CINCINNATI PUBLIC SCHOOLS

TEACH AT CPS GUIDE

ALTERNATIVE PATHWAYS TO TEACHING



CINCINNATI PUBLIC SCHOOLS

PREPARING STUDENTS FOR LIFE

HERE FOR KIDS



Dear Prospective Educators,

At Cincinnati Public Schools, we believe great teachers come from many different paths. While some follow the traditional route into the classroom, others bring unique life and career experiences that enrich our schools and inspire our students in powerful ways.

That's why CPS is proud to offer alternative pathways to teaching — flexible, supportive opportunities for talented individuals who may not have entered the field through conventional means, but who share our passion for being Here for Kids. These pathways make it possible for professionals with diverse backgrounds to bring their knowledge, skills and perspectives directly to CPS classrooms.

Inside this guide, you'll find details about how to begin your journey with us, whether you're transitioning from another career, exploring licensure options or simply answering the call to teach. Along the way, CPS provides strong mentoring, ongoing professional development and a community committed to your success.

Teaching is more than a job — it's a chance to make a lasting impact on the future. If you're ready to invest your talents in our students, know that we are ready to invest in you. Thank you for considering Cincinnati Public Schools as your professional home. Our Human Resources and Talent team is here to answer your questions and walk with you step by step as you explore the pathway that's right for you.

