

# Welcome



A classroom teacher plays a very important role in shaping the future of Marshall ISD students. They impart knowledge and push students to achieve greater heights to become successful citizens. They see the potential in all scholars.

As Texas is facing a teacher shortage, less individuals are entering the teaching preparation program. Sometimes, life happens to those aspiring to become a teacher and it becomes impossible to achieve that goal. Marshall ISD wants to grow their own teachers through the **MAV PATH (Paraprofessionals Advancing To Higher Education)** Program.

The MAV PATH Program has been established to allow a pathway for instructional aides to receive a teacher certification. This pathway allows an aide, job embedded experience as a classroom teacher while completing college credits to eventually receive a Bachelor of Science Degree with an EC - 6 teacher certification.

Marshall ISD is excited to partner with ETBU to achieve this one of a kind opportunity. It is our desire that this program serves as a catalyst for launching you into a fulfilling and successful career in education. This will continue to help us focus on Academics for our students to develop the finest citizens and scholars in Texas.

**Tina Brown**

**Director of Human Resources**

**Marshall ISD**

# MAV PATH

# Program Overview

MAV PATH is a pathway for educators who have been employed with MISD as a paraprofessional for at least one year. Acceptance to the program is outlined in this handbook. The application window opens in the spring semester for paraprofessionals who have been employed with the district for at least one year.

Paraprofessionals will need to obtain a teacher-intern position on a campus. After a teacher-intern position is obtained and the intern has been accepted to East Texas Baptist University, the participant can begin ETBU courses, the cost of which are paid for by MISD. A course plan will be developed to help participants complete the necessary coursework for graduation. All classes will be online. Upon graduation from ETBU, the participant will receive a bachelor's degree, with their teacher certification.

Support is provided in all stages in the program. A program mentor serves as a liaison between the district and the university to help you with professional development and support.

# MAV PATH

## MISD Employee

- Pathway for outstanding paraprofessional to earn a bachelor's degree and teacher certification
- Acceptance to the program based on application process

## Cost Benefit

- Substantial increase in pay during apprenticeship
- Up to \$13000 per year towards bachelor's degree funded through the program

## Completion

- Classroom teaching experience and structure support offered through the partnership with MISD curriculum department
- Accelerated bachelor's degree in teacher education

# Application Process

The application window opens once per year and a notification of applicant acceptance into the program is provided prior to March of that school year. Individuals must have worked in MISD as a paraprofessional for at least one year to be eligible to apply.

Informational sessions will be held prior to the opening of each application window. Details for applying to the program are provided at the informational sessions. Applications will be submitted electronically to the Human Resources Department through email. The email address to send your application is HR@marshallisd.com. The Application will be comprised of the following components:

- Resume (to include current number of college credits)

- Written Philosophy of Education

- Recommendations (1 from campus administrator, 1 from MISD employee)

- Interview

Application components will be reviewed by a committee, and acceptance will be based on the determination of the committee. All application components will be considered including a principal rubric when making acceptance determinations. If an applicant is not accepted in the program, he/she is eligible to apply at the next application window the following spring.

## MAV PATH Timeline

November – Application Acceptance Begins

February 13 – Applications are Due to Human Resource Office

February 15 – February 29 – Interviews will be conducted and selection process will begin by committee

March 4 – Names for the Academy Cohort will be announced

March - Application to ETBU must be submitted and TSI test

April – Acceptance to ETBU, Registration, and Orientation

May 13 – Begin Summer classes online from ETBU

# Academy Cohort Responsibilities

Cohort participants must apply to be a student at East Texas Baptist University. To apply to be a student at East Texas Baptist University a cohort must go to this website and complete the application <https://www.etbu.edu/admissions/apply/apply-now> . There will be after school sessions to assist you with applying to ETBU. You will need your social security card for the application.

If you have college credits, you will need to get an official transcript sent to ETBU before the first of April.

Cohort participants will must sign up for TSI with Marshall ISD. If you need some tutoring assistance, please go to the following websites for tutoring:

<https://www.khanacademy.org/>

<https://sites.austincc.edu/tsiprep/>

<https://www.test-guide.com/free-tsi-practice-tests.html>

Cohort participants must attend all orientation classes before your first summer session. All orientation will be held after school in the lecture hall at MISD.

