



OFFICE OF THE STATE SUPERINTENDENT OF EDUCATION

OSSE Apprenticeship in Teaching Program – Master of Arts in Teaching 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 Master of Arts in Teaching (MAT) pathway. For responses to questions about the Bachelor's Degree 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 Master of Arts in Teaching program at the University of the District of Columbia's School of Education and Learning Sciences (UDC SELS) is a ten-month program, running from August 2026 to May 2027.

Does the Master of Arts in Teaching 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, Secondary English or Secondary Math, leading to a Master of Arts in Teaching degree 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 MAT pathway will continue working full-time at the schools in which they are currently employed while completing coursework leading to a master's degree.

High-Impact Tutors: Individuals who apply to the MAT 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 master'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 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 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.

Applicants must also meet the first stage of OSSE licensure. This means that applicants must hold a cumulative undergraduate GPA of 3.0 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.

In addition, individuals applying to study Secondary Math or Secondary English need to hold a Bachelor's degree in that subject area.

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. OSSE will review all applications and will refer selected applicants to the next round of the application process, which includes submitting a graduate application to UDC.

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?

Please submit the required documents for admission through the UDC's Salesforce application system.

Any additional supplemental documents can be sent to udctranscores@udc.edu and cc Dr. Anika Burtin, Interim Dean, School of Education and Learning Sciences at anika.burtin@udc.edu and Tim Harrison at gradadmission@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 encourages 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 referred to the next round of the application process by early March 2026. OSSE anticipates making conditional offers to selected applicants by early June 2026.

Letter of Recommendation for OSSE Application

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 principal's 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 their school leader to OSSE 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. 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's School of Education and Learning Sciences is offering all coursework leading to a Master of Arts in Teaching degree. UDC will hold evening classes in-person, with some courses held asynchronously. UDC will also hold at least one Saturday class per month.

Participants in the OSSE Apprenticeship in Teaching program must commit to taking 15 credits per semester, for a total of 30-32 credits, over the course of the ten-month program.

Is there a minimum GPA for the Master of Arts in Teaching?

Applicants must hold a cumulative undergraduate GPA of 3.0 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.