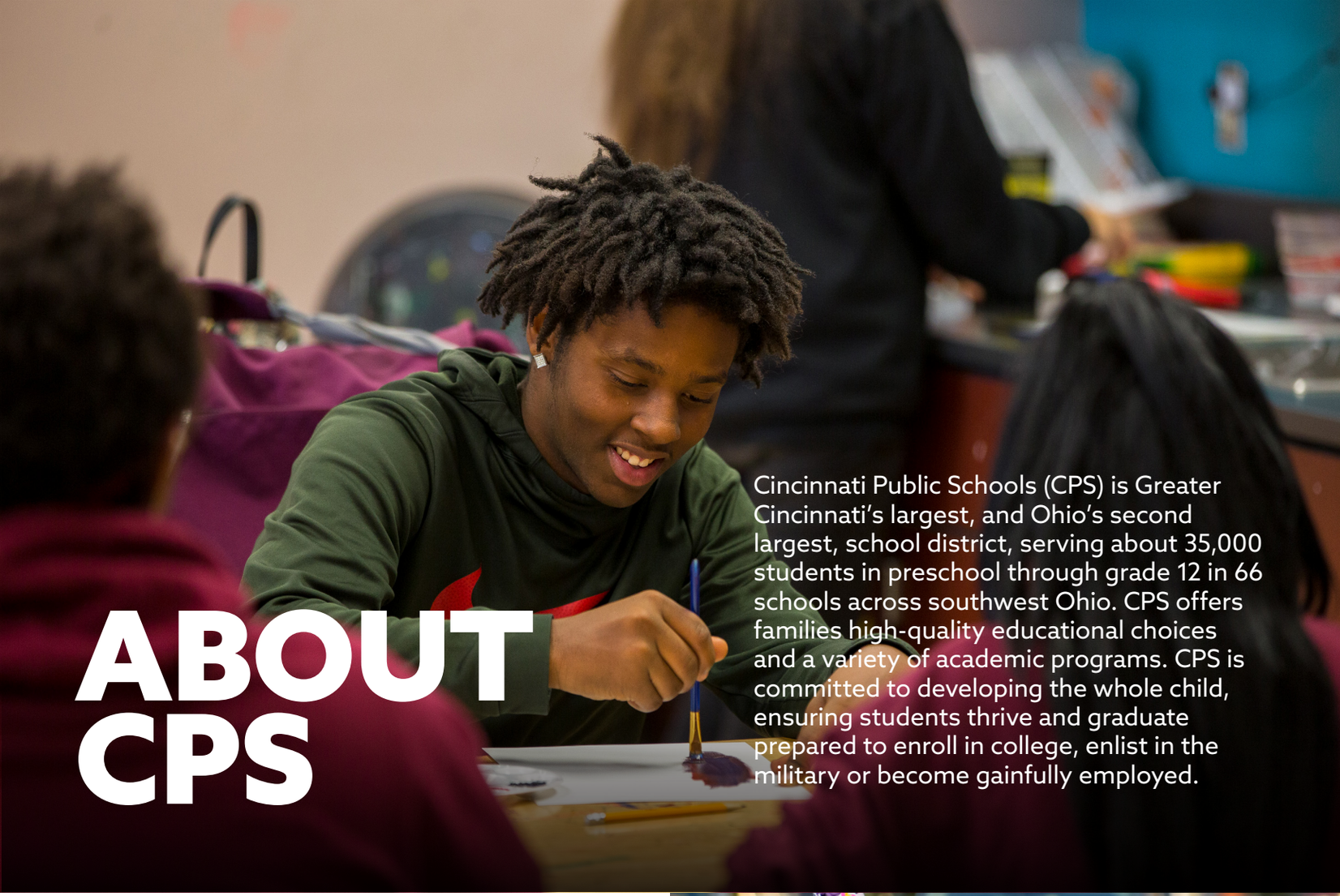
Educationally yours,

Shauna Murphy

Shauna Murphy
Superintendent
Cincinnati Public Schools



Cincinnati Public Schools Board of Education, 2024–25



ABOUT CPS

Cincinnati Public Schools (CPS) is Greater Cincinnati's largest, and Ohio's second largest, school district, serving about 35,000 students in preschool through grade 12 in 66 schools across southwest Ohio. CPS offers families high-quality educational choices and a variety of academic programs. CPS is committed to developing the whole child, ensuring students thrive and graduate prepared to enroll in college, enlist in the military or become gainfully employed.

CPS AT A GLANCE

- **35,000** Students in grades PK–12
- **66+** Schools and Programs
- **6,200+** Employees
- **2nd** Largest District in Ohio
- Established: 1829
- Largest K–12 Special Education Provider in SW Ohio

STUDENT DEMOGRAPHICS:

- Black, Non-Hispanic: 58.5%
- White, Non-Hispanic: 20.3%
- Hispanic: 11.8%
- Multiracial: 7.9%
- Asian or Pacific Islander: 1.3%
- American Indian/Alaska Native: 0.2%





BENEFITS

Cincinnati Public Schools is proud to provide you with access to high-quality benefits as part of your compensation package.

KEY TEACHER BENEFITS

Peer Assistance and Review Program (PARP)
Districtwide Mentors offer relationship-based support to new CPS teachers that is customized and confidential. Open to all teachers, regardless of experience.

Teacher Leadership Pathway Program (TLPP)
Leadership opportunities are available in all CPS schools, including lead teacher, resident educator, student specialist, district coordinator and more. The program provides expanded professional development and incentives to attract and retain excellent teachers in high-need schools.

Eligibility: Eligibility for Benefits for employees and their dependents at CPS is based upon your position's full-time equivalence (FTE) and appointment type.

Enrollment: Employees must enroll in benefits within the first 30 days of their start date.

- **Medical:** Choice of plans to best fit your family's needs
- **Dental:** Up to $1,500 annually; orthodontia for dependents
- **FSA/HSA/Dependent Care:** Pretax Savings to cover out-of-pocket healthcare and childcare expenses
- **Wellness Plan:** Eligible employees and their spouse can earn up to $500 each annually Wellness Plan.
- **Employee Assistance Plan (EAP):** A completely confidential and voluntary service to help employees through rough patches such as marital distress, family issues, financial problems, substance abuse and other personal problems.
- **Basic Life Insurance:** Provided by the District with optional additional coverage for purchase
- **Voluntary Life Insurance:** Offered at reasonable rates
- **AFLAC Voluntary Sickness and Accident Plans**
- **Voluntary Retirement Savings Plans**

