



Oklahoma City Public Schools Foundation High School to Teacher Pipeline Program Application and Memorandum of Understanding



Oklahoma City
PUBLIC SCHOOLS

PROGRAM ELIGIBILITY

- **Must be an Oklahoma City Public Schools (OKCPS) May 2025 graduate**
- **Must be 18 years old by August 1st 2025**
- **Must have a 2.75 High School GPA**
- **Must be hired as a paraprofessional in Oklahoma City Public Schools (OKCPS) before the Fall 2025 semester starts**
- **Must commit to teaching in OKCPS for a minimum of three years after certification.**

APPLICATION DEADLINES

Fall 2025: February 1st

ADDITIONAL DOCUMENTS CHECKLIST

In order to verify the eligibility of our applicants, the following types of documentation may be required prior to acceptance. This checklist should serve as a guide to aid in locating the documentation you may be asked to provide. The list is not all-inclusive and may vary based on applicant status. DREAMERS are welcome, so please let us know if you are not able to provide this information or a Social Security Number.

Identification Verification

- State ID or
- Driver's License or
- Birth Certificate

Education Verification

- High School 7th semester transcript with first semester grades
- 12th grade quarter report cards
- High School Final HS transcript and
- High School Diploma (MAY-JUNE 2025)
- Official College Transcript (*if applicable)

Other Documentation

- Signed Memorandum of Understanding
- [High School to Teacher Pipeline Principal Recommendation Form](#)
- Personal Character Reference (*See details on next page for letter requirements*)
- Essay: Please write an essay 1-2 pages in length answering the following questions: Why are applying to the High School to Teacher Pipeline Program? What are the most important values you would like to see in yourself as a teacher? Include some examples of your strengths, integrity and ability to work as part of a team. (DO NOT USE Artificial Intelligence)
- Complete Zoom interview with a current Teacher Pipeline Participant – (*See details on next page for letter requirements*)

Applicant Interview

- Applicant In-person Interview is a required part of the application process. (Interviews will be scheduled after the application deadline).

ADDITIONAL DOCUMENTS CHECKLIST (CONTINUED)

Personal Character Reference Requirements

Your personal character letter can be written by a coach, a school counselor, a teacher, a supervisor or a mentor. When choosing someone to write your letter, you should consider people who know you well enough to provide realistic feedback for your letter. **Please DO NOT USE A FAMILY MEMBER.**

Your personal character letter should include answers to the following questions:

- How long have you known this student?
- What can you tell me about this student's personality?
- What can you tell me about this student's work ethic?
- How does he/she handle stress, conflict and pressure?
- How would you describe his/her communication and listening skills?
- What are some examples of his/her strengths, intellectual interests, integrity, or leadership ability?
- How do you think this student interacts with others (co-workers, customers, teachers or peers)?
- What qualities or characteristics does he or she display that will make them a great teacher candidate?

This recommendation letter needs to be included with the application packet. Letter can also be emailed directly to Mia Rojo at mia@okckids.com

Interview with Current Teacher Pipeline Participant

You will be getting a full-time job as a paraprofessional (Teacher Assistant) in an OKCPS school. We want you to interview one of our current Teacher Pipeline Participants so you can find out more information of what their day-to-day job looks like. Please come up with 5 questions you would like to ask one of our paraprofessionals. Once you have your list of questions please send them to Ms. Mia Rojo to schedule your interview with the Teacher Pipeline Participant. This interview will be conducted via zoom.

Application for High School to Teacher Pipeline Program

A PERSONAL INFORMATION

Name _____ SSN _____
LAST FIRST M.I.

