



# PARAPROFESSIONAL PATHWAY OVERVIEW

## What is the OSSE Apprenticeship in Teaching Program?

The Office of the State Superintendent of Education (OSSE) is excited to announce a new, cost-free opportunity to becoming an Elementary, Early Childhood or Special Education teacher in DC: the OSSE Apprenticeship in Teaching Program!

This innovative new program will remove financial barriers to entering the teaching profession by providing prospective DC educators with a tuition-free bachelor's degree, flexible coursework offerings and paid on-the-job learning. Apprentices who successfully complete the program will be eligible for an OSSE standard teaching credential.

## Who is eligible for the Paraprofessional pathway?

An eligible candidate is anyone currently employed in a DC school as a paraprofessional, and who may have some higher education experience, but does not yet have all the credits required for a bachelor's degree. Apprentices in this pathway will complete their apprenticeship at the school in which they are currently employed while completing bachelor's degree coursework. This pathway will lead to a bachelor's degree and eligibility for an OSSE standard teaching credential in Special Education, Elementary Education or Early Childhood Education.

## What is the benefit of the OSSE Apprenticeship in Teaching Program?

This program has three core components:

- Flexible coursework that leads to a degree
- On-the-job learning in DC public or public charter schools
- Wages that increase based on years of experience

As an apprentice, you will work full-time in a DC school under the guidance of a mentor teacher to learn the skills needed to become an effective, career educator. In the evenings, you will engage in coursework that leads to a bachelor's degree in either Elementary, Early Childhood, or Special Education. Coursework is flexible and designed to meet your needs—a combination of hybrid, virtual, asynchronous and traditional in-person courses will be offered. In exchange for your commitment to teach in DC schools after graduation, your coursework and degree will be cost-free.

## How can I learn more about the OSSE Apprenticeship in Teaching Program?

Anyone interested in becoming an apprentice should visit the [OSSE Apprenticeship in Teaching webpage](#) for additional information.

For questions, please email [OSSE.Apprenticeship@dc.gov](mailto:OSSE.Apprenticeship@dc.gov).

## SAMPLE PROGRAM TIMELINE: Paraprofessional Bachelor of Arts Pathway

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### YEAR 1

- Candidates are hired as a paraprofessional and work as a full-time employee at a DC public or public charter school.
  - Apprentices take 12-15 credits of coursework per semester.
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### YEAR 2

- Candidates are hired as a paraprofessional and work as a full-time employee at a DC public or public charter school.
  - Apprentices take 12-15 credits of coursework per semester.
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### SUCCESS!

- Candidates graduate with a bachelor's degree in Elementary Education, Early Childhood Education or Special Education.
  - Candidates apply for an OSSE Standard Credential in Elementary Education, Early Childhood Education or Special Education.
  - Candidates are hired as a full-time classroom teacher.
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*\*This sample timeline is modeled off a paraprofessional that has previously earned at least an associate degree. For individuals with less than 48 higher education credits, please note that additional year(s) will be necessary to complete the requirements of the bachelor's degree.*