CINCINNATI PUBLIC SCHOOLS
CTE
CAREER & TECHNICAL EDUCATION

UNIVERSITY PROGRAMS

FIND YOUR PATH TO TEACH

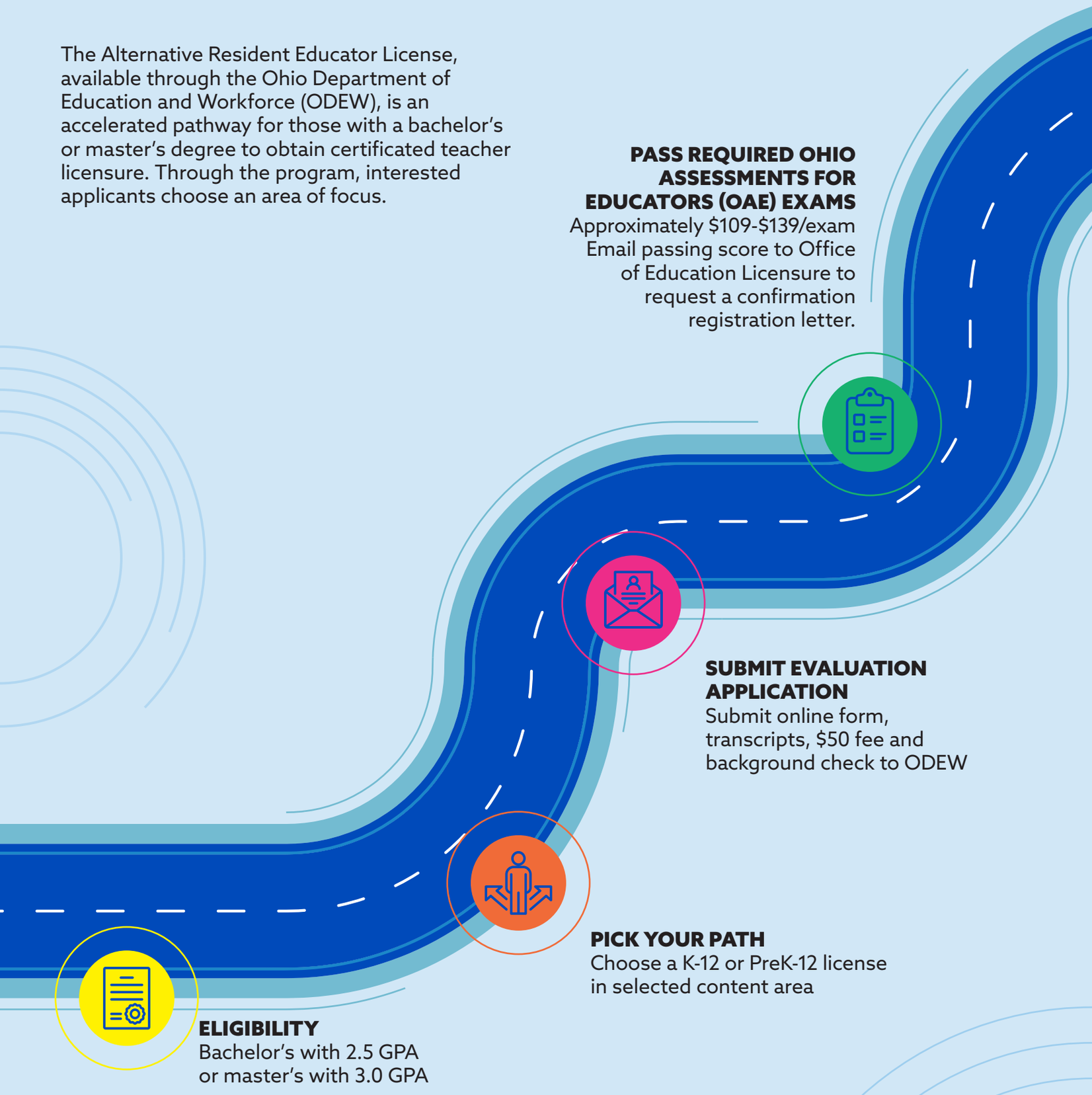
ALTERNATIVE RESIDENT EDUCATOR LICENSE

Teach For America

ALTERNATIVE RESIDENT EDUCATOR LICENSE

ROADMAP TO LICENSURE

The Alternative Resident Educator License, available through the Ohio Department of Education and Workforce (ODEW), is an accelerated pathway for those with a bachelor's or master's degree to obtain certificated teacher licensure. Through the program, interested applicants choose an area of focus.



ELIGIBILITY
Bachelor's with 2.5 GPA
or master's with 3.0 GPA

PICK YOUR PATH
Choose a K-12 or PreK-12 license in selected content area

SUBMIT EVALUATION APPLICATION
Submit online form, transcripts, $50 fee and background check to ODEW

PASS REQUIRED OHIO ASSESSMENTS FOR EDUCATORS (OAE) EXAMS
Approximately $109-$139/exam
Email passing score to Office of Education Licensure to request a confirmation registration letter.