# **Roles of Support**

## **Program Advisor**

The program advisor is Mrs. Sharone Woolen. She is assigned to participants to offer support in the program. Ms. Woolen will have knowledge of course requirements and MISD curriculum. The advisor will work as a liaison with participants, the university, and principals.

## **Campus Principal**

The campus principal is the instructional leader on campus. He/she is responsible for the hiring decision. Once the MAV PATH participant has been hired as a staff member on campus, the campus principal will serve as the staff members administrator. The principal will be the participant's evaluator. The principal will be required to complete a letter of recommendation to the MAV PATH program to be considered.

## **University Support**

East Texas Baptist University will provide academic support for the university courses that are required for your bachelor's degree and teacher certification. Participants will have access to all campus facilities to help you with your program. He/She will be given an academic advisor through the university to support you through the program.

## **Campus Mentor**

Campus mentor is a staff mentor assigned to support MAV PATH participants who are working in the school setting. The mentor is available for additional support once a candidate is placed in a teacher- intern position and is assigned by the campus principal.

## **ETBU Course Overview**

Summer 2024 – 12 Hours/ Flex 1 – 6 hours and Flex 2 - 6 hours

Fall 2024 – Flex 1 – 3 hours and Flex 2 – 3 hours

Fall 2024 - Semester Class – 3 hours

Spring 2025 – Flex 1 – 3 hours and Flex 2 – 3 hours

Spring 2025 – Semester Class – 3 hours

### **End of Year 1 – 30 college hours**

Summer 2025 – 12 Hours/Flex 1 – 6 hours and Flex 2 – 6 hours

Fall 2025 – Flex 1 – 3 hours and Flex 2 – 3 hours

Fall 2025 – Semester Class – 3 hours

Spring 2026 – Flex 1 – 3 hours and Flex 2 – 3 hours

Spring 2026 – Semester – 3 hours

### **End of Year 2 – 60 college hours**

Summer 2026 – 12 Hours/Flex 1 – 6 hours and Flex 2 – 6 hours

Fall 2026 – Flex 1 – 3 hours and Flex 2 – 3 hours

Fall 2026 - Semester Class – 3 hours

Spring 2027 – Flex 1 – 3 hours and Flex 2 – 3 hours

Spring 2027 – Semester Class – 3 hours

### **End of Year 3 – 90 college hours**

Summer 2027 – 12 Hours/ Flex 1 – 6 hours and Flex 2 - 6 hours

Fall 2027 – Flex 1 – 3 hours and Flex 2 – 3 hours

Fall 2027 - Semester Class – 3 hours

Spring 2028 – Flex 1 – 3 hours and Flex 2 – 3 hours

Spring 2028 – Semester Class – 3 hours

### **End of Year 4 – 120 college hours**

**Graduation May 2028 Bachelors of Science and Teacher Certificate**

# Education Program Standards

## Exit Criteria

A participant in the MAV PATH program must complete all program requirements to remain active in the program. Consistent with ETBU guidelines, failure to meet program standards may result in being exited from the program. In the event that a participant is not meeting the expectations of the program, the program advisor will meet with the participant to create a plan of support. The plan will outline the necessary components that must be attained in order for enrollment in the program to continue.

While in the program, individuals are considered an at-will employee. Continued employment in the role is contingent upon satisfactory performance. Campus principals will follow district protocols regarding employee evaluations depending on the role of the participant.

Should a participant choose to exit the program for personal reasons, he/she should contact the program advisor and next steps will be provided. If a participant chooses to exit the program, they will be required to pay back their current semester tuition and will immediately be removed from the classroom as the teacher of record. The participant will remain employed with MISD as an instructional aide at a pay grade 1.

## Academic Probation

Participants taking ETBU courses will follow ETBU standards for academic probation. After two semesters of academic probation, the participant will be exited from the MAV PATH program. Any exceptions to a course plan, including delays or exemptions, must be approved by district leadership.

## Conditions of Participation Agreement

Upon being accepted into this MAV PATH cohort, the employee agrees to follow all [Texas Administrative Code of Ethics for Conduct, Practices, and Performance](#).

The employee also agrees to work for the school district on a Probationary Contract for three (3) years after receiving a degree and certification.

After completion of degree and certification, MISD agrees to place the employee on Step Two (2) of the teacher Salary Scale.