



PENN FOSTER CAREER SCHOOL

Student Catalog



Academic Year — 2022

TABLE OF CONTENTS

A Message from the Chief Executive Officer.....	2
Mission Statement and Institutional Goals.....	3
Getting Started is Easy.....	4
Contacting Penn Foster	6
Academic Policies.....	8
Frequently Asked Questions	18
Study Tips and Taking Your Exams.....	19
Submitting Your Exams	20
Exam Results	21
Graduation.....	22
On the Road to Success	23
Programs.....	25
Ownership, Governance, and Administration	34

"GI Bill®" is a registered trademark of the U.S. Department of Veterans Affairs (VA). More information about education benefits offered by VA is available at the official U.S. government website at www.benefits.va.gov/gibill.

Welcome to Penn Foster Career School...



Dear Future Penn Foster Career School Graduate,

Congratulations on your decision to pursue a Career Diploma/Certificate from Penn Foster Career School. You have taken an important first step toward success, and I am proud to welcome you to our student body.

This Student Catalog features general information about your Penn Foster experience, from how to contact us to details on achieving your goal of a Career Diploma/Certificate. (*Information about how to get started begins on page 4.*)

The Penn Foster Career School administrative office is located in Scranton, Pennsylvania. If you have any concerns or questions, feel free to contact us via our website www.pennfoster.edu or call us, anytime. We're here to help you make the most of your distance learning experience.

I wish you the best of luck with your studies, and look forward to awarding you your Career Diploma/Certificate!

Best Wishes!

A handwritten signature in black ink that reads "William Okun". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

William Okun

Chief Executive Officer

MISSION STATEMENT AND INSTITUTIONAL GOALS

MISSION STATEMENT

Penn Foster's mission is to enhance the lives of our students and clients through the acquisition of knowledge, skills, and credentials that will allow them to achieve their goals by advancing in their chosen field, starting a new career, or pursuing lifelong learning.

PENN FOSTER INSTITUTIONAL GOALS

- Provide educational programs that enable self-motivated, independent learners to acquire core competencies in their chosen technical and professional fields
- Employ contemporary learning strategies based on academic standards of good practice in distance education
- Develop and maintain systems that optimize student opportunities for broadly participative, interactive learning
- Establish and communicate high standards of academic performance for students and the institution
- Assess student learning and institutional effectiveness systematically in order to improve student performance
- Provide an extensive suite of student support services based on student needs and interests
- Conduct fiscally responsible planning that balances the institution's commitment to academic excellence with its concern for profitable financial performance

The mission is supported by an admissions policy that allows students with appropriate prior education to enroll in programs without regard to race, religion, gender, age,* color, national origin, or physical disability.

The school regularly assesses fulfillment of its mission and achievement of its institutional goals through ongoing studies of student learning, measurement of student satisfaction, and evaluation of career outcomes of graduates.

* Prospective students must meet the minimum age requirements for enrollment into a Penn Foster Career School program.

GETTING STARTED IS EASY

You've already taken the most important step toward success — making the decision to enroll. Now you are ready to begin your Penn Foster Career School program.

Getting started takes only a few minutes. First, let's look at what you receive in your online materials. These materials are available at your "My Courses" page on our website:

Your Student Catalog

Special information on the Penn Foster experience.

Program Outline

The information you will learn in your program and the order in which you will learn it.

Your Lesson Materials

All you need to get started

A Special Offer for You

Earn \$50 cash for every student you recommend to us!
(Up to \$100/year).

Online Exam Instructions

Details on submitting your exams online.

If you have not chosen our convenient, automatic payment method, your coupon book will be mailed separately. Also, if you need to contact us in regard to your program, please go to www.pennfoster.edu or call Penn Foster at [1.888.427.1000](tel:18884271000). Otherwise, it's time to move on — read the next page and you're ready to begin.

Follow the four simple steps below and you will be on your way!



YOUR STUDENT ID CARD

It's part of the Welcome Letter you receive in the mail. You'll find your student number on your ID card, which you need to have available whenever you contact Penn Foster.



REFER TO YOUR PROGRAM OUTLINE

Your Program Outline lists all of your lessons and the order in which you should study them. Look on your Program Outline to determine which of your lessons is Lesson 1.



