



February Newsletter

Career Pathways Program

Office of Human Resources and Development

PREPARE. PLAN. DETERMINE. DISCOVER.

UPCOMING TRAINING OPPORTUNITIES

Business English Grammar

March 1, 2018, 9 a.m.–4 p.m.

Build skills to project a professional image, on paper and orally, by using appropriate language without errors in grammar, usage, and punctuation. This class is a prerequisite to Proofreading and Effective Writing. This is a one-day class for office workers. Course # 50702

School Finance Workshop for Aspiring Financial Agents

March 13, 2018, 9 a.m. to noon

This class will deliver an overview of the roles and responsibilities of the school financial agent and basic management of funds. School financial agents are principals, school business administrators, school financial specialists, elementary school administrative secretaries, and any other support professionals involved in the management of Independent Activity Funds. Course # 52631

Career Assessment: Planning for the Future

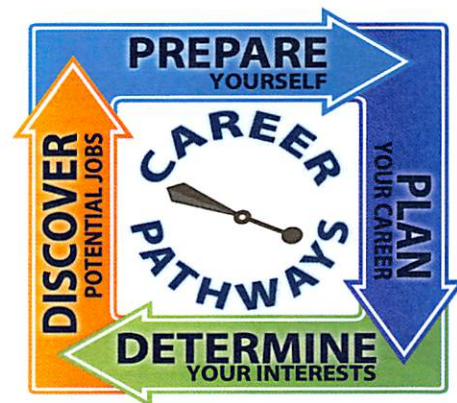
March 20, 2018, 9 a.m. to noon

Looking for a new job or just want to know what you can do? Take the assessment test and find out. Participants will learn how to identify your skills and jobs where those skills are valued. Course # 53747

HIGHER EDUCATION PARTNERSHIPS

The Higher Education Partnership Teacher Information Fair was held on February 15, 2018. Information about the fair will be posted on the website as well as in the March Newsletter.

<http://montgomeryschoolsmd.org/departments/personnel/teacherprep/>



Upcoming Events

- February 19th is President's Day
- Spring Break is March 26th–April 2nd

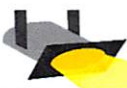
Did you know?

Support professionals have more paid training hours this year. The new SEIU Local 500 agreement guarantees 8 hours of paid training per year for each 10-month employee. The training can take place after your work day.

The stipend for professional development training has been increased from \$15/hour to \$20/hour.

10-month employees can earn up to \$160 in training stipends per year. These stipends will be paid all at once at the end of the school year.

Permanent employees who work 20 or more hours per week may request up to 10% of their monthly scheduled work time to attend college classes. Ask Linda Gray, via Outlook e-mail, for more information.



CAREER ADVANCEMENT PATHWAY SPOTLIGHT: KATRINA “DUBIE” WRIGHT

Katrina Wright, bus operations manager, is the third in charge for the Department of Transportation, located at the central administration office at Shady Grove Depot in Rockville. As an MCPS graduate, she has 37 years of service as an employee with MCPS and has held 7 different positions. She currently oversees 2,200 employees, 6 depot managers, and the specialized routing office.

What was your first position with MCPS?

I started with MCPS as a substitute bus attendant after graduating from Rockville High School. At the time, bus operators needed a Class C license which required you to have 5 years of driving experience or be 21 years old. I started driving a bus for MCPS on my 21st birthday!

What was your pathway to your current position?

After becoming a bus operator, I held a variety of positions in the Department of Transportation. In between bus runs, I would always come into the office and ask if anyone needed help. I knew in order to grow personally and professionally, I needed to prove that I had all types of skills and learn what was going on in MCPS. Eventually, I became an office assistant I and II in the depot (this was before routing was computerized). I typed all of the bus routes! This experience led me into routing as an assistant senior router, and then I was promoted to transportation router specialist. I have never forgotten where I came from! I would not be the operations manager I am today if I couldn't be empathetic to what bus operators have to deal with every day. I know how hard the job is, but I also know how rewarding it is to connect with kids every day.

Why did you choose MCPS as an employer?

I knew MCPS was a great place to work, and it offered great benefits. But, honestly, I always

loved my bus drivers. I can remember getting on a bus and telling the driver, “I’m going to drive a bus one day.” I really thought I would drive a bus forever. I know it’s easy

to say, but in MCPS you need to love what you do. Employees don’t need to stay in a job they don’t love because there are so many ways to move up. If you are positive, work hard, and are productive, MCPS is a great place to grow!



How do you encourage employees to build their careers in MCPS?

First, I try to stop by the safety training classes and meet our new drivers. I want to encourage them to enjoy working with MCPS. I frequently meet with employees who are interested in building their careers in MCPS. I start by telling them my story, suggest they attend training classes, and have honest conversations about how their strengths match up with certain positions in MCPS.

How did you get the nickname “Dubie”?

My dad loved the show, Romper Room. The show had a mascot, Mr. Do-Bee. Mr. Do-Bee was a big bumblebee who came to teach the children manners. He was well-known for always starting his sentence with "Do Bee". Do Bee good boys and girls for your parents.