Address _____
STREET CITY, STATE, ZIP

Phone _____
PRIMARY: HOME CELL ALTERNATE: HOME CELL

Email _____

OKCPS Student Email _____

Best time(s) to contact _____ Contact via text? Y N

Date of Birth: _____ Will you be 18 years old by August 1st, 2025: Y N

Ethnic origin (SELECT ALL THAT APPLY)

Hispanic/Latino Black/African American White
 Asian/Pacific Islander Native American/American Indian Other _____

Are you bilingual? Y N If yes, what languages other than English do you speak? _____

B EDUCATIONAL BACKGROUND

I hereby apply for the Teacher Pipeline Programs beginning Fall _____

Current High School _____

High School Principal's name _____

Type of education obtained:

High school diploma HS GPA: _____ ANTICIPATED GRADUATION DATE: _____

Have you completed any college courses via concurrent enrollment? Y N

Have you completed any AP/IB courses? Y N

If yes, how many AP/IB courses have you completed? _____

C PROFESSIONAL GOALS AND COMMITMENT

School you will be obtaining your Associate's degree/general education credits:

Oklahoma City Community College

In what area do you wish to pursue teacher certification?

Early childhood Secondary (SPECIFY CONTENT AREA) _____

Elementary Unsure

I agree and commit to serve as a certified teacher in Oklahoma City Public Schools for at least three years after the completion of this program.

Y N (IF NO, PLEASE EXPLAIN) _____

Preferred grade and subject to teach _____

I understand that as part of the High School to Teacher Pipeline Program, I will be required to take the *WorkKeys* test and pass the three sections in order to meet the OKCPS requirements for a paraprofessional position. Y N

I agree to participate in evaluation activities as part of my involvement with this program.

Y N (IF NO, PLEASE EXPLAIN) _____

I understand that as part of the program requirements, I must attend an Orientation Meeting prior to starting college classes.

Y N (IF NO, PLEASE EXPLAIN) _____

I understand that if my high school academic history shows a grade-point average (GPA) less than what is required for admission to the Teacher's Education Program (2.75 or greater), I will be required to take an assessment test at the community college level, and an interview may be necessary to discuss and implement student success strategies. Furthermore, I would be conditionally admitted and allowed to only take one course during my first term in the program. After one semester, my acceptance will be reevaluated.

Y N (IF NO, PLEASE EXPLAIN) _____

ATTESTATION

I, _____ (PRINT NAME), hereby certify, to the best of my knowledge, that the information provided on this form is true, accurate and complete. I further acknowledge that eligibility for this program is based upon meeting specific conditions related to my employment and education status. I agree and understand any willful misstatement of facts may cause

forfeiture of my participation in the Teacher Pipeline Project. I understand this information is subject to verification and agree to provide such documentation as required.

I, _____ (PRINT NAME), understand that the Teacher Pipeline Program will cover 100% of the expenses for the following, after Free Application for Federal Student Aid, scholarships and other financial aid has been exhausted. Eligible participants must apply for FAFSA annually, prior to the start of the Fall semester. Tutoring support may be coordinated with the education partner. No other expenses will be covered.

- √ Fees (application, admissions)
- √ Tuition
- √ Text Books and/or required course materials
- √ Certification test fees

I, _____ (PRINT NAME), hereby grant and authorize The Oklahoma City Public Schools Foundation the right to take, edit, alter, copy, publish, distribute and make use of any and all pictures or video taken of me to be used in and/or for legally promotional materials including, but not limited to, newsletters, flyers, posters, brochures, advertisements, fundraising letters, annual reports, social media and website posts without payment or any other consideration. This authorization extends to all languages, media, formats and markets now known or hereafter devised. This authorization shall continue indefinitely, unless I otherwise revoke said authorization in writing. I understand and agree that these materials shall become the property of OKCPS Foundation and will not be returned. I hereby hold harmless, and release OKCPS Foundation from all liability, petitions and causes of action which I or any other persons may make while acting on my behalf.

SIGNATURE

DATE

RETURN COMPLETED APPLICATION TO

Mia Rojo
The Oklahoma City Public Schools Foundation
431 W. Main Street Suite E
Oklahoma City, OK 73102
mia@okckids.com

APPLICANT SIGNATURE

SIGNATURE

DATE

APPLICATION APPROVED

KENDRA HORN
THE OKLAHOMA CITY PUBLIC SCHOOLS FOUNDATION

DATE

THE OKLAHOMA CITY PUBLIC SCHOOLS FOUNDATION TEACHER PIPELINE PROGRAM MEMORANDUM OF UNDERSTANDING

Between Participant and The Oklahoma City Public Schools Foundation

This Memorandum of Understanding is between The Oklahoma City Public Schools Foundation and _____ (participant name), who has applied and been accepted to participate in the Teacher Pipeline Program.