READ LESSON 1 THOROUGHLY

You'll find Lesson 1 on your student portal. Make sure to use the self-checks in your lessons to help you prepare for your first exam. If you have any questions about your lessons, call or email your instructors or visit www.pennfoster.edu your resource for answers to any question you might have.



TAKE YOUR FIRST EXAM

When you feel prepared, your first exam will be available for you online. Click on the button next to the lesson. Once you have completed the exam, click on the **“Submit”** button.

That's all there is to it.

The rest of this book contains useful information on contacting Penn Foster, taking exams, and answers to other questions you might have. You should review the information to gain the most from your Penn Foster experience.

CONTACTING PENN FOSTER

At Penn Foster, your success is important to us. That's why we've made it easy for you to contact us whenever you have questions or problems.



On the Web

Visit www.pennfoster.edu for easy access to your student records, exams, assistance, and more. Take advantage of the comprehensive Questions and Answers section, compiled from years of student service excellence. The Penn Foster student website is your one-stop solution to any questions you might have. (See page 7 for details.)

Visit our **Student Community** to connect with classmates from all programs. Learn from one other—share stories, offer advice, and connect with peers in the **Social Forums** to make the most out of your Penn Foster experience!

Looking to discuss coursework or find students to form a study group? Checkout our **Academic Groups** and connect with your instructors and students in your program.

Have questions? The community has multiple **Help Areas** where you can browse for solutions or post questions for quick answers from Student Services reps, instructors, and students.



Over the Phone

If you have a question that we can't address through the website or email, you can contact our toll-free Student Support Line, [1.888.427.1000](tel:18884271000).

PENN FOSTER CAREER SCHOOL

On The Web

The Penn Foster website features information on the school and details on every program we offer, as well as links to other educational resources. From our website, you can view your student record, take exams, email your instructor, and more. Visit our site at www.pennfoster.edu.

Get your education quickly and conveniently through the ease of online learning.

- Ease and convenience at www.pennfoster.edu — with a few clicks of your mouse, you are in control of your education! Surround sound support is only a phone call, live chat, or email away. Self-service options are available 24-hours-a-day! Be sure to visit the enhanced Frequently Asked Questions (FAQs) section for helpful information.
- Access program material, grade and shipment records, and account information, all online. Download study guides to keep as references. Make payments the easy way or quickly access tuition information.
- Support from your instructors, and from Student Services, is available via email at your convenience.
- Exams are taken and submitted online.

Penn Foster Career School programs require that students have access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account. Exceptions to these computer requirements are listed with the program description. Please visit www.pennfoster.edu/admissions



ACADEMIC POLICIES

ACCREDITATION & LICENSURE

Penn Foster Career School is accredited for non-degree granting postsecondary diploma programs by the Commission on Secondary Schools of the Middle States Association of Colleges and Schools.

Penn Foster is accredited by the Distance Education Accrediting Commission (DEAC). The DEAC is listed by the U.S. Department of Education as a recognized accrediting agency and is recognized by the Council for Higher Education Accreditation (CHEA).

You can earn Continuing Education Units (CEUs). Penn Foster Career School has been accredited as an Authorized Provider by the International Accreditors for Continuing Education and Training (IACET), 1760 Old Meadow Road, Suite 500, McLean, VA 22102. In obtaining this approval, Penn Foster Career School has demonstrated that it complies with the ANSI/IACET Standards which are widely recognized as standards of good practice internationally. As a result of their Authorized Provider membership status, Penn Foster Career School is authorized to offer IACET CEUs for its programs that qualify under the ANSI/IACET Standards.

ADMISSIONS POLICY

Penn Foster Career School enrolls all students without regard to race, religion, gender, age, color, national origin, or physical disability. Prospective students must meet the minimum age requirement for enrollment into a Penn Foster Career School program. Certain career diploma programs and online certificate programs require that students have a High School Diploma before they can enroll. Please visit our [admissions requirements page](#) on the Penn Foster website for program-specific age and education requirements.

Penn Foster Career School programs require that students have access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account. Exceptions to these computer requirements are listed with the program description and can be viewed [here](#).

