



**Baltimore Teacher Apprenticeship Program (BTAP) –  
Loyola Exceptional Teachers for Exceptional Learners (ETEL)  
Baltimore County Public School and Loyola University Maryland Partnership**

<b>Mission</b>	The Baltimore County Public Schools Teacher Apprenticeship Program, in partnership with Loyola University Maryland School of Education, creates a pathway to attract, recruit, prepare, and retain special educators who commit to continuously learning, leading, and impermanent antiracist practices in our diverse and changing communities.
<b>Vision</b>	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.
<b>Unique Program Features</b>	<ul style="list-style-type: none"> <li>• Collaboration among BCPS, Loyola University Maryland, MSDE, MSEA, TABCO and ESPBC</li> <li>• Recruitment of candidates from diverse backgrounds:             <ul style="list-style-type: none"> <li>○ paraeducators with a bachelor’s degree employed by BCPS</li> <li>○ recruitment of diverse candidates into paraeducator positions with BCPS</li> </ul> </li> <li>• Preparation of residents through:             <ul style="list-style-type: none"> <li>○ 39 to 40 credit residency program (over 2 years) culminating with a master’s degree and professional teaching licensure in special education</li> <li>○ Support from faculty, mentor teachers, and a university supervisor</li> <li>○ Licensure support from BCPS</li> </ul> </li> <li>• Retention of graduates in the teaching profession by:             <ul style="list-style-type: none"> <li>○ Multi-year induction support</li> <li>○ Financial package</li> <li>○ Teacher leadership development</li> </ul> </li> </ul>
<b>Program Summary</b>	BTAP will provide paid special education apprenticeships for BCPS paraeducators. It will reduce the barriers for teachers of color to achieve educator licensure. It is a two-year teacher preparation program that provides candidates with the opportunity to train with a cohort of peers and receive guidance from experienced mentor teachers. Candidates will complete graduate coursework to earn a master’s in special education, with a concentration in either elementary/middle or secondary/adult. During the second year, candidates become apprentices and complete year-long internships. They are assigned as BCPS Teacher Fellows and maintain active employment, compensation, and benefits. Participants will receive structured training and support throughout the program and during the teacher induction period.

<b>Program Goals</b>	<ul style="list-style-type: none"> <li>• Increase representation of teachers who have been historically underrepresented to match the student population.</li> <li>• 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.</li> <li>• 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.</li> <li>• Provide sufficient financial support to allow candidates to complete the program.</li> <li>• Maintain an 85% retention rate in the field for a minimum of three years post-completion.</li> </ul>
<b>Program Requirements</b>	<ul style="list-style-type: none"> <li>• BCPS paraeducator in good standing with satisfactory performance appraisals</li> <li>• Conferred bachelor's degree</li> <li>• Meet all application and enrollment requirements for Loyola University Maryland</li> <li>• Completion of program in two years</li> <li>• Commit to teaching special education for 3 years in BCPS upon program completion</li> </ul>
<b>Program Schedule</b>	<p>Two-year program with 39 or 40 graduate credits  See the proposed <a href="#">program schedule</a>.</p>
<b>Program Cost</b>	<p><b>BTAP Participant Financial Benefits:</b>  <i>Loyola tuition discount: 15%</i>  <i>BCPS tuition benefit: \$300/credit (\$12,000 total)</i>  <i>Maintain salary and benefits</i></p> <p>Regular Tuition: \$745 per credit (a total of \$29,800 for 40-credit program)  Out-of-Pocket tuition: \$333/credit (\$13,000 total)  Internship Fee: \$200  Licensure Assessment Fees: \$600  Books: \$500 estimated cost based course  Total Out-of-Pocket Costs before scholarships/grants = approx. \$14,300</p> <p><u>Financial Aid Resources</u></p> <ul style="list-style-type: none"> <li>• <a href="#">Federal TEACH Grant</a></li> <li>• <a href="#">Teaching Fellows for Maryland Scholarship</a></li> <li>• <a href="#">State and Federal Tax Credits</a></li> <li>• <a href="#">Federal Student Aid Teacher Loan Forgiveness Program</a></li> <li>• <a href="#">Other fellowships, scholarships, and grants</a></li> <li>• Other needs based departmental financial aid</li> </ul>
<b>Application</b>	<p>Application Deadline: <b>August 2, 2026 (For current BCPS paraeducators only.)</b></p>

<b>Contact Information</b>	<p><b><u>BCPS Contact</u></b> Carla Simons Manager, Educator Licensure <a href="mailto:csimons@bcps.org">csimons@bcps.org</a> (443)809-4147/5678</p> <p><b><u>Loyola University Maryland Contact</u></b> Kristine Larson, Ed.D. Program Director, Special Education <a href="mailto:klarson@loyola.edu">klarson@loyola.edu</a> (410) 617-2990</p>
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