



EDUCATOR PREPARATION PROGRAMS

Introduction to EPIC

Santa Clara County Office of Education (SCCOE) Education Preparation for Inclusive Classrooms (EPIC), is an accredited Commission on Teacher Credentialing (CTC) program in Special Education that focuses on inclusion in Moderate/Severe and Early Childhood Education. The EPIC program prepares candidates to become teacher specialists in an inclusive classrooms. It provides instructional and experiential opportunities to work with families, develop collaborative skills, and become proficient classroom managers. Candidates learn from experts in the field – current and past teachers, special education directors and scholars. The Preliminary Education Specialist Credential offers a pathway into teaching in special education. The Clear Induction Program is the pathway from a preliminary teaching credential to a clear credential. The Accelerated Pathway Program is a new offering in EPIC that provides the opportunity for teachers with a General Education (MS/SS) Clear Teaching Credential to earn a Clear Education Specialist Credential, or for those who already hold a Clear Education Specialist Credential, to attain a credential in a different area of specialization.

EPIC’s Mission

To build leadership capacity to effectively teach ALL students, ensuring that ALL students are provided a quality educational experience, with access to the general education standards with appropriate adaptations and modifications as needed.

EPIC’s Vision

To provide new teacher specialists with effective strategies that will engage ALL students with access to curriculum with effective teaching strategies and needed supports.

EARN ONE ADD ONE GRANT FACT SHEET

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[Earn One Add One Grant FAQs](#)

Q) What is the Earn One Add One grant?

- A) The Earn One Add One grant is a local solution grant to address the shortage of Special Education Teachers. The grant award is \$2 million dollars a year for the next four years. Each award year is based on the success of the previous year to be measured through matrix identified in the grant RFP and submitted to CTC in annual reports.

Q) What is the purpose of the grant?

- A) The purpose of this grant is to increase the number of credentialed Special Education teachers in Santa Clara County (SCC). The Educator Preparation Programs (EPP), through Santa Clara County Office of Education is partnering with 21 school districts, San Jose State University, The East Side Alliance, Silicon Valley Education Foundation and New Teacher Center. Through the consortium of 21 districts and partners the grant proposes to support 500 unduplicated teachers in obtaining an Education Specialist credential over the next four years in one of the following areas: Mild to Moderate, Moderate to Severe, Early Childhood Special Education and Education Specialist Induction.

Q) Who is eligible for the grant?

- A) The grant is for the following candidates who are in the specified category
- General Education teachers adding an Education Specialist credential
 - Classified Personnel with a BA acquiring an Education Specialist credential
 - Classified Personnel without a BA acquiring a BA and an Education Specialist credential
 - Clear Induction candidates for Education Specialist credentials

Additionally, candidates must meet any of the requirements above and be a classified or certificated employee in one of the following participating districts:

- Campbell Union School District
- Campbell Union High School District

- Cupertino Union School District
- Gilroy Unified School District
- Los Altos School District
- Los Gatos Union Elementary School District
- Milpitas Unified School District
- Moreland School District
- Morgan Hill Unified School District
- Palo Alto Unified School District
- Santa Clara Unified School District
- Santa Clara County Office of Education
- Sunnyvale Elementary School District
- East Side Alliance
 - Alum Rock Union School District
 - Berryessa Union School District
 - East Side Union High School District
 - Evergreen School District
 - Franklin-McKinley School District
 - Mount Pleasant Elementary School District
 - Oak Grove School District
 - Orchard Elementary School District

Financial Aspects of the Grant

Q) How much is the grant for?

- A) The grant provides up to \$3,000 per year toward tuition reimbursement

Q) What does the grant pay for?

- A) The grant pays for related tuition costs for SJSU and SCCOE programs. Each candidate will be provided with \$3,000 per year for each year of the program to pay for tuition, books, fees etc.

Q) What if I drop out of the program, do I have to pay the grant back?

- A) Please refer to the following section, [Candidate Commitment](#) for more information about your responsibilities if selected for the grant.

[Application Process](#)

Q) What is the application selection process like?

- A) The application selection process will be conducted by an Admission Selection Committee. Each application will be reviewed twice, once by the Admission Selection Committee and upon passing the Admission Selection Committee process will be reviewed by the preparation programs for final admission. Please refer to the [Earn One Add One application checklist](#).

Q) How do I know if I am accepted? What is that process like?

