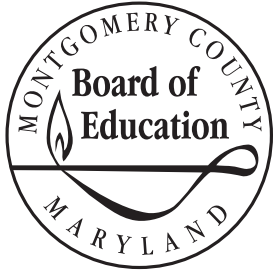


Extraordinary People Like **YOU**

IMPROVE INSTRUCTION
FOR EVERY CHILD, EVERY DAY





VISION

A high-quality education is the fundamental right of every child. All children will receive the respect, encouragement, and opportunities they need to build the knowledge, skills, and attitudes to be successful, contributing members of a global society.

Board of Education

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Superintendent of Schools

Mr. Larry A. Bowers
Chief Operating Officer

Dr. Frieda K. Lacey
Deputy Superintendent of Schools

850 Hungerford Drive
Rockville, Maryland 20850
www.montgomeryschoolsmd.org

MISSION

TO PROVIDE a high-quality, world-class education that ensures success for every student through excellence in teaching and learning.

about Montgomery County Public Schools

Montgomery County Public Schools is the 16th largest school system in the United States, with 201 schools, more than 11,000 teachers, and more than 146,000 students. The school system is also one of the most diverse in the nation, with students coming from 164 countries and speaking more than 180 different languages.

SCHOOLS

- Elementary (Pre-K–Grade 5): 132
- Middle (Grades 6–8): 38
- High (Grades 9–12): 25
- Special or Alternative: 5
- Career and Technology Center: 1

PERFORMANCE

- 92% of kindergartners reading at grade level
- Graduation rate: 90%
- Highest graduation rate among the nation's largest school districts
- 600+ National Board-certified teachers
- MCPS ranks fifth in the nation in the number of new National Board-certified educators in 2001
- 96.9% of classes taught by highly qualified teachers
- AP participation for the Class of 2010 (66.1%)
- \$264 million in scholarships
- National Merit Scholars: 89
- National Blue Ribbon Schools: 34
- Six schools in the top 100 of Newsweek magazine's Best High Schools, the most of any district in the nation
- U.S. News and World Report has named six high schools among the nation's best for math and science
- Class of 2011 significantly outscored their peers in Maryland and the nation on the SAT, with an average score of 1637
- Malcolm Baldrige National Quality Award 2010 award recipient
- 2010 Broad Prize for Urban Education finalist



TEACHERS

600+ National Board-certified teachers

what our teachers are saying

“Realize what a difference you can make as a teacher. One of the most important things you can do is take the time to get to know the children inside and outside the classroom. Forging a connection between the parents and the kids and yourself can make a tremendous difference.”

Brian Freiss
*2011 Teacher of the Year
for Montgomery County*

“Montgomery County Public Schools is dedicated to the professional growth and development of teachers. The school system provides ongoing, quality training to ensure that teachers are thoroughly prepared to meet the needs of all students.”

Kimberly Oliver
*2005 Maryland Teacher of the Year
2006 National Teacher of the Year*



OPPORTUNITIES

92% of kindergartners reading at grade level

a world-class school system

Montgomery County's student population is steadily increasing and so is our need for highly qualified teachers. MCPS anticipates hiring teachers annually to keep pace with record enrollment. Hiring is forecasted in the following areas:

- Art
- Computer Science
- Early Childhood Education
- Elementary
- English
- ESOL/Bilingual
- French
- Gifted/Talented
- Guidance
- General/Vocal Music
- Health Education
- Immersion Programs
 - Chinese
 - French
 - Spanish
- Mathematics
- Media Specialist
- Occupational Therapist
- Physical Education
- Physical Therapist
- Reading Specialist
- School Psychologist
- Science (biology, chemistry, physics)
- Social Studies
- Spanish
- Special Education
- Speech-Language Pathologist
- Technology Education



resources and supports for new teachers

Montgomery County Public Schools provides many resources to assist new teachers in implementing the instructional program. Teacher resources and supports include the following:

- Consulting teachers to support first-year teachers
- Mentor teachers to support experienced teachers new to MCPS
- Paid new-teacher orientation
- Comprehensive educator induction program
- Onboarding class focused on MCPS core values
- Staff development teachers in all schools
- Professional growth system to support teacher professional development
- Continuing professional development courses
- Tuition reimbursement for continuing education
- Reimbursement for Praxis II content exams
- Employee Assistance Program



INSTRUCTION

96.9% of classes taught by highly qualified teachers

excellence in teaching and learning

Montgomery County Public Schools provides a high-quality, world-class education that ensures success for every student through equity and excellence in teaching and learning. In addition to the general education program at each school, a variety of specialized programs help students develop their academic abilities and explore specific interests and career possibilities.

