Contract Overview	
Contract Type	Amendment to Intergovernmental Contract
Contract Title	Teacher & Leader Licensure & Certification
Method of Procurement	Intergovernmental The Virginia Public Procurement Act and the Fairfax County Purchasing Resolution prescribe policies pertaining to governmental procurement from nongovernmental sources, therefore the competitive requirements do not apply to procurement transactions with other public entities. George Mason University (GMU) has been a long-standing and critical partner in FCPS' efforts to build and sustain a qualified educator workforce. GMU supports FCPS across three program areas: 1) providing provisional licensure courses for new special education teachers, 2) offering master's degree and endorsement cohorts for special education teachers working toward full licensure through the Grow Your Own Tuition Sharing program, and 3) delivering additional cohort programs in Education Leadership and doctoral education to develop instructional and administrative leaders across the division.
Contract #	https://www.fairfaxcounty.gov/cregister/ContractDetails.aspx?contractNumber=4400010751
Vendor Name	George Mason University

Contract Summary	
Description of Services	1. Special Education Provisional License Courses: GMU offers two introductory Special Education courses - EDSE 501 (K-12 Special Education, general or adapted curriculum) and ECED 505 (Early Childhood Special Education, birth to age 5) - that fulfill VDOE (Virginia Department of Education) requirements for a provisional teaching license. These contract courses are offered at no cost to eligible FCPS staff, accommodate up to 25 participants per session, and typically produce 100–150 provisionally licensed special educators annually. 2. Special Education Master's Degree and Endorsement Cohorts: GMU provides FCPS-only cohort programs leading to a master's degree and endorsement in one of three Special Education concentrations: General Curriculum K-12, Adapted Curriculum K-12, and Early Childhood Special Education (birth to age 5). These cohorts are designed as the next step for staff who have completed the introductory course and are working toward a full 10-year Virginia teaching license. Tuition costs are shared equally between FCPS and the employee through the Grow Your Own (GYO) Tuition Sharing program. 3. Additional FCPS Cohort Programs: GMU provides FCPS-only

	cohorts in other College of Education and Human Development (CEHD) programs as mutually agreed upon between FCPS and GMU. Current programs include Education Leadership, offering a master's degree and certification in supervision and administration, and a doctoral (PhD) program supporting the development of senior instructional and administrative leaders across the division.
Contract Start Date	November 30, 2021
Contract End Date	June 30, 2026
Initial Term of Contract	Four and a half (4.5) years
Contract Renewals	One (1) one-year
Total Contract Value	$1,963,176
Annual Value	$436,261
Funding Source	School Operating
Pricing Structure	Percentage discount from published rates
Contract Terms	The GMU agreement was negotiated to align with FCPS requirements.

Strategic Alignment	
Sponsor	Marty Smith, chief of staff
Strategic Plan Goal	☐ Goal 1 - Strong Start: PreK-12 ☐ Goal 2 - Safe, Supported, Included, and Empowered ☑ Goal 3 - Academic Growth and Excellence ☐ Goal 4 - Equitable Access and Opportunity ☐ Goal 5 - Leading for Tomorrow's Innovation
Department	Strategy, Planning, and Learning
Description of Need	FCPS needs qualified, licensed teachers to fill critical vacancies in Special Education, an urgency reinforced by VDOE, which has identified K-12 Special Education as one of two critical shortage endorsement areas statewide. To address this, the Office of Strategy, Planning, and Learning provides an introductory Special Education course that prepares teachers new to the field while ensuring they obtain provisional licensure per VDOE requirements. Beyond provisional licensure, there is a sustained need to support these teachers through high-quality educator preparation programs that lead to full licensure. The GMU partnership supports FCPS succession planning by building talent pools of qualified staff prepared to fill future leadership and instructional needs, including in areas such as math and literacy. The collaboration allows FCPS to align curriculum, field experiences, and program outcomes directly with both the FCPS Strategic Plan and

	Special Education Enhancement Plan goals, while providing participating staff access to in-person learning at FCPS facilities.
Background Information	FCPS has maintained a long-standing partnership with George Mason University to expand access to high-quality educator preparation programming for instructional staff. The partnership operates across three areas. In Special Education, GMU offers coursework leading to a master's degree and endorsement in general curriculum K-12, adapted curriculum K-12, or Early Childhood Special Education. The Grow Your Own (GYO) Tuition Sharing program reduces financial barriers for early-career teachers by splitting tuition costs equally between FCPS and the employee - mitigating the need for student loans and improving the likelihood of completing full licensure within the three-year provisional period. In exchange, participants commit to remaining with FCPS during the program and for three years after completion, which has meaningfully improved retention of fully licensed special education teachers. The current GYO program is tracking toward a 93% completion rate. Over the last five years, FCPS has provided the introductory special education course to more than 535 staff, of whom 79.8% remain in special education classrooms as of May 2026. In Education Leadership, FCPS-only cohorts at GMU have been a core component of FCPS' Leadership Development program for more than a decade, preparing teacher leaders to enter the principal pipeline. Previous cohorts have also included curriculum and instruction, math, and literacy leadership. In Doctoral Education, the partnership was expanded in the prior contract period to include a PhD program to support the development of senior instructional and administrative leaders across the division. The renewal reflects an annual value of $633,000 which is an increase due to the addition of a PhD program, which carries a projected cost of $179,739 for the upcoming fiscal year, and an increase in participation in the Special Education Master’s degree cohorts, which accounts for an estimated $17,000 in additional cost.

Amendment Detail	
Description of Contract Change	The nature of the amendment is to renew the contract from July 1, 2026 through June 30, 2027 and to include Digital Accessibility Requirements.
Annual Value of Change	$633,000
Total Contract Value of Change	$633,000

Compliance and Reviews			
Cybersecurity Review	☐ Yes	☐ No	☑ Not applicable
IT Review	☐ Yes	☐ No	☑ Not applicable
Legal Review	☐ Yes	☐ No	☑ Not applicable
Risk Management Review	☐ Yes	☐ No	☑ Not applicable