

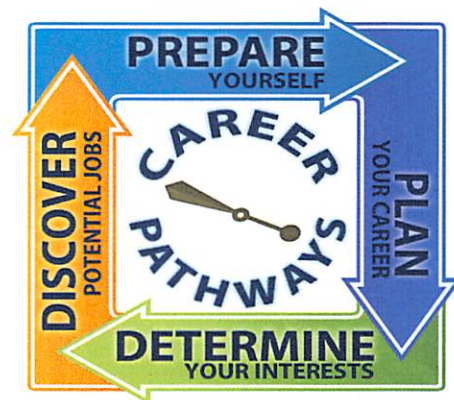


October Newsletter

Career Pathways Program

Office of Human Resources and Development

PREPARE. PLAN. DETERMINE. DISCOVER.



HIGHER EDUCATION PARTNERSHIP (HEP) UPDATE

The Maryland State Department of Education (MSDE) requires that individuals earn a bachelor's/master's degree and certification in the content area they will teach. MCPS offers a variety of partnership programs to employees that provide a pathway to meet the MSDE requirements. Below is a list of partnerships identified by the level of degree an individual is pursuing.

PATHWAY PROGRAMS FOR INDIVIDUALS TO EARN AN:

ASSOCIATE'S DEGREE

- Montgomery College
- University of Maryland University College

BACHELOR'S DEGREE

- Notre Dame of Maryland University
- University of Maryland University College

MASTER'S DEGREE

- Johns Hopkins University – SET-IT
- Notre Dame of Maryland University
- Towson University – MAT in Special Education
- University of Maryland College Park – CITE Program
- University of Maryland University College
- University of Maryland Baltimore County – ESOL

PATHWAY PROGRAMS FOR ALTERNATIVE CERTIFICATION

- Montgomery College ACET Program
- Notre Dame of Maryland University

Upcoming Events

Interest Meetings for HEPs

University of Maryland CITE Program

Program starts in January 2019

October 30th at 4:30–5:30 p.m.
45 West Gude in the Pine Room
PDO Course# 87596

Contact Sydney Pinkard,
HEP instructional specialist, at
301-315-7384 for more
information!

A Quick Note!

Open Enrollment

October 8th–November 2th

Open Enrollment is your chance to review your employee benefits options and make changes to your existing benefits. It is also your chance to attest to whether or not you and your spouse will be tobacco free! Check out the ERSC website now!

CAREER DEVELOPMENT GRANTS

The American Association of University Women (AAUW) Career Development Grants provide funding to women who hold a bachelor's degree and are preparing to advance or change careers or reenter the workforce. Primary consideration is given to women of color and women pursuing their first advanced degree or credentials in nontraditional fields. Funds are available for tuition, fees, books, supplies, local transportation, and dependent care. Grants provide support for course work beyond a bachelor's degree, including a master's degree, second bachelor's degree, certification program, or training in technical or professional fields.

Applications for AAUW Career Development Grants are open August 1st, through November 15th. Please e-mail Mrs. Nathalie Bourdureau for more information!

UPCOMING TRAINING OPPORTUNITIES

Word for Secretaries: Mail Merge, Templates, and Fill-in Forms

October 24th, 9:00 a.m.–12:00 p.m. at CTI

This instructor led course will teach users how to use templates, fill-in forms, and mail merge. This course is geared for users who have experience using Microsoft Word.

Course # 85895

Giving and Receiving Feedback

November 2nd, 8:30 a.m.–12:30 p.m. at URSC

Learning to give and receive feedback at work is an essential skill for individuals looking to grow professionally, build successful relationships with coworkers, and accomplish their goals. Learn strategies for handling difficult situations in both giving and receiving information.

Course # 53756

7 Habits of Highly Effective Supervisors

November 26th, 9:00 a.m.–12:00 p.m. at URSC

This presentation will provide an overview of characteristics important to employee engagement, productivity, and retention, and outline strategies for integrating these traits into your management style.

Course # 85167

Upcoming Events

New Paraeducator Orientation

October 27, 2018

Richard Montgomery HS

Please register on PDO

8:15 p.m.–4:15 p.m.

Lunch is provided.

This is a highly recommended day of training!

You will be paid for seven hours at \$20.00 an hour.

Training Provided:

- What is Special Education in MCPS?
- Roles and Responsibilities
- Strategies that Support Instruction
- Behavior Management

Look For!

Is this your evaluation year? Administrators and supervisors received a list of employees who should be evaluated this school year. Find out if you will be evaluated and start keeping your own documentation of a job well done! Check out Developing a Professional Portfolio, course #87533, for more information about the seven core competencies and artifacts that demonstrate professional growth and accomplishment!



CAREER ADVANCEMENT PATHWAY SPOTLIGHT: DR. ROBERT DODD

Dr. Dodd has spent 25 years with Montgomery County Public Schools working as a paraeducator, teacher, and principal at both the elementary and middle school levels. Prior to his appointment as the principal of Walt Whitman High School in 2018, Dr. Dodd served as a lead consulting principal in the Office of Human Resources and Development.

What was your first position with MCPS?

I started in MCPS as a paraeducator in an intermediate specific learning disabilities program (ISLD) at Highland View Elementary School in 1993.

What was your pathway to your current position?

I have had a little bit of a non-traditional career path in MCPS. I started as a paraeducator and was then trained as an elementary school teacher. I became both a middle and high school principal without having worked in either school type. I'm a big believer that training is important, but I also think that we should provide opportunities for MCPS staff to work in new situations. Just as we try to knock down barriers for students, we should do the same for our staff.

Why did you choose MCPS as an employer?

I grew up in an MCPS family. My dad was a principal and my mom and sister are teachers so I was biased from the start. I grew up believing that MCPS was the best, large school system in the nation. I still believe that!



How do you encourage employees to build their careers in MCPS?

I have had a rewarding career because so many MCPS staff members have taken an interest in developing my knowledge and skills. For example, the teacher who I assisted as a paraeducator 25 years ago encouraged me to become a teacher and allowed me to teach alongside him as a team. Because of this, I try to give back by taking an interest in MCPS staff and finding ways to help them build their capacity and meet their career goals. I also encourage staff to take risks in their careers and step outside their comfort zones. This leads to personal and professional growth and therefore benefits our students and MCPS.