



**The Office of the State Superintendent of Education  
(OSSE) Apprenticeship in Teaching Program**

**Information Session on the Bachelor's Degree  
Pathway**

**Dec. 18, 2025**



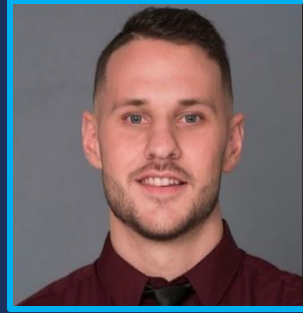
# Agenda

- Welcome and Introductions
- What is an Apprenticeship?
- Overview of the OSSE Apprenticeship in Teaching Program
- Program Eligibility
- How to Apply
- Question and Next Steps

# The OSSE Apprenticeship in Teaching Team



**Dr. Caroline Decaire-Goldin**  
*Director, Teaching and Learning*



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Thank you for attending today's information session!

# The University of the District of Columbia (UDC)



**Dr. Anika Spratley Burtin**  
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University of the District of Columbia –  
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**Professor Scott King**  
Associate Professor  
Director, Division of Business  
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# Get Thinking - What is an Apprenticeship?



- What occupations come to mind when you think about an apprenticeship?
- How could an individual learning and preparing to become a teacher benefit from this “hands-on” approach to development and learning?
- How is this model similar (or different) to how you currently operate as a paraprofessional or tutor in DC schools?



**Overview of the OSSE  
Apprenticeship in Teaching Program**



## Program Vision

- **Vision:** The OSSE Apprenticeship in Teaching Program will **remove financial barriers to entering the teaching profession** by providing prospective DC educators with a cost-free bachelor's or master's degree, flexible coursework offerings, and paid on-the-job learning.
- **Goal:** The OSSE Apprenticeship in Teaching Program ensures that individuals are **prepared to lead their classroom** upon completion of the program through **rigorous, paid, on-the-job learning and cost-free coursework** leading to a bachelor's or master's degree and an OSSE Educator Credential.



# Partnerships

- **District Local Education Agency Partnerships** – The OSSE Apprenticeship in Teaching Program is the first **citywide** program of its kind in the District of Columbia, partnering with both District of Columbia Public Schools and District of Columbia public charter schools.
- **Related Instruction Partnerships**
  - **University of the District of Columbia - Community College**
    - Early Childhood Education (AA)
  - **University of the District of Columbia, School of Education and Learning Sciences**
    - **Early Childhood Education (BA + MAT)**
    - **Elementary Education (BA + MAT)**
    - **Special Education (BA)**
    - Secondary ELA (MAT)
    - Secondary Math (MAT)



# Pathways

Today's  
Focus

- **Bachelor's Degree Pathway:** This pathway is open to individuals who are currently employed as a paraprofessional or teacher's aide within DCPS or a DC public charter school, as well as individuals who are providing high-impact tutoring throughout the District. Applicants must not currently hold a bachelor's degree.
  - **Paraprofessionals:** Individuals who apply to the Bachelor's pathway will continue working full-time at the schools in which they are currently employed while completing coursework leading to a bachelor's degree.
  - **High-Impact Tutors:** Individuals who apply to the Bachelor's pathway will need to accept employment as a paraprofessional or teacher's aide within DCPS or a DC public charter school by July 1, 2026. Apprentices in this pathway will work full-time at the schools at which they accept employment while completing coursework leading to a bachelor's degree.
- **Master of Arts in Teaching Pathway:** This pathway is **open to individuals who are currently employed as a paraprofessional or serving as a high-impact tutor** within a DCPS or a DC public charter school who **currently hold a Bachelor's degree**, and have not yet met the eligibility requirements to obtain an OSSE initial educator credential.

# Program Components



The OSSE Apprenticeship in Teaching Program includes the following components:

- **Continue Full-Time Employment:** During the 2026-27 school year, apprentices will **fulfill their general responsibilities as a paraprofessional or teacher's aide** at their current school site for 35-45 hours per week (depending on employment requirements).
- **Complete On-the-Job Learning with a Mentor Teacher:** Under the guidance of **their mentor teacher, the lead teacher in their classroom**, apprentices will practice teaching strategies through their traditional role and **receive a gradual release of responsibilities** to master specific competencies established by OSSE such as Learner Development, Content Knowledge, Application of Content, Assessments, Planning for Instruction, Instructional Strategies, and Leadership and Collaboration. Mentor teachers will record apprentices' progress via the Craft Connect platform.
- **Complete Coursework:** Through the UDC - Community College and UDC School of Education, apprentices in the Bachelor's Degree pathway will take approximately 9-12 credit hours worth of coursework per semester, **leading to a bachelor's degree** in either Early Childhood Education, Elementary Education, or Special Education.



# On-the-Job Learning - Structure

This program is specifically designed to be implemented so that **apprentices can learn and develop while completing their essential duties** as a paraprofessional, teacher's aide etc.

