



**Amazing NNPS employees! If you are an Instructional Assistant, Substitute Teacher, Family Engagement Specialist, or other degree holding NNPS employee that would like to become licensed teacher, we have an opportunity for you!**

We are recruiting talented prospective teacher candidates for our NNPS Emerging Teacher Program. This program is in collaboration with Old Dominion University's Career Switcher Program and could transition current employees into licensed teaching jobs.

The ideal candidate:

- Holds a Bachelor's degree or higher,
- Is a current NNPS Employee,
- Has a willingness to commit to teach in Newport News Public Schools,
- Has a passion for teaching,
- Has passed/will pass Praxis Core Academics for Educators, VCLA and RVE, and
- Qualifies for ODU's Career Switcher Program.

Twenty applicants will be accepted into the NNPS/ODU cohort where tuition will be paid by NNPS. To apply, you must be able to meet ODU Career Switcher Program requirements. Submit building principal recommendation and letter of interest to Kim Hammond at [kimberly.hammond@nn.k12.va.us](mailto:kimberly.hammond@nn.k12.va.us) by **January 7, 2022**. ODU Career Switcher application due by end of January. ODU classes will begin in February. A checklist of application requirements can be found at <https://www.odu.edu/cepd/career-switcher>.

Old Dominion University has offered the Career Switcher Program on behalf of the Virginia Department of Education since 2000. Varied program formats allow for extremely accelerated training while accommodating participants who wish to remain employed in their current jobs while pursuing licensure. In addition, candidates are placed in school classrooms where they observe instruction and are given the opportunity to make contacts in school districts while gaining knowledge about teacher responsibilities and instructional strategies.

*For more information or to apply for the NNPS/ODU cohort, please contact:*

**Kimberly Hammond**  
**Coordinator, Training & Development**  
**757-881-5061 x11143**  
**[kimberly.hammond@nn.k12.va.us](mailto:kimberly.hammond@nn.k12.va.us)**



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## Emerging Teachers FAQ

### What is the NNPS Emerging Teachers Program?

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- Has a willingness to commit to teach in Newport News Public Schools
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### Who qualifies?

Any current NNPS employee who holds a bachelor's degree or higher.

### When do I apply?

**Now!** Applications and associated tasks are lengthy and the sooner you get started the better. All information and test scores must be before the end of January for February cohort. Application Checklist for All Endorsement Areas available at online. Interviews may follow for selected candidates. ODU career switcher Spring 2022 Cohort classes will begin February 5, 2022. Summer Cohort 2022 classes begin June 20, 2022.

### How do I apply?

- Visit <https://www.odu.edu/cepd/career-switcher> and read information to see if you qualify. Any questions about the program should be sent to [careerswitcher@odu.edu](mailto:careerswitcher@odu.edu)
- Visit <https://www.odu.edu/cepd/career-switcher> to apply.
- To apply for the Emerging Employee Program, send a **letter of interest** and obtain a **recommendation** from your NNPS principal or NNPS department supervisor to Kim Hammond, [Kimberly.hammond@nn.k12.va.us](mailto:Kimberly.hammond@nn.k12.va.us) by January 7, 2022, for Spring 2022 Cohort.
- Once all applications are received, NNPS will hold interviews to select final candidates.

### Where can I get more information?

- <https://www.odu.edu/cepd/career-switcher>
- ODU information Sessions—Tell them you are NNPS employee!  
<https://www.odu.edu/cepd/career-switcher/prospective-switchers/learn-more>

### Questions?

Email [kimberly.hammond@nn.k12.va.us](mailto:kimberly.hammond@nn.k12.va.us) or [careerswitcher@odu.edu](mailto:careerswitcher@odu.edu)