| Contract Overview | |
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| **Contract Type** | New Intergovernmental Contract |
| **Contract Title** | Aspiring Teacher Pipeline |
| **Method of Procurement** | Intergovernmental<br><br>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.<br><br>The educator preparation pathway offered in partnership with Northern Virginia Community College (NVCC) supports aspiring teachers as they earn a transferable associate degree before continuing into teacher preparation programs at James Madison University. This pathway aligns with FCPS Strategic Plan Goal 1, Strong Start: PreK–12, by helping build the pipeline of future educators, and Goal 4, Equitable Access and Opportunity, by creating an accessible route to further education. It also supports the plan's Diverse, Adaptive, and Supported Workforce pillar by helping prepare and grow the educator workforce needed to serve FCPS students. |
| **Contract #** | 4400014595 |
| **Vendor Name** | Northern Virginia Community College |

| Contract Summary | |
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| **Description of Services** | The Contractor will support FCPS staff participating in the Grow Your Own program by providing a transfer-oriented associate degree and foundational education coursework, creating a pathway to continue their bachelor's degree. |
| **Contract Start Date** | Date of contract execution following School Board Approval at a Regular Meeting |
| **Contract End Date** | January 31, 2031 |
| **Initial Term of Contract** | Four (4) Years and Two (2) Months |
| **Contract Renewals** | Three (3) one year |
| **Total Contract Value** | $300,000 |
| **Annual Value** | $75,000 |
| **Funding Source** | Grants and Self-Supporting Programs |
| **Pricing Structure** | FCPS will pay 50% of the advertised in-state tuition rate and NVCC All |

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| | Access fees for employees pre-approved for program participation. Participating employees will be responsible for the remainder of the tuition cost and any fees assessed. |
| **Contract Terms** | NVCC's agreement was negotiated to align with FCPS requirements. |

| **Strategic Alignment** | |
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| **Sponsor** | Frances Ivey, interim chief of staff |
| **Strategic Plan Pillars** | ☐ Pillar A - Differentiated and Culturally Responsive Learning Environments<br>☐ Pillar B - Vibrant Home, School and Community Partnerships<br>☑ Pillar C - Diverse, Adaptive and Supported Workforce<br>☐ Pillar D - Culture of Equity, Excellence and Accountability |
| **Department** | Strategy, Planning, and Learning |
| **Description of Need** | FCPS needs qualified, licensed teachers to address critical staffing needs in Special Education and Elementary Education. The need is reflected in VDOE's 2025–2026 statewide list, which ranked Special Education PK–12 and Elementary Education PreK–6 as the top two critical shortage endorsement areas. See additional details here: 2026-2027 VDOE Teacher Critical Shortage List.<br><br>The Office of Professional Learning (OPL) intends to partner with Northern Virginia Community College (NVCC) to expand FCPS paraprofessionals' access to a transfer pathway, beginning with foundational educator preparation coursework and an associate degree, then continuing to JMU to pursue a bachelor's degree and teacher licensure. |
| **Background Information** | The FCPS's Grow Your Own program will provide paraprofessionals with the coursework needed to qualify for matriculation into an approved bachelor's-level teacher preparation program, creating an accessible pathway into teaching and strengthening FCPS's future educator workforce.<br><br>The program will help participants earn a qualifying associate's degree by enhancing the previous college experiences presented on international degree evaluations, encouraging post-secondary education, and mitigating financial barriers through a tuition sharing model.<br><br>The Teacher Specialization degree is designed to assure teacher candidates have the foundational learning that prepares them for the profession and meet general education requirements of teacher licensure with the State of Virginia. This partnership builds on the division's broader work to support staff development, licensure, and educator retention.<br><br>The programs supported through FCPS's partnership with NVCC are aligned with Pillar C: Diverse, Adaptive, and Supported Workforce by |

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| | offering exceptional growth and responsive learning opportunities. This partnership is instrumental in strengthening FCPS's future teacher pipeline and supporting our goal of providing all students with equitable access to high-quality educational opportunities that prepare them for future success. |

| **Compliance and Reviews** | | | |
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| **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 |