_____ **Teacher Pipeline Program**

_____ **High School to Teacher Pipeline**

The purpose of this MOU is to inform the participant of the requirements and restrictions to remain eligible for the Teacher Pipeline Program:

- Remain employed by Oklahoma City Public Schools;
- **Inform the OKCPS Foundation if job title changes from paraprofessional to another position. To remain in compliance, TPP participants must maintain classification as a paraprofessional;**
- **Maintain an overall GPA of 2.75 or higher;**
- **Enroll in and complete a minimum of two classes per semester for fall and spring and one class in summer. Must enroll in classes within one semester of being accepted. After one semester, a new application with updated documents is required.**
- Complete Free Application for Federal Student Aid (FAFSA) in accordance with deadline set by OKCPS Foundation **AND** provide proof of completed FAFSA to the Foundation by forwarding the **“Processed Successfully”** email confirmation;
- Attend OKCPS Foundation’s Teacher Pipeline Program meetings (2 annually), professional developments (quarterly) and new participant orientation.
- Meet all requirements outlined in the OKCPS Teacher Education handbook
- Maintain appropriate progress (stated above) towards graduation and certification;
- Understand that each campus liaison will share your personal enrollment and grade information with the Oklahoma City Public Schools Foundation throughout your participation in the program;
- The semester before student teaching, you will be encouraged to enroll in the Urban Teacher Preparation Academy or UTPA. This program was created to provide more highly effective teachers for Oklahoma City Public Schools. In return for the commitment TPP participants make, the UTPA provides a specialized clinical experience, three years of additional induction support, unique learning experiences and financial incentives.
- Commitment to remain employed as a teacher for OKCPS for a minimum of three years after certification. Failure to do so, or leaving the program for any reason, will require repayment of all expenses paid by the Oklahoma City Public Schools Foundation

Adjunct Positions

Teacher Pipeline Participants will not be allowed to switch from a paraprofessional position to an adjunct position under any circumstances. Our goal is to support your program completion as quickly and seamlessly as possible. If you make a decision to switch to an adjunct position, you will be required to meet with the Oklahoma City Public School Foundation to discuss a plan for program continuation. If you are unable to complete the Teacher Pipeline Program for any reason, you will be responsible for repayment.

Probation and Program Dismissal

Failure to meet requirements can result in probation or dismissal from the program. If placed on probation, participant will be required to meet with OKCPS Foundation and education partners to discuss a plan for program continuation. If you are unable to complete the Teacher Pipeline Program for any reason, you will be responsible for repayment.

Funding and Expenses

The Teacher Pipeline Program will cover 100% of the expenses detailed below, AFTER all FAFSA awards, scholarships, Inspired to Teach Scholarship and other financial aid (excluding loans) have been exhausted. No other expenses will be covered.

Inspired to Teach Scholarship (HB2559)

The purpose of the Inspired to Teach Scholarship sponsored by the Oklahoma State Regents for Higher Education is to help cover costs of tuition, fees and books/materials. These funds will be awarded to eligible students that meet the enrollment criteria and have good academic standing. If a Teacher Pipeline participant is awarded the Inspired to Teach Scholarship, this scholarship should be applied towards the tuition costs for that specific semester. If the scholarship is applied to your account AFTER the OKCPS Foundation has paid your semester balance, you are required to return the funds to the OKCPS Foundation as part of the tuition that was paid on your behalf.

