



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

**Information Session on Master of Arts in Teaching Pathway**

**Jan. 8, 2026**



# Agenda

- Welcome and Introductions
- Eligibility Checklist
- Overview of the OSSE Apprenticeship in Teaching Program
- Program Eligibility Continued
- How to Apply
- Question and Next Steps

# The OSSE Apprenticeship in Teaching Team



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



**Sean Elliott**  
*Manager, Educator Preparation,  
Pipeline, and Support*



**Abigail Goodman-Johnson**  
*Educator Preparation, Pipeline  
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**Raven DeRamus-Byers**  
*Workforce Equity Specialist*

Thank you for attending today's information session!

# The University of the District of Columbia (UDC)



**Dr. Anika Spratley Burtin**  
Interim Dean  
University of the District of Columbia –  
School of Education and Learning Sciences



**Dr. Ayanna Kelley**  
Assistant Professor of Education  
Program Director, Division of Education,  
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## Master of Arts in Teaching: Eligibility Checklist

# Program Eligibility Checklist

Are you a current teacher in the District of Columbia?	Yes	No
Are you a current DC Paraprofessional? (Teacher's Aide, Dedicated Aide, Paraprofessional)	Yes	No
If you answered no, are you currently participating as a High Impact Tutor?	Yes	No
Do you currently hold a bachelor's degree? If you answered no, you may be eligible for the Bachelors Degree pathway. Please contact <a href="mailto:OSSE.Apprenticeship@dc.gov">OSSE.Apprenticeship@dc.gov</a> and request the recording from that webinar.	Yes	No
Are you currently eligible for an OSSE Initial Teacher Credential? Unsure? Please visit <a href="https://osse.dc.gov/initial-teacher-credential">Initial Teacher Credential   osse</a>	Yes	No
Are you able to, and committed to, participating in a program that requires you to work full-time and attend school full-time?	Yes	No
Are you committed to teaching in the District of Columbia for <b>two years</b> once you have completed the OSSE Apprenticeship in Teaching?	Yes	No

Unsure if you are eligible? Please email us at [OSSE.Apprenticeship@dc.gov](mailto:OSSE.Apprenticeship@dc.gov)





**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

- **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's 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.

Today's  
Focus



# 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:** Apprentices in the Master of Arts in Teaching pathway will take approximately 15 credit hours worth of coursework per semester, for a total of 30-32 credits, leading to a Master of Arts in Teaching degree.



# 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.



# Master's Coursework - Structure

OSSE has strategically partnered with the **University of the District of Columbia – School of Education and Learning Sciences** to provide coursework for apprentices leading to a Master of Arts in Teaching. The UDC team will:

- Review applicants' official transcripts as part of the application process, including GPA. Applicants must hold a cumulative undergraduate 3.0 GPA or higher. However, if applicants have less than a 3.0 GPA, they must submit a passing Praxis CORE score OR a GRE combined score of 288 or higher.
- Register apprentices for courses. Typically, courses are held from 5-8:30 p.m. a few times per week.
- Provide guidance about the path to fulfilling the degree requirements for Early Childhood Education, Elementary Education, Secondary ELA, and Secondary Math.



# Program Benefits

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

- Funding for apprentices' tuition may come from the following sources:
  - OSSE funding
  - Optional acceptance of Federal grants, such as the Pell Grant
- OSSE funding will cover apprentices' tuition costs, fees, books, and all required Praxis exams (Core and Subject Area Exams)
- OSSE funding will not cover transportation costs, room and board, meal plans, or health insurance from UDC (if the apprentice can receive health insurance from their employer).
- At OSSE, our main goal is to ensure that this program is at **no-cost** to its apprentices. Apprentices may accept federal grants such as the Pell Grant, as it does not require repayment upon program completion. However, accepting federal grants or student loans is done at the discretion of the apprentice and is not required by OSSE.

# Career 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 employer, at the rate as prescribed by your employer. No change in your current employment or rate of pay will occur.
  - Current high-impact tutors who become apprentices will be paid by their District public or public charter school employer at the start of the Apprenticeship program, at the rate of pay prescribed by their 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**

# Program Eligibility - Master of Arts in Teaching Pathway



- **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 by July 1, 2026.
- Applicants must currently hold a bachelor's degree. Minimum cumulative GPA must be a 3.0 or higher; however, if applicants have less than a 3.0, they may take and pass the PRAXIS Core or take and receive a combined score of 288 or higher on the GRE to be considered for entry at UDC.
- Applicants must not yet meet the eligibility requirements to obtain an OSSE initial educator credential.
- Adequate means of transportation to on-the-job and related instruction are also required.
- Apprentices are required to maintain all employer requirements, such as 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 to 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 master's degree** from UDC;
- Successfully **pass the required Educator Credentialing Exams**, including the Praxis Core Academic Skills for Educators (Core) and the exams specific to your credentialing area, and
- Complete and **submit an application for a Standard OSSE Educator Credential** in the subject area concentration studied at UDC.



# Commitment to the District

Upon completion of the program, candidates must:

- Successfully **pass the required Educator Credentialing Exams**, including the Praxis Core Academic Skills for Educators (Core) and the exams specific to your credentialing area, and
- Complete and **submit an application for a Standard OSSE Educator Credential** in the subject area concentration studied at UDC.
- 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 for **at least two years**.



How to Apply



# How to Apply

The application process includes the following steps:

- Schedule a meeting with your school leader and inform them that they will receive a letter of recommendation to be completed after you have submitted your application.
- 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 p.m.** Application sections include:
  - Personal Information
  - Program Selection and Eligibility
  - Program of Study
  - Written Response Questions
  - School Leader Contact Information
- After submitting your OSSE Apprenticeship in Teaching program application, please monitor your email for next steps. OSSE will review all applications and will refer selected applicants to the next round of the application process, which will include participating in an interview with OSSE, and submitting a graduate application to UDC.



# 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 competitive and 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 place of employment 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**, sign up via [this link](#)
- If you would like to attend UDC's Open House to learn more about their Master's programs on Jan. 22, 2026, please email Dr. Anika Burtin at [anika.burtin@udc.edu](mailto:anika.burtin@udc.edu)
- 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)

