www.mcpsc Careers.org

MCPS continues *Hiring for Excellence* and seeks to attract highly qualified candidates to teach and serve our diverse student population. Celebrating our diversity and hiring a workforce that aligns with our student body is one of the noblest actions we as a system can provide our students. Our diversity is one of the components that makes our school system a wonderful place to teach and MCPS is committed to ensuring our dedicated and quality teaching and support staff reflects the students and families we serve.

Due to the COVID-19 crisis, all campus visits and internal MCPS hiring fairs for the spring of 2020 have been canceled. We are continuing to connect with candidates and complete pre-screening interviews virtually with the support of our MCPS administrators. Visit www.mcpsc Careers.org, create your profile and apply today!

Q & A

Q: How will I interview for a position?

A: An initial screening interview will be scheduled with an MCPS administrator. Candidates who advance to pre-qualified status will be able to apply directly to school vacancies and interview with school administrators and a group of staff stakeholders: Starting April 17, 2020

Q: I have a bachelor degree but it is not in the field of education. Am I eligible to apply for a teaching position?

A: Yes. A bachelor degree in a content area can be considered for a specific teaching content. For example, an individual holding a degree in biology has content knowledge to be hired on a *conditional teaching certification* to teach biology. The individual would continue to take specified pedagogy coursework while starting their teaching career to obtain the necessary credits mandated by the Maryland State Department of Education (MSDE) to transition a *conditional teaching certificate* to an official Maryland teaching certificate.

Q: I have teaching experience from another state. Will I receive salary credit for my years of experience?

A: Yes. Please visit the salary scale. Each lane has a maximum entry level for new MCPS hires coming into the system with experience. [SALARY Scale](#)

Q: I am currently employed in another Maryland public school system. What is my deadline to resign?

A: Tenured Maryland Public School System Teachers: Resignation date is July 15th
Non-Tenured Maryland Public School System Teachers: Resignation date is May 1st

Q: What supports are provided to inexperienced teachers?

A: Our support to all employees includes:

***Consulting Teacher** – a teacher assigned to all inexperienced new hires to provide coaching, support, strategies and professional development to align with MCPS curriculum and expectations

***Mentor Teacher** – an in-house teacher in the building to reach out to for questions, clarity and practices in place at the school

***Team Leader or Resource Teacher** – a lead teacher to support the team or content area

***Staff Development Teacher** – the teacher within each school who supports the implementation of professional development, strategies, best practices and school improvement focus according to the school's individualized student achievement data

***Administrator** – the principal and assistant principal(s) available to support, coach and mentor