

Case Study: Accelerated, Rigorous Certification Path for Georgia Teachers



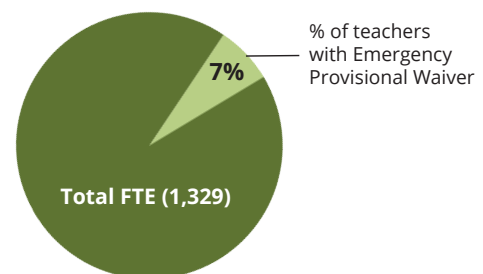
Effective teacher recruitment is essential to a district's success. But finding, hiring, and retaining quality teachers requires a multi-pronged approach.

At [Bibb County School District](#) in Macon, Georgia, where Holly Huynh is the Director of Talent Management and Acquisitions, part of that strategy involves hiring career changers for the district's 38 schools. From there, Huynh helps the teachers find the right Educator Preparation Program and provides support for their certification exams and other licensure requirements.

"I love our career changers," said Huynh, who started her own career in psychology before switching to education. "It's never a turnoff to me, to have somebody with a degree in something other than education."

High Need for Certification

Bibb County School District hires about **100 teachers every school year** with emergency or provisional credentials. These teachers need to complete an Educator Preparation Program to earn their professional certification.



Source: [Georgia Governor's Office of Student Achievement](#)

The need: A flexible, affordable, accelerated EPP for career changers

The solution: A partnership with Moreland University, including discounted tuition

When Huynh is helping teachers choose an EPP, she tells them to consider program cost, length, rigor, and support. With Moreland, she likes that it's online and thus flexible for full-time teachers. But at the same time, she said, Moreland's instructors are attentive and accessible.

"Moreland made it very clear that our teachers would have access to their professors," she said, "that it wasn't just 100% online and people have to fend for themselves."

Huynh also likes that Moreland offers test prep for certification exams, something she focuses on in her role.

About Bibb County SD

- 23,000+ students
- 1,500 teachers
- 38 schools

Graduation rate: 87%

Students eligible for free/reduced meals: 98%

Source: [Georgia Governor's Office of Student Achievement](#), 2022-23 school year

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The best partnerships are the ones that give teachers comprehensive support. Bibb County School District is doing a great job with provisionally certified teachers, giving them clear information and making sure they know their options. I'm thrilled Moreland can stand with BCSD to further strengthen their incredible work.

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Susanne H. Thompson, Ed.D. | Moreland University President

Partnership with Moreland



An online, 9-month EPP for teachers



A dedicated Partner Success Coordinator



Accessible, experienced instructors



Clinical learning included



Test prep for certification exams



No cost to the district

Partnership Results

This promising partnership is already seeing success in its early stages, with 15-plus Bibb County teachers joining Moreland's [TEACH-NOW Teacher Preparation Certificate Program](#). One of those is English Language Arts teacher Terry Kendrick.

Kendrick was actually enrolled in a different EPP before he withdrew and switched to Moreland. TEACH-NOW is half the length of that initial program, Kendrick said, which is the main reason he switched. He was also drawn to TEACH-NOW's flexibility, the discount he gets through Moreland's partnership with Bibb County, and the option for monthly payments, which meant he didn't have to take out a loan.

Kendrick is on track to graduate from TEACH-NOW in April 2025. He plans to earn his master's degree through Moreland as well, since it will only take an additional 3 months and will help advance his career even more.

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If you want to get a certification, if you want to get a good, quality education, my experience so far at Moreland has been beneficial. You learn a lot, especially being a first-year [teacher].



Terry Kendrick

TEACH-NOW candidate
English Language Arts teacher
Bibb County School District

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Discounted Tuition

If more than 30 teachers in your district need a professional certification, Moreland will offer a discounted tuition rate.

“The payment plans and that little bit off, it actually helps out a lot. It gives you more incentive to come over to Moreland. Every little bit helps.”

—Terry Kendrick, TEACH-NOW candidate and English Language Arts teacher, Bibb County School District



Learn more about how your district could partner with Moreland University to help teachers earn professional certifications and master's degrees. Visit moreland.edu/for-districts.