



UpGrade

Elevate Skills, Develop Minds

Computer Science Education Initiative

To promote broader computer science education in the state, the New Hampshire Department of Education (NHED) has created two programs to increase the number of computer science (CS) certified teachers, with the goal of preparing more students for employment in the field. UpGrade will launch for the 2024-2025 school year.

UpGrade for Tech Leaders offers a bonus stipend to industry professionals who hold eligible industry recognized credentials (IRCs) when they become certified New Hampshire computer science teachers.

UpGrade for Educators will reimburse current certified NH teachers for computer science credentials earned.

NH certified teachers can begin pursuing professional development opportunities and certificates **after July 1, 2024**.

New teachers working in a computer science assignment can apply for the stipend at the conclusion of the 2024-2025 school year or June 30, 2024.

Reimbursement payment will be provided and conducted through a third-party vendor, FACTS Education Solutions, procured by NHED, that will verify eligibility for reimbursement. Current pay stub or verification from current employer will be required. Completion of a W-9 will be required from all applicants for reimbursement. Additional documentation required depending on program selection. Please refer to the upgrade FAQ's for additional information.

If you have questions, please contact UpGrade@doe.nh.gov

Upgrade for Tech Leaders

If you are a working professional in computer science, cybersecurity, software engineering, or related fields, and you hold a certain Industry Recognized Credential (IRC), you can get up to a \$10,000 bonus for becoming a certified NH computer science teacher.

Through the **Upgrade for Tech Leaders** program, professionals with eligible IRCs can receive the NH Computer Science Educator endorsement and are qualified to teach computer science classes in NH public schools. At the end of year 1, the teacher will receive a \$5,000 bonus stipend, and then an additional \$2,500 after year 2 and \$2,500 after year 3.

To be eligible for the Upgrade for Tech Leaders program, an individual must:

1. Hold an eligible IRC with certification in current and in good standing with the accrediting body. Please refer to the NHED *Upgrade for Tech Leaders IRC List* for a listing of qualifying IRCs.
2. Have a Bachelor's degree.
3. Qualify to teach computer science courses in a NH public school serving K-12 students by seeking out a NH State Board of Education issued teaching credential, or an Intern Authorization with a Site-Based Learning plan filed and approved with the NH Department of Education, Bureau of Credentialing.

Industry professionals with eligible IRCs (that will take the place of 15 college level courses in the area of computer science can) be granted a Statement of Eligibility (SOE) in computer science, valid for up to 3 years. They will be qualified to be hired to open computer science educator positions at schools in NH.

Newly qualified teachers in this pathway must complete a Site-Based Licensing Plan within those three years to become fully licensed. Please refer to the [Site-Based Licensing Plan \(SBLP\) Overview](#) page for more information on the process of applying for and completing an SBLP.

4. Complete a criminal background check.
5. Newly qualified professionals with an SOE will need to work with local school districts to find openings in their computer science programs, get a mentor, and complete their SBLP. More information about the process to complete a [Site-Based Licensing Plan \(SBLP\)](#) can be found on the NHED [Credentialing Help Desk Knowledge Base](#).

To obtain the stipend, an applicant must submit the following documentation via an application [here](#):

- Proof of attaining the IRC
- A copy of the Intern Authorization including proof that a Beginning of Plan has been approved by the Bureau of Credentialing
- SBLP Progress report for the preceding year
- Documentation from school or district demonstrating completion of 1 year of full-time teaching experience in computer science. (Partial years are not eligible and will not be prorated)
- Submit all documentation no later than July 31 of each year.

Upgrade for Educators

If you are a current licensed NH teacher, you can be reimbursed for the cost of eligible computer science certifications and receive a bonus stipend.

The New Hampshire Department of Education (NHED) is offering reimbursements to eligible teachers for successfully acquiring industry recognized credentials (IRCs) in computer science. NHED will reimburse the cost of any exams or licensure costs for qualified certifications, not to exceed a combined total of \$2,000. In addition, teachers will receive a bonus stipend for each certification acquired, not to exceed a combined total of \$750.

To be eligible for the Upgrade for Educators reimbursement, a teacher must:

1. Possess a NH teacher's license, current and in good standing.
2. Acquire an eligible computer science credential. Successful demonstration of skill or passing any examinations required to attain the credential, as required by the specific IRC. Credentials in cybersecurity, artificial intelligence, robotics/mechatronics, and statistical analysis programming are highly encouraged.
3. Be employed by a NH public, public chartered, or non-public school serving K-12 students.

To obtain the stipend, an applicant must then submit to Upgrade@doe.nh.gov

Proof of attaining the credential after July 1, 2024, including, but not limited to:

- Official certificate
- Digital badge
- Successful examination grade or skill demonstration, as applicable

Multiple certifications may be submitted for reimbursement; combined total reimbursement shall not exceed \$2,000. Stipends vary by certification; please refer to the NHED *Upgrade for Educators IRC List* for the listing of reimbursable professional development IRCs and certificate courses.