Homegrown Teacher Program

Program Goal

The Montgomery County Schools' "Homegrown Teacher Program" expects to develop up to ten teachers per year through a partnership with Montgomery Community College, UNCP, and UNCG. Students that take advantage of the program will earn a teacher certification from an accredited university in a very affordable fashion. Montgomery County Schools expects to reduce the need to hire teachers without a clear license. MCS also hopes to gain a diverse teaching staff of teachers that are already established in and wish to stay in our community.

Eligibility for the program

- Students need to have completed a minimum of one year with Montgomery Community College, and an associate's degree is preferred.
- To be eligible for the College of Education with the UNCP/UNCG, students must complete the designated pathway listed in Appendix A (MCC will add Appendix for UNCP and UNCG) or have one year of the path complete before transfer.
- Only ten students per year will be eligible for the program
- In the event more than ten students meet the eligibility requirements, priority is awarded to students maintaining academic excellence as evidenced by the completion of an associate degree, the grade point average, and have taken at least one teacher cadet class while in high school.

Eligibility for Reimbursement

- Eligible students meeting all four requirements listed below will receive $500 tuition reimbursement for up to 5 semesters.
    - Students shall be enrolled in UNCP/UNCG College of Education.
    - Students shall maintain a minimum of a 2.5 Grade Point Average
    - Students shall student teach with Montgomery County Schools
    - Students shall sign an early contract, agreeing to teach with Montgomery County Schools following graduation for a minimum of three years.
- The student's failure to meet the Grade Point Average of 2.5 each semester will not eliminate the student from the program. Still, the student will not be eligible for the reimbursement and will be in probationary status pending the next semester's grade point average.
    - Example: If the student's Grade Point Average does not meet the 2.5 requirements for the Fall semester, the student will be allowed to improve the Grade Point Average during the Spring semester, once again gaining eligibility status and eligibility for the tuition reimbursement.

Benefits for the student

- Completion of the Associate Degree with MCC offers the first two years of college for free
- Currently, UNCP is a North Carolina Promise school with a reduced tuition rate of $500 per semester, and the tuition reimbursement from Montgomery County Schools is $500. Students choosing UNCP will only have expenses of housing, books, and transportation.
- Both UNCP and UNCG students have the option to remain in the home and commute to campus, saving a tremendous amount of money in student housing.
- Returning home to student teach offers students the opportunity to stay with family and reduce living costs during student teaching in their home community.
- Guaranteed initial employment with Montgomery County Schools.
- Student Loan forgiveness following five years of teaching in Title I eligible school.

HOMEGROWN TEACHERS

UNCP, UNCG, MCC, & MCS

Didn’t Grit present this to us last month?

- Last month was the Homegrown Instructor program, we now have several applications for that program, and we hope to have the 10 spots filled by the end of the month

Why Homegrown Teachers

- Licensed teachers are harder and harder to find.
- Hiring teachers that are in residency programs while they teach for us is a daunting task.
- We struggle to maintain our Beginning Teachers. Remember, many of them are not licensed.
- Culture shock when BT's move to a rural area.
- Housing is an issue for BT's that are not connected already.

How does it work?

- Graduate from MCC/MCS with the associates degree (High Schoolers or Current Teacher Assistants)
- Gain entrance in either UNCP or UNCG school of education
- Sign an early contract to teach with MCS and commit to teach for three years
- Provide a transcript with grades for $500 tuition reimbursement (UNCP is a promise school with $500 tuition)
- Must maintain a minimum GPA of 2.5
- Must student teach with Montgomery County Schools (We have conformation on this from UNCP, still waiting on UNCG)
- Teach for Montgomery County at least three years or return the funds

Questions