Expenses covered

- Tuition
- Fees (excluding the following fees: ID costs, parking permits and parking tickets).
- Books (book rental is encouraged) and/or required course materials
 - In order to make the most efficient use of funds, books purchased through the Teacher Pipeline Program must be returned to your education partner liaison at the end of the course. If the same textbook(s) is required for a future course, the participant may retain the book until two weeks after the completion of the semester. The participant is responsible for communicating with the Education Partner and/or the Foundation if books need to be retained for future classes
- Certification test fees
 - Initial testing fees are covered by The OKCPS Foundation. If necessary, ONE retake of the certification exam will be covered by The OKCPS Foundation; the participant will be responsible for covering the costs of any additional exam retakes.

Additional credit hours

- Upon acceptance into the Teacher Pipeline Program, participants are required to enroll in a minimum of six (6) credit hours. Participants wishing to enroll in more than 6 credit hours (at any time during a given semester) must meet the following criteria:
 - Minimum GPA of 2.75;
 - Evaluation of most recent transcript supports ability to handle an increased workload. Ability demonstrated by past academic progress;
 - Approval by Supervisor, Foundation and UCO Teacher Pipeline liaison.

Course Reimbursement Policy

- If you receive an **F, Incomplete or withdraw from any class after the drop/withdrawal deadline**, and the Foundation has paid for the class, you will be responsible for repayment of the class and entered into a repayment agreement, no exceptions.
- Retaking courses for any reason will be at your own expense.

Employment Requirements and Professional Development Leave

As an employee of Oklahoma City Public Schools, you have a responsibility to maintain your workload and professional responsibilities. As a participant, you can request special permission from the district and your building principal to accommodate college courses for time away from your school site. This should be requested only if you are unable to complete required courses during non-work times. **Class schedules MUST be provided to The Foundation, UCO liaison and building supervisor in advance of the semester starting.** The following requirements must be followed in order to receive professional development leave:

Professional Development Leave Eligible categories

- College class time: Time you are in class, which includes round trip travel time to the college or university
- Required practicum/clinical hours
 - Must complete the **Request for Leave** form through OKCPS Human Resources 30 days prior to the beginning of the college/university semester. This form requires approval from: your principal, principal's supervisor (ILD) and the cabinet member over your school/department

Additional Requirements

- **Report time:** If your classes start in the middle of the day you must report to work and then leave for class. Extra time for lunch will not be provided and you must return to work after class.
- **Personal Business Leave:** The following are not eligible for professional development leave, but can be considered for personal business leave, if requested and approved in advance:
 - Studying
 - Homework
 - Project meetings
 - Group assignments
- **Principal Communication:** Must provide your principal with your schedule 30 days before classes start.
- **Enrollment Timeline:** Must enroll in classes 45 days before the semester starts
- **Professional Conduct:** Program participant's employment status must remain in good standing.

FERPA Consent to Release Student Information

I agree to allow all educational partners related to the Teacher Pipeline Program (Rose State College, Oklahoma City Community College, Oklahoma State University-Oklahoma City and University of Central Oklahoma) to release the following educational information to The Oklahoma City Public Schools Foundation for the purpose of scholarship funding and eligibility requirements:

- Enrollment records
- Financial aid account
- Bursar balance
- Class schedule
- Grades

I understand the information may be released via email or in the form of copies of written records, as preferred by the Oklahoma City Public Schools Foundation. I understand I may revoke this consent upon providing written notice to the college or university noted above. I further understand that until this revocation is made, this consent shall remain in effect and my educational records will continue to be provided to The Oklahoma City Public Schools Foundation for the specific purpose described above.

Participant Signature

Date

Kendra Horn, The Oklahoma City Public Schools Foundation

Date



Oklahoma City Public Schools Foundation Scholar Application and Memorandum of Understanding



Oklahoma City
PUBLIC SCHOOLS

PROGRAM ELIGIBILITY

- **Must be an Oklahoma City Public Schools (OKCPS) May 2025 graduate**
- **Must have a 3.75 High School GPA**
- **Must have an ACT of 20 or higher**
- **Must demonstrate Leadership through high school**
- **Must attend the University of Central Oklahoma (UCO)**
- **Must enroll in an Education Major**
- **Must commit to teaching in OKCPS for a minimum of three years after certification.**
- **Must be able to serve as a volunteer for OKCPS for a minimum of 12 hrs.**

APPLICATION DEADLINES

Fall 2025: February 1st

ADDITIONAL DOCUMENTS CHECKLIST

In order to verify the eligibility of our applicants, the following types of documentation may be required prior to acceptance. This checklist should serve as a guide to aid in locating the documentation you may be asked to provide. The list is not all-inclusive and may vary based on applicant status. DREAMERS are welcome, so please let us know if you are not able to provide this information or a Social Security Number.