ELEMENTARY SCHOOL PROGRAMS

- Centers for the Highly Gifted (Grades 4 and 5)
- Foreign language immersion programs in Spanish, French, and Chinese
- Integrated Arts
- Math, Science, and Computer Technology
- Spanish Dual-language
- Primary Years Programme

MIDDLE SCHOOL PROGRAMS

- Aerospace
- Creative and Performing Arts
- Information Technology
- Mathematics, Science, and Computer Science Magnet
- Humanities and Communication Magnet
- Middle Years Programme (MYP)

HIGH SCHOOL PROGRAMS

- Academies and Signature
- Mathematics, Science, and Computer Science
- Global Ecology
- International Baccalaureate Programme



For more information,
refer to our website at
[www.montgomeryschoolsmd.org/
curriculum/specialprograms/](http://www.montgomeryschoolsmd.org/curriculum/specialprograms/)



INNOVATION

CLASS OF 2011 significantly outscored the nation on the SAT with an average score of 1637

CURRICULUM 2.0: an innovative approach

MCPS is invested in using a learning model built around developing students' critical and creative thinking skills.

Starting with the elementary grades, we are upgrading our curriculum to improve engagement between students and teachers, with a focus on the arts, information literacy, science, social studies, and physical education. We blend these with the core content areas of reading, writing, and mathematics (based on Common Core State Standards) to create an integrated curriculum.

Our goal is to improve the whole child by teaching creative and thinking skills, which are so important to being successful in school and in life.

other MCPS innovations

MCPS is known nationally for its dedication to innovation, excellence, and continuous improvement. We focus on professional learning communities. We constantly seek feedback on where we are and where we need to be.

We reverse-engineered the education process by starting with the goal of college and career readiness, and then identifying the knowledge and skills needed for students to reach that target. The result is *The Seven Keys to College and Career Readiness*.

special recognitions

THE BALDRIGE AWARD

We are a 2010 recipient of the Malcolm Baldrige National Quality Award for

- Effectiveness
- Sustainability
- Innovation
- World-class academic results
- Integrated processes
- Organizational learning

THE BROAD PRIZE (finalist)

MCPS was one of five finalists for the 2010 Broad Prize for Urban Education. The award honors school districts that have demonstrated the greatest overall performance and improvement in student achievement, while reducing the achievement gaps affecting poor and minority students. As a result, MCPS Class of 2011 graduates received \$250,000 in college scholarships. We are the first school district in Maryland to be named a finalist for the prestigious award.



For more information, refer to our websites at www.montgomeryschoolsmd.org/curriculum/2.0/

www.montgomeryschoolsmd.org/info/baldrige/



BENEFITS

Competitive *pension & health benefits*

INSURANCE

- Medical coverage for employees and dependents
- Dental
- Vision
- Life (twice your salary)
- Prescription drug program

RETIREMENT BENEFITS

- Defined benefit pension plans
- 403(b) and 457(b) defined contribution plans available
- Only school system in Maryland to offer a supplemental pension in addition to state-provided pension plan

LEAVE

- Sick and personal leave
- Professional leave
- Opportunity to participate in a sick leave bank offered by the employee association

FLEXIBLE SPENDING

- Medical and dependent care accounts help you save money on taxes
- First \$100 of medical spending matched by MCPS

SALARY OPTIONS

- Salary dispersed over a 10-month period
- Credit union summer savings program available

COMPREHENSIVE EMPLOYEE WELLNESS PROGRAM

- Health and fitness information
- Discounts on gym memberships and more
- Educational seminars



For more information,
refer to our website at
[www.montgomeryschoolsmd.org/
departments/ersc/](http://www.montgomeryschoolsmd.org/departments/ersc/)



