



October Newsletter

# Career Pathways Program

Office of Human Resources and Development

PREPARE. PLAN. DETERMINE. DISCOVER.

## NEW PARAEDUCATORS ORIENTATION INFORMATION

The New Paraeducator Orientation will be held this year on **Saturday, October 28, 2017**, 8:00 a.m.–4:30 p.m. at Richard Montgomery High School. Paras who have been hired in the past two years that have NOT attended the New Paraeducator Orientation are also encouraged to register and attend. Participants will be paid Tier 2, \$20/per hour for the seven hour orientation. Lunch is provided but is not paid time. Register on PDO with the course number: 51083.

Training sessions provided during the orientation include:

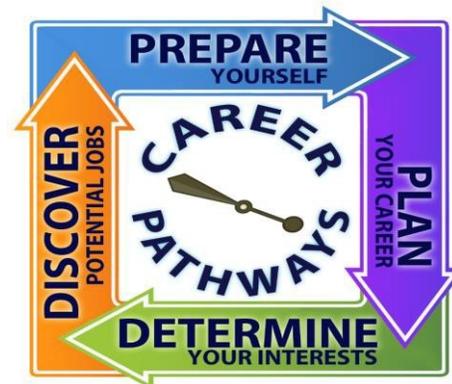
- What is Special Education in MCPS?
- Roles and Responsibilities
- Strategies that Support Instruction
- Behavior Management

## TUITION REIMBURSEMENT INFORMATION

MCPS provides a tuition reimbursement program for permanent status full-time employees (20 hours a week or more) who complete coursework that enables them to continue their professional development and to maintain or increase their skills in their employment with MCPS. To encourage employees to take courses that will benefit them and MCPS, either in their present positions or another position to which they aspire within MCPS, employees are reimbursed for, not to exceed, 50 percent of the current cost of in-state tuition at the University of Maryland, College Park, of approved courses or for 50 percent of the cost of vocational certification tests, up to a maximum of nine credits or the equivalent per fiscal year.

Please e-mail the drop box [TuitionReimbursement@mcpsmd.org](mailto:TuitionReimbursement@mcpsmd.org) for more information.

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)



## Upcoming Events

November 30<sup>th</sup> \*subject to change

Information Session on New Higher Education Partnerships

Register on PDO

45 West Gude, Maple Room, 4:30-6:30 p.m.

## A Look Ahead!

✚ A list of employees who are in their evaluation year or professional development year will be sent out to schools and work locations soon.

✚ Next month, Mo Holland, Maintenance Electrician II, at Randolph Maintenance Depot will be featured in the newsletter!

## CAREER DEVELOPMENT LEAVE

Per the SEIU Local 500 negotiated agreement with MCPS, support professionals can take paid professional leave to meet with the Career Pathways Program Specialist. Upon written application in advance, a principal or immediate supervisor may approve up to four hours of professional leave with pay annually for an employee to pursue activities associated with career development, such as job shadowing, meetings with career pathways personnel in the Office of Human Resources and Development, or other professional development opportunities.

## PATHWAY TO TEACHING

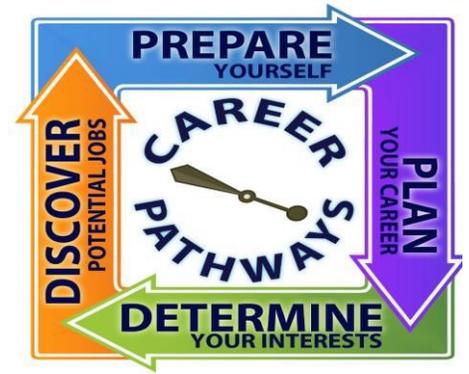


My name is Charlie Hodgson, and I am a ninth grade English teacher at Northwest High School. I was hired by MCPS in 2009 as a paraeducator in the Learning and Academic Disabilities program. As a Special Education Paraeducator, I spent most of my time working closely with students to ensure they were receiving accommodations, understanding assignments, and completing their work. I loved what I was doing, but found myself wanting more responsibility, so I began looking at ways I could earn my teaching certificate in order to take the next step

in my career. I enrolled in Johns Hopkins' SET-IT program, an accelerated two year cohort that allowed me to continue working as a paraeducator while earning a Master of Science in Special Education and my teaching certificate in Secondary English. I am now starting my 5th year as a certified teacher and my 9th year as an MCPS employee.

For support professionals considering becoming teachers, I would sincerely recommend working towards this goal as soon as possible. It is easy to delay this process or be intimidated by the steps involved, but there are numerous programs available that cater to individuals who are changing careers by offering online courses and flexible student teaching assignments. Additionally, MCPS provides partial tuition reimbursement for employees who plan to teach in the county after graduating. This detail made my decision to return to school a very easy one. I encourage anyone interested in taking the next step as an educator to take advantage of this and simply go for it. Do your research, find a program that is right for you, and begin on your path to a career that is unbelievably rewarding!

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)



### Did you know?

The Supporting Services Professional Growth System provides year-round professional development opportunities that support the continuous growth of a skilled and effective workforce.

Below is a snapshot of trainings offered. Check out PDO for training available to all support professionals.

- Creative Problem Solving for the Supervisor (#50708)
- Delivering Unbeatable Customer Service (#50711)
- Future Leaders Series: Preparing for Promotion (#64469)
- Getting the Job: Preparing for a Successful Interview (#86610)
- Career Assessment: Planning for the Future (#53747)
- Introduction to ERSC (#85794)
- Project Management (#85293)
- School Finance Workshop for Aspiring Financial Agents (#52631)
- Writing for Business (#85300)