



SUFFOLK
PUBLIC SCHOOLS

#SPSCreatesAchievers

2024-2025

SPS: Teaching Pathways

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Suffolk Public Schools

Agenda

- Overview
- iTeach
- Teacher Quality Partnership (TQP) Grant
- Tuition Reimbursement
- Associate Teacher

Overview

Although enrollment in teacher programs have decreased nationwide, recruiting, developing, and retaining exceptional educators is essential to ensuring that our students receive a high-quality education.

To support aspiring teachers while increasing the capacity of our current instructional staff, SPS has implemented teacher pathways for prospective teacher candidates.

iTeach

- VDOE approved alternative path to licensure
- Eligible candidates possess a Bachelor Degree and complete professional studies and other licensure requirement through iTeach
- 51 current staff enrolled
- \$3050 paid through Title II Funds on behalf of employee
- Employee is required to work with SPS 2 years (minimum)
 - 9 LTS
 - 15 TA's
 - 22 started the program provisionally licensed
 - 5 of these hired through iTeach



Teacher Quality Partnership Grant

- **Tidewater Education Consortium**
(Suffolk, Isle of Wight & Portsmouth)
- **Grant awarded by USDOE**
- **Support recruitment, preparation and professional development**
 - **10 spots per year (Master of Arts with initial licensure through Norfolk State University)**
 - **3 spots (Administration endorsement through University of Maryland College Park)**



Tuition Reimbursement

- Teachers, Long Term Subs, Teacher Assistants, School Counselors & SAO staff
- \$3000 per fiscal year
- Covers classes for licensure, Bachelor of Arts & Master of Art
- Praxis and SLLA



Associate Teacher

To encourage current staff to pursue careers in teaching, the Associate Teacher position will provide a full-time teaching opportunity with immediate benefits and increased pay. It is designed to attract effective long-term substitute teachers and teaching assistants.

Who is Eligible/Expectations

- Teacher Assistants or Long Term Subs with a Bachelor's degree
- Must have been accepted into a program that leads to a teaching endorsement
- Candidates partner with the Human Resources Department to develop a plan for meeting VDOE licensure requirements
 - Employee will meet with an HR representative once a quarter to review
 - Annual Plan completion is due by June 1

Who is Eligible/Expectations

- Must commit to working for Suffolk Public Schools for a minimum of two years upon obtaining eligibility for a teaching license.
- This position requires a commitment to pursuing the qualifications needed for a Virginia teaching license within the one-year (school year) employment term.
 - Within 30 days of initial acceptance as an Associate Teacher, employee must be actively working on licensure.

Benefits

- Health Care and Dental coverage
- Access to Employee Wellness program
- SPS Pharmacy access Tier 1, Tier 2, Tier 3 prescription medicine reduce copays (\$0 copay for preventative care medicine)
- Group Life Insurance provided
- Participation in VRS

Associate Teacher Salary Scale

Associate Teacher			
Step	Salary	TA's	LTS
0	45,141	0-2	0
1	45,693	3-5	1
2	46,250	6-8	2
3	46,812	9-11	3
4	47,380	12-14	4
5	47,954	15-17	5
6	48,533	18-20	6
7	49,119	21-23	7
8	49,710	24-26	8
9	50,307	27-29	9
10	50,910	30*	10

Job Description

- Teaching a broad range of subjects; motivating students to achieve maximum potential;
- Develops lesson plans and use of instructional materials;
- Translates lesson plans into learning experiences;
- Integrates subject area content and technology;
- Instructs students in citizenship and basic subject matter specified in state law and administrative regulations and procedures of the school district;
- Establishes and maintains standard of behavior;
- Evaluates students' academic and social growth, keeps appropriate records, prepares progress reports and report cards; submits all documents in timely manner;

Job Description

- Candidates must possess strong communication skills and the ability to build effective relationships with students, staff, parents, and the community, while collaborating with stakeholders to foster a positive educational experience.
- Identifies student needs, assists with assessment of needs and requests special services as necessary;
- Maintains professional competence through in-service education and self-selected professional growth activities;
- Participates in curriculum development programs, faculty committees and student activity sponsorship as required;
- Participates in child study, Individual Education Plan (IEP) and Behavioral Intervention Plan (BIP) meetings;

Thank you for your time!

Questions?

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