YCSD has collaborated with ODU to offer an opportunity for interested YCSD employees to become a teacher through the Career Switcher Program. This program provides an efficient pathway to the classroom for individuals interested in pursuing a teaching career in K-12 public education.

In order to participate in the program, candidates must do the following:

- Meet the Virginia Department of Education (VDOE) eligibility requirements
- Complete the YCSD application and interview process and be selected by YCSD to participate in the program
- Complete the ODU application process and be selected by ODU for the program

2022-23 Deadlines for the Program

<table>
<thead>
<tr>
<th>Spring 2023 Session</th>
<th>Summer 2023 Session</th>
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</thead>
<tbody>
<tr>
<td>11/21/2022</td>
<td>4/21/2023</td>
</tr>
<tr>
<td>Apply to Human Resources</td>
<td>Apply to Human Resources</td>
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<tr>
<td>12/16/2022</td>
<td>5/12/2023</td>
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<tr>
<td>HR will notify of acceptance</td>
<td>HR will notify of acceptance</td>
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<tr>
<td>1/26/2023</td>
<td>6/12/2023</td>
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<tr>
<td>Apply to ODU</td>
<td>Apply to ODU</td>
</tr>
<tr>
<td>2/4/2023 to 5/27/2023</td>
<td>6/19/2023 to 10/20/2023</td>
</tr>
<tr>
<td>Program Dates</td>
<td>Program Dates</td>
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</tbody>
</table>

Click here for Program Overview
Click here for Application
Click here for Reference Form

For more information please contact Maria Bird at ycsd.link/AskLicensure
Career Switcher Teacher Pathway Program

Description:
York County School Division (YCSD) in collaboration with Old Dominion University (ODU) is offering the opportunity for interested and eligible YCSD employees to become a teacher through the Career Switcher Program. This program provides an efficient pathway to the classroom for many individuals interested in pursuing a career in public education K-12.

In order to participate in the program, acceptance is contingent on:

- Meeting the Virginia Department of Education (VDOE) eligibility requirements listed in the Application Procedures below
- Completing the YCSD application form and interview process and being selected by YCSD to participate in the program
- Completing the ODU application process and being selected by ODU for the program

Application Procedures:
1. Complete the YCSD application form and provide the reference form to three professional references, including your current direct supervisor, to be completed and returned directly to Human Resources
2. Show proof of:
   a) An earned baccalaureate degree or higher from a regionally accredited college or university;
   b) At least three years of successful full-time work experience or the equivalent; and
   c) The completion of requirements for an endorsement in a teaching area or the equivalent through verifiable experience or academic study;
   d) Virginia qualifying scores on the professional teacher's assessments:
      i. Virginia Communication and Literacy Assessment (VCLA)
      ii. Praxis II (subject area test)
      iii. Reading for Virginia Educators (RVE), if applicable

Program Levels:
Level I: preparation in instructional skills and classroom management that is specific to content areas and focuses human development and learning; curriculum and instruction, including technology; language and literacy; specific course content relating to the Virginia Standards of Learning; foundations of education and the teaching profession; classroom and behavior management; and assessment of and for learning, followed by completion of in-school observation placement.

Level II: preparation during the first year of employment with a minimum of five seminars that will include a variety of instructional delivery techniques utilized to implement the seminars. Completion of a self-directed professional development (PD) portfolio. Completion of one year of successful, full-time teaching experience in YCSD under a one-year Provisional (Career Switcher) License, with an assigned trained mentor.

For additional information, contact Maria Bird at https://ycsd.link/AskLicensure or 757-833-2214

The York County School Division does not discriminate on the basis of race (Title VI), color, religion, national origin, veteran status, sex, gender (Title IX), age or disability (Section 504), or any other protected class in its educational programs, activities or employment and provides equal access to the Boy Scouts and other designated youth groups.
Career Switcher Teacher Pathway Program
Application

Name: _____________________________________________

                First                          Last

Current Position: _______________________________ Location/School: __________

Subject(s) you wish to teach: ________________________________

(List no more than three subjects)

Education:

College/University: ___________________________________________

Degree Earned: ___________________________________________

Do you have at least three years of professional work experience?  Circle one: Yes/No

1. Please attach a cover letter (one page maximum), indicating why you are interested in participating in the Career Switcher Teacher Pathway Program and a current resume or vitae.

2. Please submit a personal essay (two pages maximum) that reflects why you are interested in participating in the program and becoming a teacher.

3. Please attach copies of your college transcripts or indicate that your transcripts may be found in your personnel file.
   • _____ transcripts in personnel file

4. Please provide the reference form to three professional references, including your current direct supervisor, to be completed and returned directly to Human Resources.

---------------------------------------------------------------------------------------------------------------------

I certify that my answers are true and complete to the best of my knowledge.

I understand the following:

- That false or misleading information in my application or interview may result in termination of employment with YCSD.

- If I am accepted into the Career Switcher Teacher Pathway Program, YCSD will offer a three year contract in the area where the license is earned.

- If I am unable to complete the entire program (Level I and/or Level II) successfully, I will be required to repay the program tuition. Tuition for 2022:  Level I $4750.00; Level II $625.00.

---------------------------------------------------------------------------------------------------------------------

______________________________________________ _______________________
Signature                                         Date
Career Switcher Teacher Pathway Program
Recommendation Form (Page 1 of 2)

Applicant’s Name: __________________________________________ Location/School: _________
   First               Last

Name of person completing reference: __________________________________________
   First               Last

Position/Title and Relationship to Applicant: __________________________________________
   __________________________________________

I _____ do _____ do not waive my right to subsequent access to this recommendation form.

___________________________________________   ________________________________
Applicant Signature                          Date

Please rate the applicant on the qualities listed below:

<table>
<thead>
<tr>
<th>Quality</th>
<th>Excellent</th>
<th>Very Good</th>
<th>Good</th>
<th>Fair</th>
<th>Poor</th>
<th>N/A</th>
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<tbody>
<tr>
<td>Ability to Work with Others</td>
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<td>Communication Skills</td>
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<td>Time Management</td>
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<td>Leadership Potential</td>
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<td>Personal Integrity</td>
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<td>Ability to Motivate Others</td>
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<td>Completion of Tasks</td>
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<td>Reliability</td>
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<td>Ability to Manage Difficult Situations</td>
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<tr>
<td>Creativity</td>
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</tbody>
</table>

Additional comments:
____________________________________________________________________________
____________________________________________________________________________
____________________________________________________________________________

___________________________________________   ________________________________
Reference Signature                          Date

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Career Switcher Pathway Cohort Program
Recommendation Form (Page 2 of 2)

Applicant’s Name: ___________________________________ Location/School: __________

First Last

Name of person completing reference: _____________________________________________

First Last

Position/Title and Relationship to Applicant: __________________________________

Please answer the following two questions:

1. What do you consider the applicant’s strengths to be?

2. Why do you believe the applicant demonstrates the potential to become a teacher?

Reference Signature ________________________________ Date __________________________

PLEASE RETURN REFERENCE FORM TO MARIA BIRD
mbird@ycsd.york.va.us
302 Dare Road, Yorktown, VA 23692
FAX: 1-855-878-9066

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