Identification Verification

- State ID or
- Driver's License or
- Birth Certificate

Education Verification

- High School 7th semester transcript with first semester grades
- 12th grade quarter report cards
- High School Final HS transcript and
- High School Diploma (MAY-JUNE 2025)
- Official College Transcript (*if applicable)

Other Documentation

- Signed Memorandum of Understanding
- [High School to Teacher Pipeline Principal Recommendation Form](#)
- Personal Character Reference (*See details on next page for letter requirements*)
- Essay: Please write an essay 1-2 pages in length answering the following questions: Why are applying to the High School to Teacher Pipeline Program? What are the most important values you would like to see in yourself as a teacher? Include some examples of your strengths, integrity and ability to work as part of a team. (DO NOT USE Artificial Intelligence)
- Complete Zoom interview with a current Teacher Pipeline Participant – (*See details on next page for letter requirements*)

Applicant Interview

- Applicant In-person Interview is a required part of the application process. (Interviews will be scheduled after the application deadline).

ADDITIONAL DOCUMENTS CHECKLIST (CONTINUED)

Personal Character Reference Requirements

Your personal character letter can be written by a coach, a school counselor, a teacher, a supervisor or a mentor. When choosing someone to write your letter, you should consider people who know you well enough to provide realistic feedback for your letter. **Please DO NOT USE A FAMILY MEMBER.**

Your personal character letter should include answers to the following questions:

- How long have you known this student?
- What can you tell me about this student's personality?
- What can you tell me about this student's work ethic?
- How does he/she handle stress, conflict and pressure?
- How would you describe his/her communication and listening skills?
- What are some examples of his/her strengths, intellectual interests, integrity, or leadership ability?
- How do you think this student interacts with others (co-workers, customers, teachers or peers)?
- What qualities or characteristics does he or she display that will make them a great teacher candidate?

This recommendation letter needs to be included with the application packet. Letter can also be emailed directly to Mia Rojo at mia@okckids.com

Interview with Current Teacher Pipeline Graduate

Once you graduate, you will be getting a full-time job as a certified teacher in an OKCPS school. We want you to interview one of our Teacher Pipeline Graduates so you can find out more information of what their day-to-day job looks like. Please come up with 5 questions you would like to ask one of our certified teachers. Once you have your list of questions please send them to Ms. Mia Rojo to schedule your interview with the Teacher Pipeline Graduate. This interview will be conducted via zoom.

Application for OKCPS FOUNDATION SCHOLAR

A PERSONAL INFORMATION

Name _____ SSN _____
LAST FIRST M.I.

Address _____
STREET CITY, STATE, ZIP

Phone _____
PRIMARY: HOME CELL ALTERNATE: HOME CELL

Email _____

OKCPS Student Email _____

Best time(s) to contact _____ Contact via text? Y N

Date of Birth: _____ Will you be 18 years old by August 1st, 2025: Y N

Ethnic origin (SELECT ALL THAT APPLY)

Hispanic/Latino Black/African American White
 Asian/Pacific Islander Native American/American Indian Other _____

Are you bilingual? Y N If yes, what languages other than English do you speak? _____

B EDUCATIONAL BACKGROUND

I hereby apply for the OKCPS Foundation Scholar Program beginning Fall _____

Current High School _____

High School Principal's name _____

Type of education obtained:

High school diploma HS GPA: _____ ANTICIPATED GRADUATION DATE: _____

Have you completed any college courses via concurrent enrollment? Y N

Have you completed any AP/IB courses? Y N

If yes, how many AP/IB courses have you completed? _____

C SCHOLARSHIPS AND AWARDS RECEIVED

Are you eligible to receive Oklahoma's Promise? Y N

I agree to apply for the UCO Freshman Scholarship by February 1st 2024?

