

# Career Pathways FAQs

Here are a few frequently asked questions and answers about the Instructional and Non-Instructional Career and Learning Pathways.

## What is the difference between Instructional Career Pathways and Non-instructional Career Pathways?

The Instructional Career Pathways are designed to support instructional staff and classroom teachers who desire to lead beyond the classroom, who possess 3+ years of teaching experience. The Non-instructional Career Pathways are designed to support employees currently working in non-instructional, non-teaching positions.

## Who is eligible to participate in career pathways?

Career Pathways are open to all APS District employees. Whether you are looking to build on existing skills, bridge knowledge gaps, or meet specific professional growth objectives, these programs are designed to support your journey. The Career Development team supports staff by ensuring every employee has the opportunity to thrive and reach their professional aspirations.

## Are Paraprofessionals and Substitute teachers included in the Career Pathways?

Substitutes and Paraprofessionals are not eligible for the Instructional Pathways labeled, “Teacher Leader Career Pathways,” however, subs and paras are eligible for the Teacher Certification Pathways and Learning Pathways. The Career Development office actively facilitates programs tailored to assist them in this transition. We offer guidance regarding certification requirements, financial support avenues, and customized professional development opportunities aligned with their specific needs.

## What is the timeframe and commitment level of a career pathways program?

Most learning and/or teacher pathways can last up to eight to twelve weeks in duration. Learning plans can be completed in about an hour.

## If I participate in the career pathways, will this guarantee a promotion?

Participation in the Career Pathways does not guarantee a promotion. However, engaging in these courses showcases your commitment to personal growth and dedication to furthering the organization’s objectives. While there are no guarantees, continuous learning and skill enhancement certainly positions you for potential growth opportunities within the organization.