ENROLL IN APPROVED OHIO'S INTENSIVE PEDAGOGICAL TRAINING INSTITUTE (IPTI)

Online, self-paced options are available; $625-$1,000

Universities include:
Bard College, Bluffton University, Bowling Green State University, Kent State University, Ohio University, Shawnee State University, The Ohio State University

Organizations include:
American Board and Ohio Teachers of Tomorrow

COMPLETE INSTITUTE PROGRAM

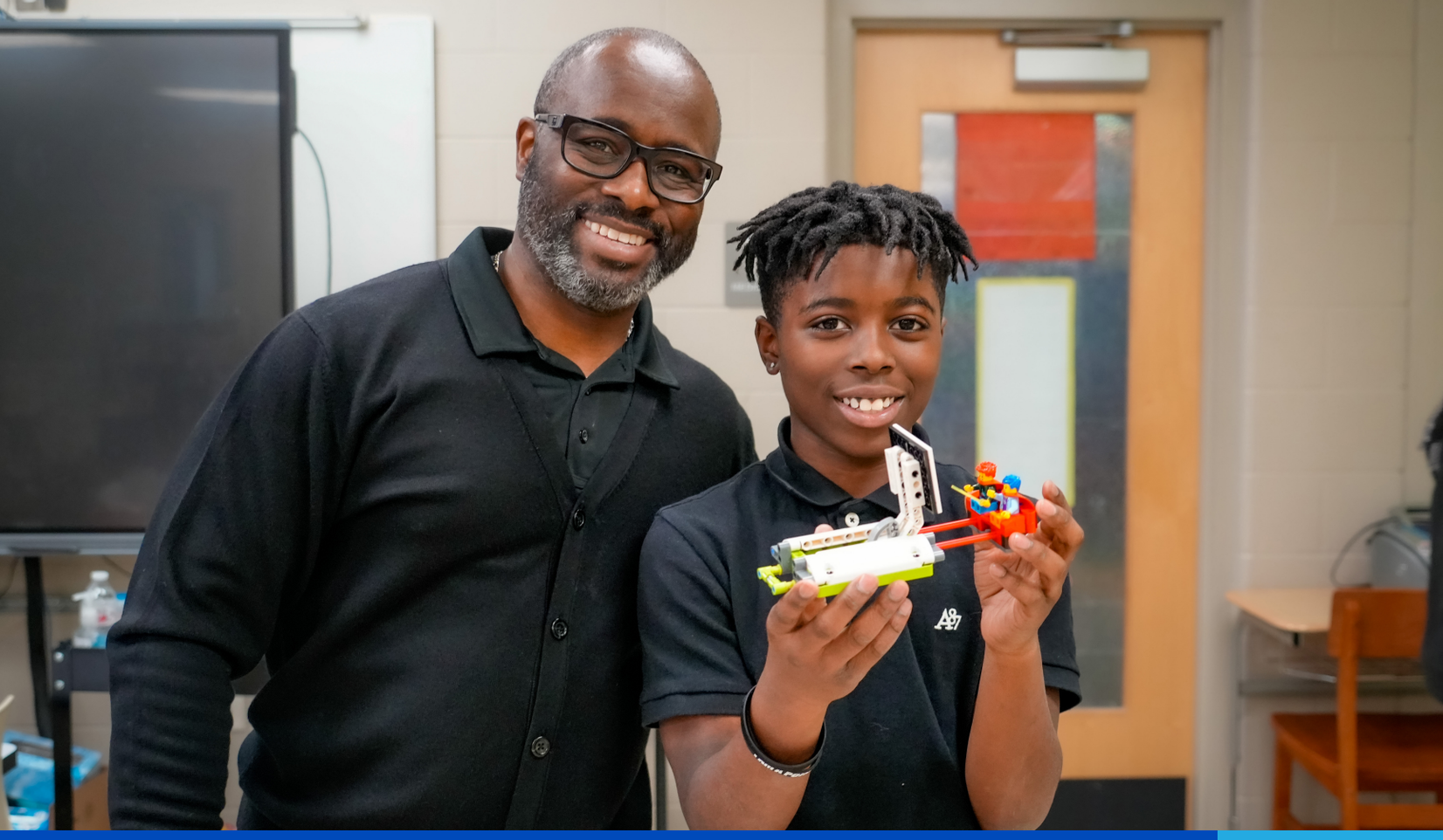
Contact the Office of Education Licensure to request statement of eligibility

APPLY FOR TEACHING JOBS IN SELECTED CONTENT AREA

Once hired, apply for a license through OHID. The statement of eligibility will convert to an Ohio Alternative Resident Educator License.