Y N (IF NO, PLEASE EXPLAIN) _____

Please list your top honors, recognitions, scholarships or awards that you have received. Describe the award, award process, and personal significance (Please use an additional sheet of paper if you need more space).

D PROFESSIONAL GOALS AND COMMITMENT

In what area do you wish to pursue teacher certification at UCO?

Early childhood

Secondary (SPECIFY CONTENT AREA) _____

Elementary

Unsure

I agree and commit to serve as a certified teacher in Oklahoma City Public Schools for at least three years after the completion of this program.

Y N (IF NO, PLEASE EXPLAIN)

Preferred grade and subject to teach

Please list in order of importance to you, any educational, professional, civic, religious, political, athletic, or community organizations in which you have been active. Briefly describe your activities. (Please use an additional sheet of paper if you need more space).

Please discuss how your range of academic interest, personal perspectives, obstacles overcome, leadership and life experiences add to the Oklahoma City Public Schools community. (Please use an additional sheet of paper if you need more space).

I understand that I must maintain enrollment in 15 credit hours for the Fall and Spring Semesters, and 6 hours for the Spring semester.

Y N (IF NO, PLEASE EXPLAIN)

I understand that I must finish my Teacher Certification within 5 years after my high school graduation.

Y N (IF NO, PLEASE EXPLAIN)

I understand that I must complete a minimum of 12 hrs. a year as a volunteer for OKCPS or the OKCPS Foundation.

Y N (IF NO, PLEASE EXPLAIN)

I agree to participate in evaluation activities as part of my involvement with this program.

Y N (IF NO, PLEASE EXPLAIN)

I understand that as part of the program requirements, I must attend an Orientation Meeting prior to starting college classes.

Y N (IF NO, PLEASE EXPLAIN)

I understand that if my high school academic history shows a grade-point average (GPA) less than what is required for admission to the Teacher's Education Program (3.75 or greater), I will be required to take an assessment test at the community college level, and an interview may be necessary to discuss and implement student success strategies. Furthermore, I would be conditionally admitted and allowed to only take one course during my first term in the program. After one semester, my acceptance will be reevaluated.

Y N (IF NO, PLEASE EXPLAIN)

ATTESTATION

I, _____ (PRINT NAME), hereby certify, to the best of my knowledge, that the information provided on this form is true, accurate and complete. I further acknowledge that eligibility for this program is based upon meeting specific conditions related to my employment and education status. I agree and understand any willful misstatement of facts may cause forfeiture of my participation in the Teacher Pipeline Project. I understand this information is subject to verification and agree to provide such documentation as required.

I, _____ (PRINT NAME), understand that the Teacher Pipeline Program will cover 100% of the expenses for the following, after Free Application for Federal Student Aid, scholarships and other financial aid has been exhausted. Eligible participants must apply for FAFSA annually, prior to the start of the Fall semester. Tutoring support may be coordinated with the education partner. No other expenses will be covered.

- Fees (application, admissions)
- Tuition
- Text Books and/or required course materials
- Certification test fees

I, _____ (PRINT NAME), hereby grant and authorize The Oklahoma City Public Schools Foundation the right to take, edit, alter, copy, publish, distribute and make use of any and all pictures or video taken of me to be used in and/or for legally promotional materials including, but not limited to, newsletters, flyers, posters, brochures, advertisements, fundraising letters, annual reports, social media and website posts without payment or any other consideration. This authorization extends to all languages, media, formats and markets now known or hereafter devised. This authorization shall continue indefinitely, unless I otherwise revoke said authorization in writing. I understand and agree that these materials shall become the property of OKCPS Foundation and will not be returned. I hereby hold harmless, and release OKCPS Foundation from all liability, petitions and causes of action which I or any other persons may make while acting on my behalf.

