



OFFICE OF THE STATE SUPERINTENDENT OF EDUCATION

OSSE Apprenticeship in Teaching Program - Bachelor's Degree Pathway Frequently Asked Questions

Please find below responses to frequently asked questions about the Office of the State Superintendent of Education (OSSE) Apprenticeship in Teaching program's [main components](#), [eligibility for the program](#), [the application process](#), [letter of recommendation](#), and the [University of the District of Columbia \(UDC\)'s programming](#). This document answers questions about the Bachelor's Degree pathway. For responses to questions about the Master of Arts in Teaching (MAT) pathway, please visit this [document](#).

Program Overview

When will the program start?

Selected apprentices will begin coursework in August 2026 and may begin at their place of employment as early as late July, depending on their school's calendar. OSSE will also hold the third annual Signing Day and Orientation during the first week of August 2026 for all accepted apprentices.

When does the program take place?

The program for the 2026 apprenticeship cohort will start in August 2026 and will continue through the 2026-27 school year. The length of the program is determined by the number of previously earned higher education credits, so the average length of time of the program will be different for each apprentice.

Does the Bachelor's Degree pathway support current employees of public and public charter schools in the District with certification?

The OSSE Apprenticeship in Teaching program offers program tracks in Early Childhood Education, Elementary Education, and Special Education, leading to a bachelor's degree in education and eligibility to become licensed in an applicant's program of study.

Will apprentices who are currently employed by a public or public charter school in the District stay at their current school?

Paraprofessional Applicants: Individuals who apply to the Bachelor's Degree 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 degree pathway will need to accept employment as a paraprofessional or teacher's aide within a District public or 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.

What support will be available for apprentices who have additional commitments outside of their coursework and on-the-job training, such as childcare responsibilities or after-school responsibilities?

Apprentices will be released from their schools in the mid-to-late afternoon to travel to campus to attend classes, complete coursework assignments, and tend to other personal needs.

Program Eligibility

Who is eligible to apply to the Bachelor's Degree pathway?

This pathway is open to individuals who are currently employed as a paraprofessional or teacher's aide within a District public or public charter school, as well as individuals who are providing high-impact tutoring throughout the District.

Paraprofessional Applicants: Any individual who is currently employed by a District public or public charter school as a paraprofessional or equivalent and who does not yet have all the credits required for a bachelor's degree can apply to the Bachelor's Degree pathway.

High-Impact Tutoring Applicants: Any individual who is providing high-impact tutoring (HIT) throughout the District and who does not yet have all the credits required for a bachelor's degree can apply to the Bachelor's Degree pathway. Individuals who apply through this pathway will need to accept employment as a paraprofessional or equivalent within a District public or public charter school by July 1, 2026.

Can individuals with a bachelor's degree apply for the OSSE Apprenticeship in Teaching program?

OSSE is excited to announce a new pathway for fall 2026 – the Master of Arts in Teaching (MAT) pathway. The MAT pathway is open to individuals who are currently employed as a paraprofessional or serving as a high-impact tutor within a District public or 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. For responses to questions about the MAT pathway, please visit this [document](#).

Please note that if you are eligible for the Bachelor's Degree pathway, you are not eligible for the MAT pathway.

Can individuals who serve as long-term substitutes in the District apply to the program?

At this time, this pathway is only 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.

Application Process

Should applicants apply to UDC or the OSSE Apprenticeship in Teaching program first?

Applicants should prepare and submit the OSSE application by Feb. 15, 2026. Following submission of the OSSE Apprenticeship in Teaching program application, applicants should submit an application to UDC by March 6, 2026.

Should applicants who are currently enrolled in another higher education institution withdraw from their current program when they apply to the OSSE Apprenticeship in Teaching program?

The application process for the OSSE Apprenticeship in Teaching program will be selective. OSSE is planning to make all determinations by June 2026. OSSE does not recommend that applicants withdraw from their current program, as OSSE cannot guarantee applicants' acceptance into the OSSE Apprenticeship in Teaching program.

Where should applicants submit their transcripts?

Applicants should request official high school transcripts or a copy of a GED diploma and upload the transcript(s) to UDC's Salesforce application system.

Applicants who have attended another college or are currently attending another college should request that official transcripts be sent to UDC (udctranscores@udc.edu).

How will OSSE evaluate applications to the program?

OSSE looks forward to thoughtfully reviewing applications submitted to the OSSE Apprenticeship in Teaching program. OSSE will evaluate applications based on the written responses, academic and professional experiences discussed in the application, and the letter of recommendation.

The OSSE Apprenticeship in Teaching team will evaluate the written responses based on the following metrics:

- **Strength and specificity of the response:** OSSE asks applicants to share thoughtful and specific responses to the questions. The team encourage applicants to include multiple examples, where possible, as part of their responses. Sharing detailed responses enables the team to develop an understanding of applicants' teaching goals and their approaches to working with colleagues and families.
- **Completeness of the response:** OSSE asks that applicants write at least 250 words for each response so that the team can learn more about their interest in this program.
- **Clarity of writing:** OSSE asks that applicants review their responses for spelling, grammar, and punctuation.

How long from the time I submit my application will it take to receive my application decision?

The OSSE Apprenticeship in Teaching team is looking forward to thoughtfully reviewing all applications and anticipates informing applicants of whether they are invited to a virtual interview by mid-April 2026. OSSE and UDC are planning to make all determinations by June 2026

Letter of Recommendation

Which applicants have to submit a Letter of Recommendation?

OSSE requires all applicants to request a letter of recommendation from their principal. OSSE will ask all applicants to submit their principals' email address as part of their application and OSSE will send the letter of recommendation form to all principals. The goal of the letter of recommendation is to ensure that an applicant's leadership team understands that an applicant may be participating in this program starting in the 2026-27 school year.

When do applicants submit letters to OSSE?

Applicants should meet with their school leaders before submitting their OSSE application to discuss the program with them and request a letter. Applicants must submit the name and contact information of the school leader providing the letter of recommendation as part of their application. After receiving this contact information, OSSE will send the letter of recommendation form to school leaders to complete.

If an applicant works closely with a staff member other than the principal or school leader, should they submit a letter of recommendation from the principal or school leader?

All applicants should request that their school leader complete a letter of recommendation form. The OSSE Apprenticeship in Teaching team requests that applicants ask a school leader for this letter because partnership with school leaders is an important part of the OSSE Apprenticeship in Teaching program.

University of the District of Columbia Programming**Will the required coursework be online, hybrid, or in-person?**

The University of the District of Columbia Community College (UDC-CC) or UDC's School of Education and Learning Sciences (UDC – SELS) is offering all coursework leading to a bachelor's degree in education. While the programs offer some of these courses in a virtual or hybrid format, UDC and UDC-CC hold **the majority of these courses in-person** from 5-8:30 p.m., a few nights per week. Participants in the OSSE Apprenticeship in Teaching program must commit to taking at least nine to twelve credits per semester, in order to graduate in a timely manner.

Will applicants be able to transfer credits from another higher education institution to UDC?

UDC requires each applicant to submit official transcripts from any higher education institutions they previously attended. 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. For UDC's program plans, please visit the following pages:

- [Elementary Education Program of Study](#)
- [Special Education Program of Study](#)
- [Early Childhood Education Program of Study](#)

For applicants with previously completed higher education coursework, is there a minimum GPA for transferring to UDC?

Please review the "Admissions Standards" on the [University of the District of Columbia's webpage](#).