



South Central Oklahoma Rural Education
— **COLLABORATIVE** —
Growing Local Educators

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PACT Paraprofessional/Adjunct-to-Certified Teacher Pathway

A SCORE sponsored Grow Your Own Teacher Certification Pathway

From the classroom you already work in. To the certification you've earned the right to pursue.

Paraprofessional/Adjunct-to-Certified Teacher (PACT) Pathway is SCORE's founding program. It is a structured, salary-sustained pathway that helps working paraprofessionals and adjunct instructors already serving in Southern Oklahoma classrooms complete their bachelor's degree and earn full teacher certification, without stepping away from the paycheck or the students they already know.

This isn't a return to school from scratch. You're already in the classroom, already trusted by a school, already doing the work. PACT helps build the missing bridge by facilitating coursework, coaching, and financial support that turns the experience you have into the credential you need.

QUICK FACTS

The PACT Program at-a-Glance

Who is this for?	Working paraprofessionals and adjunct instructors in Southern Oklahoma schools who want to become fully certified classroom teachers.
How long?	Length varies by participant. Your timeline is built around the college credit and classroom experience you already have, not a fixed calendar.
Will I be paid?	Yes. You continue earning your salary throughout the program, alongside tuition assistance through SCORE's Financial Assistance Program.
What about the cost?	PACT's Financial Assistance Program (a Pell-first policy) is built to close the tuition gap, so participants aren't carrying the program's cost alone.
What degree?	An associate's degree in Elementary Education through Murray State College and a bachelor's degree with a SCORE higher-education partner.
Who supports me?	A SCORE program lead, ongoing academic advising, and the mentor relationships already built into your school.
Who runs PACT?	The SCORE Collaborative, a 501(c)(3) nonprofit that supports educator development in South Central Oklahoma.

Your Pathway to Certification

Because every PACT participant starts in a different place, the pathway is built in phases rather than fixed years. Your program adviser will help map your specific timeline against the credits and classroom experience you bring with you on day one.

PHASE

1

Enrollment & Assessment

- Meet with a SCORE program adviser to evaluate your current credits, classroom experience, and certification requirements.
- Enroll at Murray State College and, where applicable, a SCORE higher-education partner for your bachelor's coursework.
- Build your individualized plan by determining which courses you need, in what order, and on what timeline.
- Apply for financial aid and tuition assistance through the SCORE Financial Assistance Program.

PHASE

2

Coursework & Coaching

- Continue working and earning your salary while completing coursework at either Murray State College or a SCORE higher-education partner around your school schedule.
- Regular check-ins with your SCORE program adviser to track progress and troubleshoot barriers.
- Coaching and support connected to the classroom you're already working in.
- Build your professional teaching portfolio as you go.

PHASE

3

Teaching Practicum & Certification

- Complete required student teaching or clinical practice tied to your degree program.
- Prepare for and complete required certification testing.
- Finalize your bachelor's degree in Elementary Education.

PHASE

4

Certified Teacher

- Graduate as a fully certified classroom teacher, already established in a Southern Oklahoma school.
- Establish yourself as a valuable member of the education community that is committed to lifelong learning
- Grow the next generation of teachers by working toward roles like mentor teacher, instructional coach, or school leader.

The Financial Picture

The cost of finishing a degree stops a lot of proven paraprofessionals and adjuncts from ever becoming the certified teacher of record. PACT is built to close that gap while you keep working.

Here are the financial details:

- Keep earning your current salary throughout the program. There's no unpaid gap between where you are now and full certification.
- Apply for tuition assistance through SCORE's Financial Assistance Program, which follows a Pell-first policy to maximize available aid before program funds are applied.
- Work with your SCORE program adviser to sequence coursework in a way that controls cost and avoids repeat classes.
- Access grants and community support that SCORE has secured on behalf of the program.
- Finish with a plan for your remaining tuition gap addressed before you enroll, not after.

The traditional path: step away from your paycheck to finish a degree.

The PACT path: keep your salary, keep your classroom, and finish with a plan for the cost.

WHY SOUTHERN OKLAHOMA?

Why Finish Here? Why Stay?

Southern Oklahoma needs great teachers, and the paraprofessionals and adjuncts already working in these schools are some of the best-positioned people to become them. You already know these students, these schools, and this community.

Finishing Your Certification in Southern Oklahoma Changes Lives:

- You turn years of classroom experience into the credential that lets you lead your own room.
- Your students keep a familiar, trusted adult instead of losing you to a new career.
- Your presence directly addresses the certified-teacher shortage affecting rural Oklahoma schools.
- PACT graduates are positioned to become mentor teachers, instructional coaches, and future school leaders, creating a cycle of local investment that sustains itself.
- Improved school performance impacts the economic health of our community.

“Southern Oklahoma's ability to compete for jobs and investment depends on our ability to attract and keep families, and families are attracted to high-performing schools.”

Characteristics of a PACT Candidate

We're not looking for a perfect resume. We're looking for the right person, someone already proving it in a classroom. Here's what that looks like:

Already Proven

- You're already working as a paraprofessional or adjunct instructor in a Southern Oklahoma school.
- Teachers and administrators already trust you with real classroom responsibility.
- You show up consistently, not just when it's convenient.

Grounded & Growth-Minded

- You know your strengths and your blind spots, and you're honest about both.
- You welcome feedback and see every challenge as something to learn from.
- You're ready to manage coursework alongside a full-time role.

Committed to Southern Oklahoma

- You want to stay in this community and finish what you've already started here.
- You understand the unique challenges of rural and small-town education.
- You see homegrown talent as the answer to homegrown problems.

A Natural Leader

- Students and colleagues already look to you in the classroom.
- You don't wait to be asked. You step up.
- You lead by example and take pride in how your actions affect the people around you.

Ready to Finish What You Started?

If you're already working as a paraprofessional or adjunct instructor and want to finish your degree and certification without leaving your classroom, we'd love to talk. PACT is actively enrolling. Here's how to take the first step: talk to your building principal or contact SCORE directly.