COMMUNITY

34 National Blue Ribbon Schools

advantages where you live

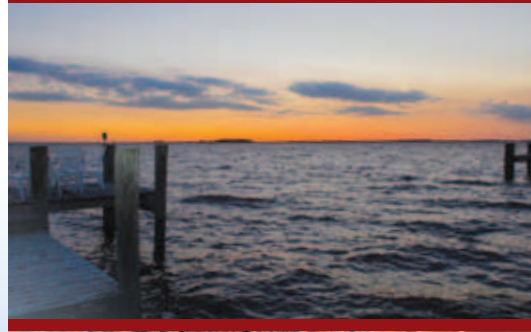
Montgomery County, located north of Washington, D.C. and south of Baltimore, offers something for everyone. You are just a short drive or Metro ride away from all the sights and treasures of our nation's capital. Within the Washington, D.C. metropolitan area, you can enjoy a blend of urban sophistication, cultural venues, outdoor recreational activities, and educational opportunities.

The community is bustling with shopping, dining, and entertainment options such as theaters, concerts, museums, professional sporting events, the National Zoo, and national parks. You are only a couple of hours away from the quiet beauty of mountains and the beaches, and three major airports are within proximity. The Washington, D.C. metropolitan area also is home to a number of nationally recognized universities and colleges.

*To learn more about
Montgomery County, visit
www.visitmontgomery.com*

*To explore the breadth
of Maryland,
visit www.visitmaryland.org*

*The Music
Center at
Strathmore*



EXPERIENCE

YOU *can be part of the culture of our professional learning community*

Twelve MCPS National Board-certified educators were invited to the White House to participate in an education forum on effective teaching with the U.S. secretary of education.



This document is available in an alternate format, upon request, under the *Americans with Disabilities Act*, by contacting the Public Information Office, at 850 Hungerford Drive, Room 112, Rockville, MD 20850, or by phone at 301-279-3391 or via the Maryland Relay at 1-800-735-2258.

Individuals who need sign language interpretation or cued speech transliteration in communicating with Montgomery County Public Schools (MCPS) may contact Interpreting Services in the Deaf and Hard of Hearing Program at 301-517-5539.

MCPS prohibits illegal discrimination on the basis of race, color, gender, religion, ancestry, national origin, marital status, socioeconomic status, age, disability, physical characteristics, or sexual orientation. Inquiries or complaints regarding discrimination or Title IX issues such as gender equity and sexual harassment should be directed to the Office of the Deputy Superintendent of Schools at 301-279-3126, via the Maryland Relay at 1-800-735-2258, or addressed to that office at 850 Hungerford Drive, Room 129, Rockville, Maryland 20850.



ROCKVILLE, MARYLAND

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APPLY NOW

90% *highest graduation rate among
the nation's largest school districts*

TEACHER APPLICATION PROCESS

- 1 Apply online using MCPS Careers WWW.MCPSCAREERS.ORG
- 2 Following a review of your credentials and our current hiring needs, you may be contacted by staff in the Department of Recruitment and Staffing to schedule an interview.
- 3 You will be able to check your status and view your job submissions online by logging into MCPS Careers.

For certification information, please contact
Maryland State Department of Education at 410-767-0412 or visit www.mdcert.org

applying is easy

TO SEARCH FOR AVAILABLE TEACHING POSITIONS
CLICK THE **SEARCH JOBS** LINK

Find the **FUTURE OPPORTUNITIES**
position that best fits your certification
area(s).

Click on the **APPLY ONLINE** button.

Select **NEW USER** to set up your account.

Complete your online application.

UPLOAD THE
FOLLOWING DOCUMENTS:

Current résumé

Certificate/license

State tests or Praxis scores



2011-2012
SCHOOL YEAR

great students

more than **146,000** students

from **164** nations

speaking **184** languages

21.2% African American

14.3% Asian American

26.0% Hispanic

33.7% White

32.3% FARMS

11.9% Special Education

13.1% ESOL

great staff

22,059 total employees

including **11,556** teachers

86.9% with a master's degree
or equivalent

great schools

200 schools serving **13.1** million lunches

1,264 buses transport **98,000** students

great system

16TH LARGEST system in the United States

LARGEST system in Maryland

\$2.09 BILLION FY 2012 operating budget



ENLIGHTEN