

GROW YOUR OWN INITIATIVES

Frederick County Public Schools

INSPIRE ★ MOTIVATE ★ INNOVATE

Group	Initiative	Description	Yield
Student	Teacher Academy of MD (TAM)	<ul style="list-style-type: none"> Housed at Career and Tech Center Daily internship in our schools Dual Enrollment Weighted GPA Eligible to substitute upon graduation Recruiters on TAM Advisory Board 	<p>Students:</p> <ul style="list-style-type: none"> 2021-22: 15 2022-23: 10 2023-24: 13 <p>Hires:</p> <ul style="list-style-type: none"> Teachers: 5 Support: 7
Student	Educators Rising Clubs	<ul style="list-style-type: none"> FCPS Recruitment Specialist on Advisory Board Recruiters visit each club to discuss profession of teaching, pathways, working for FCPS upon graduation 	<ul style="list-style-type: none"> 3 High School Programs
Student	Career Coaches	<ul style="list-style-type: none"> Each Middle and High School Apprenticeships Partnership Frederick County Workforce Development Frederick Community College supports with PL and onboarding 	<ul style="list-style-type: none"> 21 FCPS Career Coaches 2 Career Coach Coordinators-one FCPS, one Frederick County Workforce Services
Student	Child Development Courses	<ul style="list-style-type: none"> High School/ECE teacher-includes Pre Kindergarten 	<ul style="list-style-type: none"> 11/12 High Schools
Student	Teacher Apprenticeship Program	<ul style="list-style-type: none"> FCPS engaged in design of legislation which would recruit students in 10th grade Pair with Dual Enrollment/Early College Partner Hire as Instructional Assistant/Para while completing their program 	
<p>FCPS Recruitment staff is heavily engaged with all of these programs. Staff go into the courses and meet with students to share FCPS job opportunities, pathways to teaching in FCPS, ways to work for FCPS upon graduation. We have partnered with a national organization, Get the Facts Out, who are working to dispel myths about the teaching profession (Pay, retirement, etc).</p>			
Student Staff	Student Teachers/Interns	<ul style="list-style-type: none"> Connect multiple times prior to and during internship Hire as substitutes Issue badges Offer Early Open Contracts/Signing Day Event Deans for Impact-Hood Partnership: designed to build an evidence-informed teacher pipeline that will better support interns and novice teachers through strong instructional pedagogy aligned to the science of learning 	<ul style="list-style-type: none"> PDS-153 Non PDS 46 <p>Year one (2023-24) Effortful Thinking:</p> <ul style="list-style-type: none"> 13 FCPS schools 22 school-based classroom cooperating teachers 11 school-based leaders/coordinators 11 school-based administrators 5 central office staff <p>Multiple data points are collected related to teacher actions and classroom strategy implementation in order to determine the effectiveness of the program and how to revise possible future iterations of this partnership. Initial data collection yields very positive results. Plans are in place to continue this partnership during the 2024-2025 school year with a new evidence-informed focus area, Prior Knowledge and Schema-Building.</p>
Staff	Maryland Leads	<ul style="list-style-type: none"> Partnered with Mount St. Mary's Support Staff to Special Education Teachers Support and Certificated Staff to Applied Behavior Analyst (ABA) 	<ul style="list-style-type: none"> Dual Certification: 22 ABA-15
Staff	Extended IHE Partnerships with Direct Pay Options	<p>These IHE's have agreed to discounted tuition rates for FCPS employees.</p> <p>The Direct Pay Option allows our employees to register for courses without the burden of having to pay the tuition up front and wait to be reimbursed after the course is complete.</p>	<ul style="list-style-type: none"> Already had Partnerships with <ul style="list-style-type: none"> Frederick Community College (Support only) Frostburg State University Hood College McDaniel College Mount St. Mary's University Trinity Washington University University of Maryland Global Campus (UMGC) University of Phoenix Walden University Added <ul style="list-style-type: none"> Bowie University-Ed Leadership Program Frostburg State University-MD Accelerates-Elementary MAT Anticipated Accelerated and Online programs <ul style="list-style-type: none"> Frederick Community College/Frostburg State University-Secondary MAT Towson-Special Education Program Mount St. Mary's-Addition of ECE program
Staff	Become an Educator	<p>Semiannual event hosted by FCPS to share information about the pathways to MD Teacher Certification</p> <ul style="list-style-type: none"> Specifically target support staff and substitutes. FCPS students and the community are invited. MSDE, all MD colleges, our college partners, FCPS hiring team, FCPS supports 	<ul style="list-style-type: none"> November 17, 2022-182 May 23, 2023-192 November 2, 2023-107
Staff	Tuition Benefits	<ul style="list-style-type: none"> Base tuition benefits for support staff-\$1,500 annually Those taking coursework that leads to teacher group certification-\$3,500 annually Eligible upon hire 	
Staff	Sabbatical Leave	<ul style="list-style-type: none"> Benefitted support employees eligible for sabbatical leave (5 years of active service) receive ½ pay for the sake of completing their student teaching/internship-full pay, full benefits package 	<ul style="list-style-type: none"> 2021-2022: 6 2022-2023: 7 2023-2024: 4
Staff	Conditional Teaching Certificate	<ul style="list-style-type: none"> FCPS increases each year Differentiated support from Professional Learning Eligible for tuition benefits, Praxis fees Certification team provide ongoing guidance "Become Certificated" event specifically for our Conditional teachers 	Current teachers on Conditional Certificate-241
Staff	Exceptional Leaders Innovating and Transforming Education (ELITE)	<ul style="list-style-type: none"> Designed to grow administrators Prepares school based administrators for the role beyond internship Aspiring assistant principals, and principals 	<p>Aspiring Assistant Principals (ELITE Academy):</p> <ul style="list-style-type: none"> 2021-22-8 participants, 100% Assistant Principals 2022-23-10 participants, 30% Assistant Principals 2023-24-14 participants <p>Aspiring Principals (ELITE Aspire):</p> <ul style="list-style-type: none"> 2021-22-9 participants, 22% Principals 2022-23-9 participants, 11% Principals <p>Assistant principal Residents (ELITE Immersion):</p> <ul style="list-style-type: none"> 2022-23-2 participants, 100% Assistant Principals 2023-24-4 participants