

## **Resolution 1718R-014**

### **By Director Báez**

WHEREAS, On October 26, 2017, the Board adopted Budget Amendment #4 to reallocate funds not to exceed \$200,000 from contract services and to direct them to fund tuition assistance for up to 50 MPS paraprofessionals, to begin in January 2018; and

WHEREAS, The purpose of the amendment, as discussed at the Board's meeting, was to facilitate the completion of teacher licensure in the greatest areas of need, with a focus on bilingual education and special education; and

WHEREAS, The amendment provided for tuition assistance (as opposed to tuition reimbursement) as an incentive to paraprofessionals who may be ready to attain their teaching licenses or may be very close to doing so because of the credits or degrees which they already hold; and

WHEREAS, This assistance is designed to get paraprofessionals into the classroom as teachers as soon as possible;

WHEREAS, The Milwaukee Public Schools University (MPSU) is a partnership with area universities and organizations that allows MPS to offer and teach credit-level university courses that lead to specific certifications, licensures, or degrees to employees; and

WHEREAS, The MPSU strives to provide educational opportunities in high need areas and to create a pipeline of talent for MPS and career pathways for MPS employees; and

WHEREAS, The MPSU includes a comprehensive application process, parameters for employee eligibility, and supports for program participants; and

WHEREAS, The MPSU has established requirements for its students to maintain a certain grade-point average and an expectation for its students to remain in Milwaukee Public Schools beyond their MPSU experience; and

WHEREAS, The MPSU has an established process for participants to reimburse Milwaukee Public Schools for the cost of the program should they fail to adhere to program requirements; and

WHEREAS, The Milwaukee Teacher Education Center (MTEC) is a local not-for-profit organization that serves as an innovative, performance-based professional development center that recruits, prepares, supports, and certifies highly qualified teachers; and

WHEREAS, The MTEC offers an initial teacher certification program to prepare participants to become certified teachers in critical-need areas; and

WHEREAS, The existence of programs such as those offered by the Milwaukee Public Schools University and the Milwaukee Teacher Education Center make MPS primed to immediately implement the intent of the Board adopted Budget Amendment #4; now, therefore, be it

RESOLVED, That the Board direct the Administration to establish a MPSU program for paraprofessionals seeking teacher licensure; and be it

FURTHER RESOLVED, That the \$200,000 allocated by the Board for tuition assistance for up to 50 paraprofessionals be used to provide the program to paraprofessionals at no cost; and be it

FURTHER RESOLVED, That the Administration immediately send a communication to paraprofessionals about the availability of this opportunity and the process they must follow to apply for the program; and be it

FURTHER RESOLVED, That the Administration be directed to provide to the Board, no later than the March 2018 Board cycle, a report detailing the progress of the implementation of the program.

*December 21, 2017*