SIGNATURE

DATE

RETURN COMPLETED APPLICATION TO

Mia Rojo
The Oklahoma City Public Schools Foundation
431 W. Main Street Suite E
Oklahoma City, OK 73102
mia@okckids.com

APPLICANT SIGNATURE

SIGNATURE

DATE

APPLICATION APPROVED

KENDRA HORN
THE OKLAHOMA CITY PUBLIC SCHOOLS FOUNDATION

DATE

THE OKLAHOMA CITY PUBLIC SCHOOLS FOUNDATION TEACHER PIPELINE PROGRAM MEMORANDUM OF UNDERSTANDING

Between Participant and The Oklahoma City Public Schools Foundation

This Memorandum of Understanding is between The Oklahoma City Public Schools Foundation and _____ (participant name), who has applied and been accepted to participate in the Teacher Pipeline Program.

_____ **Teacher Pipeline Program**

_____ **High School to Teacher Pipeline**

The purpose of this MOU is to inform the participant of the requirements and restrictions to remain eligible for the Teacher Pipeline Program:

- Remain employed by Oklahoma City Public Schools;
- **Inform the OKCPS Foundation if job title changes from paraprofessional to another position. To remain in compliance, TPP participants must maintain classification as a paraprofessional;**
- **Maintain an overall GPA of 2.75 or higher;**
- **Enroll in and complete a minimum of two classes per semester for fall and spring and one class in summer. Must enroll in classes within one semester of being accepted. After one semester, a new application with updated documents is required.**
- Complete Free Application for Federal Student Aid (FAFSA) in accordance with deadline set by OKCPS Foundation **AND** provide proof of completed FAFSA to the Foundation by forwarding the **“Processed Successfully”** email confirmation;
- Attend OKCPS Foundation’s Teacher Pipeline Program meetings (2 annually), professional developments (quarterly) and new participant orientation.
- Meet all requirements outlined in the OKCPS Teacher Education handbook
- Maintain appropriate progress (stated above) towards graduation and certification;
- Understand that each campus liaison will share your personal enrollment and grade information with the Oklahoma City Public Schools Foundation throughout your participation in the program;
- The semester before student teaching, you will be encouraged to enroll in the Urban Teacher Preparation Academy or UTPA. This program was created to provide more highly effective teachers for Oklahoma City Public Schools. In return for the commitment TPP participants make, the UTPA provides a specialized clinical experience, three years of additional induction support, unique learning experiences and financial incentives.
- Commitment to remain employed as a teacher for OKCPS for a minimum of three years after certification. Failure to do so, or leaving the program for any reason, will require repayment of all expenses paid by the Oklahoma City Public Schools Foundation

Adjunct Positions

Teacher Pipeline Participants will not be allowed to switch from a paraprofessional position to an adjunct position under any circumstances. Our goal is to support your program completion as quickly and seamlessly as possible. If you make a decision to switch to an adjunct position, you will be required to meet with the Oklahoma City Public School Foundation to discuss a plan for program continuation. If you are unable to complete the Teacher Pipeline Program for any reason, you will be responsible for repayment.

Probation and Program Dismissal

Failure to meet requirements can result in probation or dismissal from the program. If placed on probation, participant will be required to meet with OKCPS Foundation and education partners to discuss a plan for program continuation. If you are unable to complete the Teacher Pipeline Program for any reason, you will be responsible for repayment.

Funding and Expenses

The Teacher Pipeline Program will cover 100% of the expenses detailed below, AFTER all FAFSA awards, scholarships, Inspired to Teach Scholarship and other financial aid (excluding loans) have been exhausted. No other expenses will be covered.

Inspired to Teach Scholarship (HB2559)

The purpose of the Inspired to Teach Scholarship sponsored by the Oklahoma State Regents for Higher Education is to help cover costs of tuition, fees and books/materials. These funds will be awarded to eligible students that meet the enrollment criteria and have good academic standing. If a Teacher Pipeline participant is awarded the Inspired to Teach Scholarship, this scholarship should be applied towards the tuition costs for that specific semester. If the scholarship is applied to your account AFTER the OKCPS Foundation has paid your semester balance, you are required to return the funds to the OKCPS Foundation as part of the tuition that was paid on your behalf.