Expectations for this component of the program include:

1. All apprentices **must** be working in a classroom setting.
2. All apprentices **must** be paired with a mentor teacher.
3. The apprentice and mentor teacher **must be working in the same classroom** for the majority of the school day (any exceptions to this must be approved by OSSE, and our team is available to discuss this requirement in further detail with an apprentice's school leader).
4. On-the-Job learning **must** take place in tandem with an apprentice's responsibilities as a paraprofessional, teacher's aide, dedicated aide, etc.

# Bachelor's Coursework - Structure



OSSE has strategically partnered with the **University of the District of Columbia - Community College (UDC-CC)** and **University of the District of Columbia - School of Education and Learning Sciences (UDC- SELS)** to provide coursework for apprentices leading to a bachelor's degree in either Early Childhood Education, Elementary Education, or Special Education. The UDC team will:

- Review applicants' official transcripts as part of the application process and will determine whether accepted students will start at UDC-CC or UDC - SELS. This review is based on the number of credits from another college or university, if applicable, and the number of credits that meet the Education program requirements.
- Register apprentices for courses. Typically, courses are held from 5-8:30 p.m. a few times per week but there may be some courses that start earlier. In that case, the UDC and OSSE teams will work with school leaders to ensure that apprentices can attend the courses.
- Provide guidance about the path to fulfilling the requirements for Early Childhood Education, Elementary Education, or Special Education.



# Information on Transcripts and UDC Campuses

- **Transcript Review:** The number of credits that UDC accepts toward an education program may be different than your total number of credits earned to date. UDC uses program plans to review each transcript to see if previous courses align with UDC's program requirements. *This means that the average length of time of the program will be different for each apprentice.*
- **UDC Campuses:** Generally, applicants who have less than 60 higher education credits will start the program at the UDC - Community College before transitioning to UDC – School of Education and Learning Sciences. Generally, applicants who have more than 60 higher education credits will start the program at UDC – School of Education and Learning Sciences. There may be some variation with these guidelines, based on a student's GPA and transcript review.

**All apprentices, no matter which campus they start at, will earn a bachelor's degree as part of the OSSE Apprenticeship in Teaching program.**

# Sample Day for Apprentices



## On-the-Job Learning 7:30 a.m.-4 p.m.

- Under the guidance of a mentor teacher, apprentices will receive a gradual release of responsibilities to master specific competencies established by OSSE such as **Learner Development, Content Knowledge, Application of Content, Assessments, Planning for Instruction, Instructional Strategies, and Leadership and Collaboration**. These competencies have been carefully selected by OSSE to ensure apprentices are ready to effectively lead their classroom once they have completed the program.

## Transition Time 4-5 p.m.

- Apprentices will be released from their placement sites to travel to campus to attend classes, complete coursework assignments, and tend to other personal needs.

## Coursework 5-8:30 p.m.

- Apprentices will take approximately 9-12 credit hours of coursework per semester through UDC-CC or UDC-SELS
- Apprentices will be responsible for completing all coursework as required by UDC.



# Financial Benefits

By participating in this program, apprentices will receive a **cost-free bachelor's degree** from UDC.

- Funding for apprentices' tuition may come from the following sources:
  - OSSE funding
  - Federal grants, such as the Pell Grant
- Funding will cover apprentices' tuition costs, fees, books, and all required Praxis exams (CORE and Subject Area Exams)
- Funding will not cover transportation costs, room and board, or meal plans.
- OSSE also requires applicants to complete the Free Application for Federal Student Aid (FAFSA) to determine whether they are eligible for federal grants.\*
  - \*An applicant's eligibility for federal grants **will not** impact their application or program eligibility

# Career and Long-Term Benefits



- **Extensive, Paid Teacher Preparation** – The OSSE Apprenticeship in Teaching program is a teacher preparation program that ensures that individuals are prepared to lead their classroom upon completion through rigorous, paid, on-the-job learning.
  - Current paraprofessionals who become apprentices will be paid by their current DCPS or DC public charter school employer, at the rate as prescribed by your employer, and no change in your current employment will occur.
  - Current high-impact tutors who become apprentices will be paid by their DCPS or DC public charter school employer at the start of the Apprenticeship program, at the rate as prescribed by your employer.
- **Guidance From an Experienced Professional** – While participating in on-the-job learning, apprentices will receive guidance and coaching from both their experienced mentor teacher and school administration.
- **Support from a Cohort of Professionals** – As part of a cohort, apprentices will receive cohort-wide support and resources from OSSE and UDC and will have the opportunity to connect with other paraprofessionals in the District.
- **Nationally Competitive Wages for Teachers** – While wages across DC local education agencies vary, DC has continued to provide competitive wages for educators compared to nationwide averages.