CANCELLATION POLICY (CAREER DIPLOMAS PROGRAMS ONLY)

You can terminate your enrollment via telephone, email or first class mail to the address or number listed in the "contact us" section of Penn Foster's student portal. If you cancel or withdraw from the Program, you will receive a tuition refund, as follows:

1. If you withdraw within six days after midnight of the day you enroll, you will receive a refund of all monies paid to Penn Foster;
2. If you withdraw more than six days after enrolling but before submitting a completed Program assignment, you will receive a refund of all monies paid to Penn Foster less the registration fee (the "Non-Refundable Registration Fee");
3. If you withdraw after completing at least one Program assignment but less than 50% of the Program assignments, then Penn Foster will retain the Non-Refundable Registration Fee and you will remain responsible for paying Penn Foster for the following:

- a). 10% of the tuition if you withdraw after having completed up to and including 10% of the Program assignments;
- b). 25% of the tuition if you withdraw after having completed more than 10% and up to and including 25% of the Program assignments; and
- c). 50% of the tuition if you withdraw after having completed more than 25% and up to and including 50% of the Program assignments.

The percentage of the program completed shall be determined by comparing the number of completed lessons received for services by the school to the total number of lessons in the program.

4. You are responsible for paying and Penn Foster shall be entitled to receive the entire Program Tuition and the Non-Refundable Registration Fee if you cancel after completing more than 50% of the Program assignments.

All refunds will be issued within 30 days of Penn Foster's receipt of your notice of cancellation. For refund examples go to www.pennfoster.edu/admissions/refund-policy.

CANCELLATION POLICY (CAREER CERTIFICATE PROGRAMS ONLY)

You can cancel your enrollment via telephone, email or first class mail to the address or number listed in the "contact us" section of Penn Foster's student portal. If you cancel or withdraw from the Program, you will receive a tuition refund, as follows:

1. If you cancel within six days after midnight of the day you enroll, you will receive a refund of all monies paid to Penn Foster;
2. If you cancel more than six days after enrolling but before submitting a completed Program assignment, you will receive a refund of all monies paid to Penn Foster less the registration fee (the "Non-Refundable Registration Fee");
3. If you cancel after completing at least one Program assignment but less than 50% of the Program assignments, then Penn Foster will retain the Non-Refundable Registration Fee and you will remain responsible for paying Penn Foster for the following:
 - a). 10% of the tuition if you cancel after having completed up to and including 10% of the Program assignments;
 - b). 25% of the tuition if you cancel after having completed more than 10% and up to and including 25% of the Program assignments; and
 - c). 50% of the tuition if you cancel after having completed more than 25% and up to and including 50% of the Program assignments.
4. You are responsible for paying and Penn Foster shall be entitled to receive the entire Program Tuition and the Non-Refundable Registration Fee if you cancel after completing more than 50% of the Program assignments.

All refunds will be issued within 30 days of Penn Foster's receipt of your notice of cancellation. For refund examples go to www.pennfoster.edu/admissions/refund-policy.

PENN FOSTER ACADEMIC INTEGRITY POLICY

STUDENT IDENTITY VERIFICATION

All new students are provided with a unique student number. This student number should not be shared with anyone else. In order to gain entry into the online learning management system and access study materials, students need to enter their student number and a unique password that restricts anyone else from accessing their student record. Sharing student numbers or passwords with any other individual is in violation of the honor code and can lead to disciplinary action. Students will also need to provide a government issued photo ID during the proctored exam process to verify their identity.

STUDENT CODE OF CONDUCT

Penn Foster has adopted a Student Code of Conduct to protect the rights of students, faculty, staff, and Penn Foster itself. This code ensures that student and faculty/staff interactions are characterized by mutual respect and civility. All Penn Foster students are required to abide by all standards and policies established by the school in their academic work and their personal conduct.

Students should

1. Treat fellow students, faculty, and staff with courtesy, respect, and dignity and behave in a manner that reflects the integrity of the school.
2. Comply with directions of Penn Foster officials acting in the performance of their duties.
3. Accept responsibility for the consequences of their actions.
4. Abide by all published policies including, but not limited to, those that appear in Penn Foster catalogs, study materials, and enrollment agreements.

5. Never misrepresent the school or its staff in any online social communities.
6. Observe all rules on submitting work and taking examinations and will never turn in work that is not their own nor present another person's ideas as their own.
7. Never ask for, receive, or give unauthorized help on graded assignments, quizzes, projects or examinations via any method including email or the internet.

