



COLLEGE OF  
EDUCATION

**Creative Initiatives in Teacher Education (CITE) Program  
A University of Maryland College Park/  
Montgomery County Public Schools Partnership**

*What is the Creative Initiatives in Teacher Education (CITE)?*

CITE is a graduate-level teacher preparation program between the University of Maryland College Park and Montgomery County Public Schools for support staff professionals and conditionally hired teachers with an undergraduate degree who are interested in a career in teaching. Completion of the Maryland State Department of Education (MSDE) approved 43-graduate credit program results in a Masters in Education (M.Ed.) degree with certification in elementary grades 1-6. The program offers a choice of additional focus in special education or TESOL instruction to allow candidates strategies for supporting the inclusive elementary classroom and achieving future add-on certification in the focus area. CITE includes evening coursework, a 2-hour-a-day classroom-based internship in an MCPS elementary school, and a practice internship in an MCPS elementary classroom.

*When does the CITE Program begin?*

Coursework and the teacher internship for the CITE Program begin every year in January with a pre-program orientation module conducted in December preceding the program start.

*Where are CITE courses offered?*

CITE courses are instructed at MCPS facilities or through blended or online courses.

*Can I work while participating in the CITE Program?*

An intern in the CITE program maintains permanent employment as a school-based support professional at the elementary level in a Montgomery County Public School. Internship experiences are conducted at the MCPS elementary school. Allowances for program and employment demands should be considered if interns have additional employment.

*Can I work at a school of my choosing in MCPS?*

Yes.

*How many participants are accepted into the CITE Program?*

The program can accommodate two cohorts of 25 interns each, every year.

*What is the cost of the CITE Program?*

The current cost of a three-credit graduate course for CITE at the University of Maryland for the 2023-2024 school year is \$800.42/graduate credit including a \$17.00 technology fee

- UMD maintains the graduate tuition cost throughout the program
- MCPS pays 50% of the total tuition
- Students pay the remaining tuition costs.

Other current fees required include those outlined below:

- a one-time \$75.000 application fee
- a one-time \$139.00 registration fee for the LiveText program (7-year account)

- a one-time \$300.00 cost in the second year of the program for participation in the required University of Maryland EdTPA program. Scholarships are available for this expense.

*Is there financial assistance for the cost of this program?*

MCPS provides support staff with tuition reimbursement. Information can be found at <http://www.montgomeryschoolsmd.org/departments/personnel/about/tuition.aspx>.

The University of Maryland offers financial aid packages and scholarships. Information is available at the [College of Education Website](#)

An application fee waiver is available for eligible applicants through the [Big Ten Academic Alliance](#) site.

*Will I be offered a job by MCPS upon completion of the Program?*

Graduates from CITE who complete the program successfully are eligible for employment as a teacher with MCPS. A CITE intern hired by MCPS must commit to teaching in the system for at least 3 years in order to take advantage of MCPS tuition reimbursement for the program.

*What are the academic requirements for entering the CITE Program?*

Candidates must have acquired an accredited bachelor's degree. A formal teaching background is not required, however, it is expected that interns will have experience working directly with children. Preferred candidates will have a broad liberal arts education that provides background knowledge for the elementary school curriculum. Transcripts are examined for courses in math (number and operations, geometry, and statistics); science (physical, biological, and earth/space); English (composition and literature); history and social science (soc, psych, anthro, gov or econ); the arts (music, visual arts, dance, or theater); and health/wellness or physical education. Additional candidate knowledge of and experiences with a second language, diverse populations, and inclusion with special education will also be appraised.

*Do I need to take any courses or exams prior to entering the CITE Program?*

Maryland State Department of Education prerequisites are required **prior** to beginning CITE:

- Completion of college credit math courses that include 1) Number and Operations, 2) Geometry/Masurement, and 3) Statistics/Probability. Courses are available through UMCP (Math 212, 213, 214) or at Montgomery College (Math 130, 131, 132- please contact [Debra Poese](#)). A Grade of "C" or better in college Calculus or a score of 177 on the Praxis I Math exam can be used to waive the Numbers and Operations course requirement. Successful completion of an undergraduate probability or statistics class (in math, psychology, or sociology) can be applied to waive the Statistics/Probability course requirement. Details about applicable math courses can be obtained through the [UMD Graduate School Website](#).
- Completion of college credit English courses that include 1) English literature and 2) English Composition
- Completion of a college-credit U.S. history and two college-credit social science classes
- Completion of four college-credit science courses in Earth/Space, Physical and Biological science within the first 5 years of teacher employment with MCPS.
- Six credits of coursework in art, physical education, health, technology, child development, or diversity/inclusion

*Does MCPS require any additional courses prior to entering CITE?*

MCPS does not have course requirements for applicants prior to entering the CITE program, however, elementary teachers in MCPS are required to meet specific science content coursework. The science credit requirements are due within five years of employment with MCPS and comprise 12 credits in science including biology and 4-6 credits in physical science. MCPS teachers can take CPD Course offerings usually at a reduced rate compared to college or university coursework. Additional information can be found on the MCPS website:

<http://www.montgomeryschoolsmd.org/departments/personnel/certification/current/math-science.aspx>

*What is the application process for the CITE Program?*

Candidates should contact Brittany Mackel, MCPS Instructional Specialist with Higher Education Partnerships, [Brittany E Mackel@mcpsmd.org](mailto:Brittany_E_Mackel@mcpsmd.org), to confirm eligibility for CITE.

Upon confirmation, candidates should complete the following in parallel:

- 1) contact Carolina Napp-Avelli at [cnapp@umd.edu](mailto:cnapp@umd.edu) and send transcripts for review
- 2) apply to the CITE Program through the preliminary application:

[https://umdsurvey.umd.edu/jfe/form/SV\\_01F11dFFlhq688m](https://umdsurvey.umd.edu/jfe/form/SV_01F11dFFlhq688m)

Applications/screening are completed by a UMCP and MCPS team.

UMD Graduate School General Criteria

- **Quality of previous undergraduate work.** A bachelor's degree from an accredited college/university with a minimum standard average of 3.0 on a 4.0 scale in all undergraduate courses. Adequate performance in prerequisite courses for credit is required. Official transcripts must be provided.
- **Strength of letters of recommendation from persons competent to judge the applicant's probable success in a teacher preparation program.** Three professional recommendations, including one from the current principal/supervisor are required. Letters can be from the applicant's former professors who are able to give an in-depth evaluation of the applicant's strengths and weaknesses with respect to academic work, or from employers or supervisors who are familiar with the applicant's work experience.
- **Applicant's statement of his or her academic career objectives and their relation to the intended program of study.** These statements help the program identify students whose goals are consistent with the program's objectives and expertise.
- **Official graduate school application to the University of Maryland at College Park.**

UMD/MCPS CITE Program Requirements

- CV/Resume outlining experiences working with children
- Completion of an interview by a team from MCPS and UMCP

*Who can I contact for support and information?*

Theresa Nebel Robinson, UMD, CITE Director [tnebrob1@umd.edu](mailto:tnebrob1@umd.edu)

Carolina Napp-Avelli, UMD, Assistant Clinical Professor and Program Liaison [cnapp@umd.edu](mailto:cnapp@umd.edu)

Brittany Mackel, MCPS Higher Ed. Partnership Program [brittany\\_e\\_mackel@mcpsmd.org](mailto:brittany_e_mackel@mcpsmd.org)