

Welcome to Montgomery County Public Schools

New Educator Orientation 20/20 Vision: Through the Lens of Equity

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1. What is New Educator Orientation (NEO) 2020 Vision - Through the Lens of Equity?

The New Educator Orientation (NEO) is a professional development training opportunity that introduces educators to Montgomery County Public Schools (MCPS) as part of its comprehensive induction program. You will receive payment for participating. New Educators are expected to attend and benefit from this orientation.

2. Will NEO be face-to-face or virtual?

We are excited to share that NEO will be on a virtual platform this year. Upon registering you will receive all of the information needed to attend each virtual training session.

3. If I missed NEO last year can I attend this year?

If you were hired by MCPS **AFTER** August 20, 2019 and have not attended NEO previously, you may attend the orientation this year.

4. Who can attend NEO?

New hires who have completed background checks and have been assigned an MCPS Outlook and MCPS Gmail account can register for NEO. Having both accounts is mandatory to be able to access the NEO platform. Late hires (hired after August 21, 2019) from last year who did not attend NEO previously can attend NEO as well.

5. Will I be paid? When and how much will I be paid?

If you are a new-to-MCPS educator who was hired after August 21, 2019, **and you have not previously attended NEO**, you will receive a stipend for each full day of NEO that you attend. You will receive payment for attending NEO in one of your October paychecks.

All educators will receive \$100 stipend for each full day of attendance on August 18th and August 19th. Special Educators receive a \$60 stipend and ESOL teachers receive a \$40 stipend for attending the additional day (August 20)

6. I taught for many years elsewhere; do I still need to go?

Yes, all new-to-MCPS educators are expected to attend NEO. In fact, 95% of the new educators who attended NEO in the last four years recommended it for all new-to-MCPS educators. NEO will provide you with an opportunity to meet new colleagues and hear more about the curriculum and equity initiatives within MCPS.

7. What if I cannot attend all of the days?

You should plan to attend all days if possible. However, if you are not in attendance, you will not be paid. You will have access to the NEO digital binder containing resources if you have signed up on PDO to attend NEO.

8. What if I am a part-time teacher?

You are still eligible to attend. You should plan to attend the same hours as everyone else during the orientation and will receive \$20 per hour not exceeding \$100 a day for participation.

9. What if I am not a classroom teacher?

Support professionals, such as para-educators and instructional assistants, **are not** eligible to attend. Educators in the following specialty content areas often attend more content specific NEO sessions. Those areas are: School Counselor, Media Specialist, Occupational Therapist/Physical Therapist, Social Workers and Speech Pathologist. Click on [Specialty Site Assignments 2020](#) for the name and phone number of a contact person in your specialty area. *Please follow directions from the supervisor/coordinator in your specialty area.*

10. What if I don't know the grade and/or subject I will be teaching?

The principal at your new school should be able to advise you which curriculum training(s) you should attend during NEO.

11. What if I will be teaching multiple grades or subjects?

The curriculum training is broken out by content at the elementary level and secondary level. If you are teaching multiple elementary grades or multiple secondary content areas, you should ask the principal and/or the staff development teacher at your new school for guidance on which training to select.

12. I am a new special education teacher. How will NEO be different for me?

- Use the guide to register for your respective courses on PDO. Only educators with MCPS Outlook and MCPS Gmail accounts are eligible to attend NEO.
- You will participate in the two traditional days of NEO on August 18th and August 19th and then attend a third day of NEO on August 20th. The majority of your NEO training sessions will be specific to special education with the exception of the Creating Conditions for Classroom Success and Professional Growth System session. Please make sure to sign up for that course.
- For days 1 and 2, August 18 and 19, 2020, Special Education teachers of diploma-bound students should sign up for the general education curriculum sections appropriate to the grade level/content area they will be teaching. This includes teachers who fall into the following categories: Resource, Home School Model, Learning Center, Hours Based staffing, Learning and Academic Disabilities, SESES, Autism Resource Services and Autism-Aspergers.
- Elementary Special Education teachers of students pursuing alternate learning outcomes including students in special programs or schools such as LFI, SCB, Autism Classic, Extensions, the Longview School and the Stephen Knolls School, should sign up for the PDO course titled Extensions/SCB/LFI/Autism Classic/Special Schools Teachers K-5, (synchronous course 89447, section 121585 AND asynchronous course 89443, section 121495).
- Secondary Special Education teachers, grades 6-12, of students pursuing alternate learning outcomes including students in special programs or schools (LFI, SCB, Autism classic, Extensions, Longview School, Stephen Knolls School, Rock Terrace School) should sign up for the NEO for the course titled: Extensions/SCB/LFI/Autism Classic/Special Schools Teachers Grades 6-12, (synchronous course #89447, section 121586).
- All Special Education Teachers should also register for the additional training session(s) on Thursday, August 20, 2020. There will be an asynchronous session for MOIEP training and a synchronous session to meet with your special education supervisor. There is a separate registration on PDO for the additional training sessions. **The course for both sessions is #89444. MOIEP session is section #121529. Supervisor session is section #121532.**

- Click here for [Registration for NEO Days 1 and 2](#).
- Click here for [Registration for Special Education Day and ESOL day](#).