The Student Code of Conduct, as well as the preceding guidelines, applies to all Penn Foster students. An official of Penn Foster may, at his/her discretion, take disciplinary action up to and including dismissal from the school for failure to comply with any aspect of the Student Code of Conduct.

ACADEMIC DISHONESTY

Cheating can be defined as any inappropriate collaborative activity in which the work submitted to the school does not represent the work of the enrolled student. This would include submission of someone else's work, submission of answers obtained through inappropriate measures, or providing answers to another student. If cheating is suspected, the student will be notified and required to respond in writing to the charges made. The response will go before the Academic Review Board for a decision on the student's enrollment. Disciplinary action can be applied up to and including termination of the student's enrollment. Any inappropriate behavior on the part of a student or proctor in the final exam process will result in an invalid exam, which must be repeated as a make-up test.

ACADEMIC REVIEW BOARD (ARB) PROCESS

The Academic Review Board (ARB) is tasked with reviewing student academic records and conduct to determine appropriate action in cases where the student has displayed poor academic performance and/or when a student has violated policies regarding Academic Integrity or Student Code of Conduct policies. The ARB has the full range of disciplinary decision authority up to and including cancellation/dismissal.

This is a standing committee, meeting as needed.

1. The ARB Request is submitted by a faculty member and forwarded to the ARB Chair. Other appropriate documentation/ verification of intervention measures, etc., should also be attached for review.
2. Each member reviews the student's record and indicates his/her decision recommending cancellation or retention.
3. A majority of the board members must agree to cancel the student.
4. If the ARB opts for cancellation, the ARB Chair will email an ARB cancellation letter, with appeal options included, to the student.
5. A warning letter will be emailed to the student in certain situations.
6. Decisions regarding financial liability are made by the Director, the Regulatory member, and Student Services Escalation Specialist. Financial resolution is generally a flat cancel; these decisions are made on a case-by-case basis.
7. The student has a period of 10 days from cancellation in which he or she can appeal the decision.
8. The student can appeal against the ARB's final decision on the student appeal through the grievance process outlined in the appropriate student handbook.

PLAGIARISM

Plagiarism is another form of unethical behavior. Plagiarism is dishonestly using another person's ideas or finished work as your own without giving credit for the source. It includes copying or paraphrasing something and using it as if you had done the work yourself. Any act of plagiarism will not be tolerated from students at Penn Foster. Students who submit plagiarized work will be disciplined. Possible measures may include expulsion. The best way to avoid plagiarism is to do your own work

ONLINE BEHAVIOR

Penn Foster expects students to behave properly and use good judgment when communicating online with the school. Illegal or improper use of the Web within the school's environment will not be permitted and may result in disciplinary action.

PROGRAM MATERIAL COPYRIGHT NOTICE

Penn Foster or its vendors hold all ownership rights in the Program materials. Students are strictly prohibited from copying and/or providing to any third party all or any part of the Program materials that Penn Foster provides to students without Penn Foster's written consent. If a student violates this prohibition, they may be subject to criminal and civil penalties and fines, as well as disciplinary action up to and including expulsion from the Program.

DISCIPLINARY ACTION

Any inappropriate behavior can result in several forms of disciplinary action. This would include anything from awarding a "1" grade on an exam to termination. Faculty members will report inappropriate behavior by students; this will be forwarded to the Academic Review Board for action and a final decision.

CUSTOMER'S ACKNOWLEDGEMENT OF RECEIPT

Customer acknowledges receipt of the above Penn Foster Academic Integrity Policy:

Customer Name: _____

By: _____

Printed Name: _____

Title: _____

Date: _____

The services and materials to be provided to Customer are subject to the Penn Foster Master Services Agreement. All terms shall have the same definition as set forth in the Master Service Agreement between the Parties.

STUDENT GRIEVANCES

STUDENT GRIEVANCE POLICY

Most student complaints can be handled at first point of contact with the school. Student complaints are addressed using the policies and provisions of the enrollment agreement, student catalog, and academic requirements of the school. Students who have a complaint should contact their instructor regarding academic issues or a student service supervisor regarding servicing issues. The instructor or student service supervisor will provide a verbal or written response depending on the student's preferred choice of communication. If the student believes that the complaint has not been properly handled at that point, the student should use the following procedure to register a grievance.