Program Eligibility

# Bachelor's Degree Pathway Program Eligibility



## Eligibility Requirements

- Applicants applying for the OSSE Apprenticeship in Teaching program must be at least 18 years old by the time the program begins (Aug. 1, 2026).
- Applicants must be currently employed by a DCPS or DC public charter school as a paraprofessional, teacher's aide or dedicated aide. For individuals who are high-impact tutors, applicants must be employed as a paraprofessional by July 1, 2026 and submit a letter of recommendation from their school leader.
- Applicants must not currently hold a bachelor's degree.
- Adequate means of transportation to on-the-job and related instruction are also required.
- Apprentices are required to maintain all employer requirements such as a background checks, drug tests, etc., and must remain in good standing with their employer throughout the duration of the program.



# Program Completion

To complete the OSSE Apprenticeship in Teaching program, all apprentices must:

- Complete **no less than 2,000 cumulative hours of on-the-job learning** over the duration of the program (advanced credit for on-the-job learning may be granted based on your prior experience as a paraprofessional);
- Demonstrate that you are **“Proficient” in all the job performance competencies** that OSSE outlines via the OSSE Apprenticeship in Teaching Competency Guide;
- Hold a **completed bachelor’s degree** from UDC;
- Successfully **pass the required Educator Credentialing Exams**, including the Praxis Core Academic Skills for Educators (Core) and the following exams specific to your credentialing area, and
- Complete and **submit an application for a Standard OSSE Educator Credential**

# Commitment to the District



Upon completion of the program, candidates must:

- Seek employment as a teacher of record within their area of licensure with a DC LEA (DCPS or public charter LEA).
- Commit to employment within either DCPS or a public charter school in DC as a teacher. **The length of employment commitment should directly reflect the length of time enrolled in the OSSE Apprenticeship in Teaching Program.** For example, if an apprentice is enrolled in the OSSE Apprenticeship in Teaching Program for two years, the apprentice shall commit to teaching in the District of Columbia for a minimum of two years.



How to Apply



# How to Apply

The application process includes the following steps:

- Schedule a meeting with your principal to request a letter of recommendation
- Access the OSSE Apprenticeship in Teaching Program application on the [OSSE Apprenticeship in Teaching website](#) starting on **Jan. 12, 2026**
- Complete and submit the OSSE Apprenticeship in Teaching Program application to OSSE by **Feb. 15, 2026 at 11:59 pm.** Application sections include:
  - Personal Information
  - Program Selection and Eligibility
  - Program of Study
  - Written Response Questions
  - Principal Contact Information
- Apply to UDC using the [Common Application](#) by **March 6, 2026**



# Application Support and Resources

- **Email Support:** The OSSE and UDC teams will be available throughout the application process to support you and answer any questions you have. Please email questions to the following emails:
  - OSSE Application Questions: [osse.apprenticeship@dc.gov](mailto:osse.apprenticeship@dc.gov)
  - UDC Application Questions: [enrollmentservices@udc.edu](mailto:enrollmentservices@udc.edu)
- **Application Workshops:** OSSE will hold an **application workshop on Jan. 14** to provide more guidance about the OSSE and UDC applications. To attend, please register using [this link](#).
- **OSSE Resources:** Please monitor the [OSSE Apprenticeship in Teaching Program webpage](#) for application process resources.
- **UDC Admissions Resources:** Please visit the [UDC Admissions web page](#) for application resources.

We will share a checklist with all the application steps.



# Decision Process

- OSSE anticipates receiving a high amount of interest in this program. Open positions will be limited, and the application process will be selective.
- OSSE will **review applications holistically**, taking into consideration prior professional experience, educational background, and written responses. OSSE will evaluate responses based on specificity, completeness, and clarity of writing.
- OSSE will communicate with applicants throughout the application process and will **share final acceptance letters for selected applicants in early June 2026.**

# Program Launch

- Selected apprentices will **begin coursework in August 2026** and may begin at their placement schools as early as late July, depending on their school's calendar.
- Accepted individuals will receive communication about the **UDC enrollment process, orientation, and our third annual Signing Day**, a celebratory event during which cohort members will connect with each other and officially commit to serving DC students as part of the apprenticeship program.



*Signing Day, August 2024*



Questions and Next Steps



## What questions do you have?

We invite you to share any questions you have about the program or application process. Please refrain from asking questions related to your specific circumstances that may be about your eligibility, and instead follow up via email to the OSSE Apprentice email ([osse.apprenticeship@dc.gov](mailto:osse.apprenticeship@dc.gov))!

## Next Steps

- Visit the [OSSE Apprenticeship in Teaching program webpage](#) starting **Jan. 12, 2026 to access the application**
- Start **planning to schedule a meeting with your school leader or prospective school leader** to discuss your interest in the program
- If you are interested in attending the **application workshop on Wednesday, Jan. 14**, please sign up via this [link](#)
- Reach out with any questions to [osse.apprenticeship@dc.gov](mailto:osse.apprenticeship@dc.gov) and please put “Application Question” in the subject line

## Thank you!

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For any questions about the OSSE Apprenticeship in Teaching Program, the application process, or your eligibility, please email:

[osse.apprenticeship@dc.gov](mailto:osse.apprenticeship@dc.gov)