Expenses covered

- Tuition
- Fees (excluding the following fees: ID costs, parking permits and parking tickets).
- Books (book rental is encouraged) and/or required course materials
 - In order to make the most efficient use of funds, books purchased through the Teacher Pipeline Program must be returned to your education partner liaison at the end of the course. If the same textbook(s) is required for a future course, the participant may retain the book until two weeks after the completion of the semester. The participant is responsible for communicating with the Education Partner and/or the Foundation if books need to be retained for future classes
- Certification test fees
 - Initial testing fees are covered by The OKCPS Foundation. If necessary, ONE retake of the certification exam will be covered by The OKCPS Foundation; the participant will be responsible for covering the costs of any additional exam retakes.

Additional credit hours

- Upon acceptance into the Teacher Pipeline Program, participants are required to enroll in a minimum of six (6) credit hours. Participants wishing to enroll in more than 6 credit hours (at any time during a given semester) must meet the following criteria:
 - Minimum GPA of 2.75;
 - Evaluation of most recent transcript supports ability to handle an increased workload. Ability demonstrated by past academic progress;
 - Approval by Supervisor, Foundation and UCO Teacher Pipeline liaison.

Course Reimbursement Policy

- If you receive an **F, Incomplete or withdraw from any class after the drop/withdrawal deadline**, and the Foundation has paid for the class, you will be responsible for repayment of the class and entered into a repayment agreement, no exceptions.
- Retaking courses for any reason will be at your own expense.

Employment Requirements and Professional Development Leave

As an employee of Oklahoma City Public Schools, you have a responsibility to maintain your workload and professional responsibilities. As a participant, you can request special permission from the district and your building principal to accommodate college courses for time away from your school site. This should be requested only if you are unable to complete required courses during non-work times. **Class schedules MUST be provided to The Foundation, UCO liaison and building supervisor in advance of the semester starting.** The following requirements must be followed in order to receive professional development leave:

Professional Development Leave Eligible categories

- College class time: Time you are in class, which includes round trip travel time to the college or university
- Required practicum/clinical hours
 - Must complete the **Request for Leave** form through OKCPS Human Resources 30 days prior to the beginning of the college/university semester. This form requires approval from: your principal, principal's supervisor (ILD) and the cabinet member over your school/department

Additional Requirements

- **Report time:** If your classes start in the middle of the day you must report to work and then leave for class. Extra time for lunch will not be provided and you must return to work after class.
- **Personal Business Leave:** The following are not eligible for professional development leave, but can be considered for personal business leave, if requested and approved in advance:
 - Studying
 - Homework
 - Project meetings
 - Group assignments
- **Principal Communication:** Must provide your principal with your schedule 30 days before classes start.
- **Enrollment Timeline:** Must enroll in classes 45 days before the semester starts
- **Professional Conduct:** Program participant's employment status must remain in good standing.

FERPA Consent to Release Student Information

I agree to allow all educational partners related to the Teacher Pipeline Program (Rose State College, Oklahoma City Community College, Oklahoma State University-Oklahoma City and University of Central Oklahoma) to release the following educational information to The Oklahoma City Public Schools Foundation for the purpose of scholarship funding and eligibility requirements:

- Enrollment records
- Financial aid account
- Bursar balance
- Class schedule
- Grades

I understand the information may be released via email or in the form of copies of written records, as preferred by the Oklahoma City Public Schools Foundation. I understand I may revoke this consent upon providing written notice to the college or university noted above. I further understand that until this revocation is made, this consent shall remain in effect and my educational records will continue to be provided to The Oklahoma City Public Schools Foundation for the specific purpose described above.

Participant Signature

Date

Kendra Horn, The Oklahoma City Public Schools Foundation

Date