- A) Upon acceptance applicants will be notified via email of acceptance into an Education Specialist program and pathway. (Each program will work with the districts for candidate placement in a position with a district. If the candidate is a classified employee with a BA, they will be accepted into an intern program and will not be placed with a district until year 2 of their intern program. If the candidate is a classified employee without a BA, they will attend San Jose State University to earn their Bachelor's degree. Upon of conference of this degree, candidate will apply to EPIC to begin their credential program.

[Program Support](#)

Q) What kind of support will receive while in a program?

The program will also provide each candidate with appropriate support based on the program to which they applied.

- Classified employees earning an Education Specialist Credential- Candidates will be supported through the coursework with an advisor and community of practice meetings the first year of the program. The Intern year of the program the candidate will be supported by a program or district coach with like-credential, a district support provider and community of practice meetings as well as an advisor.
- Classified employee earning a Bachelor of Arts Degree-Candidates will be supported with an advisor and community of practice meetings.
- General Education Teachers on an Accelerated Pathway earning an Education Specialist Credential-Candidates will be supported through coursework with an advisor, community of practice meetings, program or district coach with like-credential, and a district support provider.
- Induction Participants Clearing an Education Specialist Credential-Candidates will be provided with a program or district coach with like-credential, and district support provider

Candidate Commitment

Q) If I am selected as grant recipient, what is my commitment to the granters?

A) Candidate commitment is as follows:

- a. A teacher participant who receives a tuition assistance shall agree to teach at a school within the jurisdiction of the grant recipient and work as an education specialist serving a caseload of pupils who receive special education services in a special education setting for four years, and the teacher participant shall have five years to meet that obligation.
- b. A teacher participant who fails to complete the service obligation described in the above paragraph shall reimburse the sponsoring grant recipient the amount of grant funding received as tuition assistance. The amount to be reimbursed shall be adjusted proportionately to reflect the service provided if the teacher participant taught at least one year, but less than the required four years at the sponsoring grant recipient.

- c. If a teacher participant is unable to complete a school year of teaching, that school year may still be counted toward the required four complete school years if any of the following occur:
- The teacher has completed at least one half of the school year
 - The employer deems the teacher participant to have fulfilled his or her contractual requirements for the school year for the purposes of salary increases, probationary or permanent status, and retirement
 - The teacher participant was not able to teach due to the financial circumstances of sponsoring grant recipient, including a decision to not reelect the employee for the next succeeding school year
 - The teacher participant has a condition covered under the federal Family and Medical Leave Act
 - The teacher participant was called or ordered to active duty status for more than 30 days as a member of a reserve component of the Armed Forces of the United States (MOU required from participating candidates)

Common Questions

Q) What if the school I work at isn't on the list? Can I still participate?

- A) You must be a classified or certificated employee at one of the participating districts listed. If you are not a classified or certificated employee at one of the participating districts, you are not eligible to participate in this particular grant.
- B) If you work at a Charter School sponsored by one of the consortium districts, you are eligible to participate in the grant. If you are unsure who sponsors your Charter School, ask your school leadership.

Q) What if I am a substitute employee?

- A) Eligible candidates must be full-time employees. You are not eligible for the Earn One Add One grant as a substitute employee, however, if during your internship year you are employed in a consortium district you would become eligible for the grant.

Q) What can I earn through San Jose State University as part of the Earn One Add One grant?

A) If you are a eligible candidate who needs to earn your Bachelors of Art Degree, you can earn it through San Jose State University. Please refer to San Jose State for any specific questions regarding this aspect of the grant program.

Q) If I get selected to participate in the grant, does this mean the district I work at has to hire me as special education teacher once I receive my credential?

A) No, the purpose of this grant is increase the number of highly qualified special education teachers in California. The district that you currently work for is under no obligation to hire you in a special education position once you receive your credential. It is up to the individual district whom they choose to hire in SPED positions.

Q) Will EPP and/or EPIC help me find a job?

A) Educator Preparation Programs EPIC program will help you earn your Education Specialist Instruction Credential through a rigorous yet supportive format which ensures candidates are taught the required methods and best practices for the field of Special Education. We do not provide job opportunities. However, we can provide resources in the form of referrals or suggestions when appropriate and available.

Q) What are the details of the EPIC program?

A) Please refer to our candidate handbook on our website at EPIC.sccoe.org for more information about the EPIC program.

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