For question about any of the NEO days for Special Educator Teachers, please contact:

Ms. Jessica S. Gould at Jessica_S_Gould@mcpsmd.org; or

Ms. Jacqueline M. Loso Hongladarom at Jacqueline_M_LosoHongladarom@mcpsmd.org

13. I am a new ESOL teacher. How will NEO be different for me?

The NEO session that will be taking place in Summer 2020 will be taking place in a fully virtual environment that will include English for Speakers of Other Languages (ESOL) program accountability training, a curriculum overview and study and guidance about what instruction should look like for ESOL students who are performing at different English language proficiency levels. In addition, the session will prepare new ESOL teachers to provide instruction in a virtual or in an in-person format.

At the **elementary level**, you will receive five hours of professional learning including: an introduction to Culturally Responsive Teaching, distance learning pedagogy, an overview of English Language Development instruction's role in amplifying core subject areas using the WIDA Framework, ESOL Grading and Reporting and Performance Matters, and attending live Q&A panels to hear what veteran teachers have to say about their experiences with implementing Benchmark ELA and Eureka Math. In addition, there will be two additional hours provided about ESOL program monitoring and accountability on Day 3 of NEO.

At the **secondary level**, you will receive up to five hours of instruction that will provide an overview of the StudySync curriculum at the middle school level and the English language development resources aligned to the Grades 9-12 English/Language Arts curriculum resources at the high school level. During these sessions, teachers will engage in an curriculum study and will engage in lesson planning using curriculum resources that have been adopted or developed for secondary ESOL teachers. In addition, there will be two additional hours provided about ESOL program accountability and teachers will also receive Secondary ESOL updates and engage in a Q&A session.

- Click here for [Registration for NEO](#) Days 1 and 2.
- Click here for [Registration for Special Education Day and ESOL day](#).

For question about any of the NEO days for ESOL Teachers, please contact:

Ms. Tamisha Sampson at Tamisha_L_Sampson@mcpsmd.org (Elementary ESOL Teachers)

Ms. Sonja Bloetner at Sonja_M_Bloetner@mcpsmd.org (Secondary ESOL Teachers)

14. Do I need to register in advance and is there a deadline for registration?

All participants must register in advance through PDO. The PDO registration closes on August 14. Please note that you must be fully cleared and by Human Resources in order to register. **If you have any questions regarding clearance, please contact Ms. Casey Crouse at Casey_B_Crouse@mcpsmd.org**

15. How do I register and will I get a registration confirmation?

Registration for NEO will open after Friday, July 31, 2020.

Click here for [Registration for NEO](#) Days 1 and 2.

Click this [guide](#) to find out details about sessions to register, based on your content area.

16. What will happen at NEO on Aug. 18, Aug. 19 and Aug. 20?

During the first two days of NEO, you will be warmly welcomed by our Superintendent, members of BOE, and MCEA. You will be able to meet your colleagues and interact with them while you participate in the Creating the Conditions to Success through the Lens of Equity and PGS.

You will have the opportunity to learn about the insurance, benefits, etc. and get a chance to ask questions directly to the staff from Employee and Retiree Services

Center (ERSC) related to filling the various forms. You will also learn about the Certification process from the Certification Unit.

You will be able to participate in curriculum training, both asynchronous and live hour sessions where you can meet your colleagues from the same content area. Each specialty area will have different training enhancing your capability to become a wonderful MCPS educator.

On day 3, which is only for the special educators and ESOL teachers, you will receive training in the MOEIP (Special Ed.) and program accountability (ESOL). These trainings are essential and beneficial.

17. What if I have questions regarding the employee forms that I downloaded? Who may I contact?

If you have any questions please contact, Employee and Retiree Service Center at 301-517-8100 or via email at ersc@mcpsmd.org

18. What if I still need to get fingerprinted?

Click on the following link to schedule an appointment for fingerprinting.

<https://www.montgomeryschoolsmd.org/departments/personnel/fingerprint/index.aspx>

19. What if I already attended a curriculum training this summer?

This orientation is still recommended. You will receive additional information about system requirements and resources, and get a chance to network with other new teachers.

20. I am a 12-month employee returning to a 10-month classroom-teacher position. Can I still attend NEO?

Yes, you are eligible, and invited, to attend NEO this year and will be paid the same stipend as new educators.

21. When is my first day of work?

Your first contractual day of work will be **Monday, August 24, 2020**. This is the first day of the professional development week for all teachers.

22. What if I have questions that are not addressed above?

You may contact Mrs. Geetha Kumar at Geetha_M_Kumar@mcpsmd.org or Mrs. Serenity Moore at Serenity_L_Moore@mcpsmd.org if you have any questions.

For questions regarding the sessions that you should register for please contact the contact person listed next to the respective content area in this [sheet](#).