



Baltimore Teacher Apprenticeship Program (BTAP) – Loyola Exceptional Teachers for Exceptional Learners (ETEL)



Baltimore County Public School and Loyola University of Maryland Partnership

Mission	The Baltimore County Public Schools Teacher Apprenticeship Program, in partnership with Loyola University Maryland, creates a pathway to attract, recruit, prepare, and retain special educators who commit to continuously learning, leading, and implementing antiracist practices in our diverse and changing communities.
Vision	The Baltimore County Public Schools Teacher Apprenticeship Program, in partnership with Loyola University Maryland, fosters a community of learners that positively impacts the holistic development of historically underserved populations and prepares them for long-term success.
Unique Program Features	<ul style="list-style-type: none"> • Develop a collaborative partnership between: <ul style="list-style-type: none"> ○ BCPS ○ Loyola University Maryland ○ MSDE ○ MSEA, TABCO and ESPBC • Recruit candidates from diverse backgrounds: <ul style="list-style-type: none"> ○ Para-educators with a Bachelor’s Degree employed by BCPS ○ with an eye on recruiting other community members in the future • Prepare residents through: <ul style="list-style-type: none"> ○ 40 hour residency program (over three semesters) obtaining a Master’s Degree in Special Education ○ Support from course instructors, a mentor teacher, and a university supervisor ○ Certification support from BCPS • Retain resident graduates by meeting their needs for sustaining in the teaching profession through: <ul style="list-style-type: none"> ○ Multi-year induction support ○ Financial package ○ Teacher leadership development
Program Summary	<p>BTAP will provide paid special education apprenticeships for BCPS paraeducators. It will reduce the barriers for teachers of color to achieve educator licensure.</p> <p>BTAP is a one-year teacher preparation program that provides the apprentice with the opportunity to train with a cohort of peers and receive guidance from an experienced teacher mentor. Apprentices will complete graduate coursework to earn a Master’s in Education, Special Education in either Elementary/Middle or Secondary/Adult. While working towards certification, apprentices will be assigned as a BCPS Teacher Fellow and maintain active employment, compensation, and benefits. Participants will receive structured training and support throughout the program as well as beyond graduation.</p>
Program Goals	<ul style="list-style-type: none"> • Increase representation of teacher candidates who have been historically underrepresented to match the student population.

	<ul style="list-style-type: none"> • Increase the number of training sites that are appropriate clinical placements for training teacher apprentices to be anti-racist educators as determined by specific selection criteria. • Increase the representation of mentor teachers who are qualified and have the capacity to guide teacher apprentices through their clinical experience as determined by specific selection criteria. • The percentage of teacher apprentices reporting the financial support is sufficient to allow them to participate and complete the teacher residency program. • Retention of apprentices after three-year commitment is 85%.
Program Requirements	<ul style="list-style-type: none"> • Currently employed as a BCPS Paraeducator in good standing (satisfactory performance appraisal) • BCPS Paraeducator who identifies as black, indigenous, or people of color (BIPOC) • Conferred Bachelor's degree • Meet all application and enrollment requirements for Loyola University Maryland • Completion of program by Spring 2025 • Commit to teaching for 3 years in BCPS upon program completion
Program Schedule	<p>One-year program; 40 graduate credits</p> <ul style="list-style-type: none"> • Summer 2024 – 15 credits • Fall 2024 – 13 credits • Spring 2025 – 12 credits
Program Cost	<p>Regular Tuition: \$690, or a total of \$27,600</p> <p>Apprentices Receive: Loyola tuition discount: 25% BCPS tuition benefit: \$300/credit (\$12,000 total) Out-of-Pocket tuition: \$210/credit (\$8,400 total)</p> <p>Internship Fee: \$200 Licensure Assessment Fees: \$600 Books: \$500</p> <p>Total Out-of-Pocket Costs before scholarships/grants = approx. \$9,700</p>
Application	Application Deadline: May 1, 2024
Contact Information	<p><u>BCPS Contact</u> Carla Simons Manager, Certification csimons@bcps.org (443)809-4147/5678</p> <p><u>Loyola University of Maryland Contact</u> Monique Yates Program Director, Special Education mcyates@loyola.edu (410)617-2122</p>