COMPLETE PROGRAM REQUIREMENTS

Additional coursework, testing and mentorship required to advance to a five year professional license.



CAREER AND TECHNICAL EDUCATION (CTE)

Career and Technical Education (CTE) programs give industry professionals the opportunity to bring their expertise to the classroom and prepare students for in-demand careers. Cincinnati Public Schools' CTE Teacher Preparation Program provides experienced professionals with a supported pathway to earn a teaching license and inspire the next generation of skilled workers.

CINCINNATI PUBLIC SCHOOLS
CTE
CAREER & TECHNICAL EDUCATION

STEPS

1. **Gain required work experience:** Applicants must have a minimum of five years of full-time work experience in the requested teaching field.
2. **Apply to CPS:** Apply for and be hired for a CTE teaching position. Unlike traditional teaching licenses, a school district will request and sponsor your Career-Technical Workforce Development (CTWD) License.
3. **Complete CTE Teacher Preparation Program:** Enroll in an approved preservice or university CTE program.
4. **Obtain license:** Obtain initial one-year supplemental license or two-year provisional license. CPS will verify your qualifications via the CTE-37 program, and initiate the application process via your OHID account.
5. **Participate in mentored teaching:** You will be assigned an experienced teacher as a mentor to provide guidance and support in pedagogical areas like classroom management and lesson planning.

APPROVED INSTITUTIONS

- Bowling Green State University
- Kent State University
- The Ohio State University
- University of Rio Grande
- University of Toledo







JOB CATEGORIES

- Agricultural and Environmental Systems
- Arts and Communication
- Business/Finance/Marketing
- Construction Technology
- Education
- Engineering and Science Technologies
- Health Science
- Hospitality and Tourism
- Information Technology
- Law and Public Safety
- Manufacturing
- Zoo Academy



UNIVERSITY PROGRAMS

MOUNT ST. JOSEPH UNIVERSITY

Initial teacher licensure programs can be completed in a full-time 15-month pathway or a part-time pathway. Programs include Early Childhood, Middle Childhood, Adolescent to Young Adult, Special-Intervention Specialist and Multi-Age Education.

MIAMI UNIVERSITY

Master of Education in Special Education

Designed for those seeking initial licensure, an addition to existing Ohio licensure or an online Master's degree program; 18 month completion.

NORTHERN KENTUCKY UNIVERSITY

Master of Arts in Teaching (MAT)

Designed to develop those with a bachelor's degree in a specific content area into an outstanding middle grades and secondary educator; 7 week online courses and local classroom placement.



TEACH FOR AMERICA

Join the Teach For America Corps Program and teach full-time for at least two years, earning a full salary, state licensure and leadership experience. TFA combines training, mentorship and a nationwide network of changemakers committed to justice, opportunity and student success.

QUALIFICATIONS:

- Must have a bachelor's degree and at least 2.5 GPA by summer training
- Must be a US citizen or national/lawful permanent resident
- Required to complete TFA Summer Pre-Service program and pass relevant OAE exams



Several local universities offer postbaccalaureate programs for those who already hold a bachelor's degree and are seeking licensure opportunities.

UNIVERSITY OF CINCINNATI
Master of Arts in Teaching (Special Education)

Designed for paraprofessionals, career-changing professionals and those with a bachelor's degree in a field other than education; 100% online.

XAVIER UNIVERSITY
X-Alt Program Master of Education

Fast-track to licensure for those with a degree in a specific content area (math, english, history, sciences, spanish, french, visual arts, music and theatre).



SPECIALIZED PROGRAMS FOR CPS EMPLOYEES

GROW YOUR OWN (GYO) SCHOLARSHIP

Offered by Ohio Department of Education and Workforce (ODEW) for bachelor's or master's degree leading to licensure. All CPS staff members are eligible to participate, and must complete the program within six years and commit to teaching at CPS for four years.

**$7,500 scholarship transitions to loan if program parameters are not met.*



YOUR PURPOSE OUR LEGACY

#WeAreCPS

CINCINNATI PUBLIC SCHOOLS

www.cps-k12.org