STEPS IN GRIEVANCE PROCEDURE:

1. The student should contact the Academic Team Lead for academic issues or Manager, Student Services either by

phone or in writing expressing his/ her concern within 30 days of receiving a response to the original complaint. The Academic Team Lead or Manager, Student Services will respond either by phone or in writing within two weeks of receiving the complaint.

2. If the student feels that the issue is still unresolved, he/she has 30 days to express continued concerns either by phone or in writing to the Academic Program Director or Director, Student Services. A response will be sent to the student within 2 weeks.
3. If the student still believes the grievance is unresolved, he/she may complete the school's grievance form within 30 days from receiving the response from the Vice President of Education and Academic Head of Academic Services. This form can be obtained by contacting Student Service Center. The form can be emailed, faxed, or mailed to the student.

4. All grievance forms will be returned to the Academic Program Director, who will turn them over to the Academic Review Board. The Academic Review Board will meet and render a decision within two weeks of receipt of the grievance form. The decision of the Academic Review Board will be final and will be sent to the student in writing.
5. All grievance forms and final decision notifications will be filed in the office of the Academic Program Director.
6. If the complaint cannot be resolved after exhausting the institution's grievance procedure, the student may file a complaint with the Pennsylvania State Board of Private Licensed Schools, Harrisburg PA, PA Department of Education, 333 Market Street, 12th floor, Harrisburg, PA 17126; phone: 717-783-6788.

<https://www.education.pa.gov/Postsecondary-Adult/CollegeCareer/pls/Pages/default.aspx>

The student may also contact the DEAC at 1101 17th Street NW, Suite 808 Washington, D.C. 20036 and at www.deac.org.

7. If the complaint cannot be resolved after exhausting the institution's grievance procedure, the student also may choose to file a complaint in their state of residence.

Residents of the following states can access information to file a grievance/ complaint as listed below:

Georgia
 Georgia Nonpublic Postsecondary Education Commission 2082 East Exchange Place Suite 220 TUCKER, GA 30084, (770) 414-3300

<https://gnpec.georgia.gov/student-resources>

COMPLAINTS AGAINST FACULTY

If a student has a complaint regarding treatment by a member of the faculty

or suspects a conflict of interest, the student should report this complaint to the Program Director of the Department in which the student is enrolled. If the student has consulted with the appropriate supervisor and still believes that the matter has not been dealt with satisfactorily or equitably, the student should contact the Director of Faculty Affairs. If the complaint is still not resolved, the student must submit a formal written signed complaint to the school's Academic Review Board for further consideration.

GRADE APPEAL

Students who wish to dispute a grade or an answer to a question should contact their instructor. Only an instructor has the authority to change a grade. If the student is not happy with the grade appeal results, he/she should follow the "Student Grievance" procedure listed in this catalog.

EXTENSIONS

Depending on the program, students are given a certain amount of time to complete all the lesson assignments. Students may request a six-month paid extension. Students who do not complete the program within the required time may need to re-enroll in the program that is current at that time. Previous work would be evaluated against the current curriculum to determine which courses or lessons could be transferred into the new enrollment.

STUDENT ORIENTATION

All new students enrolled at Penn Foster Career School must complete an orientation at the beginning of their program. This orientation introduces students to the particular field of study and orients them to the process of distance learning and how it is conducted with Penn Foster Career School.

ONLINE LIBRARY

Students at Penn Foster Career School will have access to an online library for

use during their studies with the school. Students can use this library to do the required research in the courses they complete or can use it for general reference and links to valuable resources. The library contains helpful research assistance, articles, databases, books, web links, and email access to a librarian. Students can access the library from their home page.

LIBRARIAN

questions on general research related topics via email and assist students in research activities during their studies with Penn Foster Career School.

FAMILY EDUCATIONAL RIGHTS AND PRIVACY ACT (FERPA)

The Family Educational Rights and Privacy Act (FERPA) provides you with certain privacy rights with respect to student records if (A) you are over the age of 18 or enrolled in a post-secondary program, and (B) you are a parent or legal guardian of a student who is under the age of 18 and not enrolled in a post-secondary program. These rights include:

1. The right to inspect and review your or the minor student's education records within 45 days after Penn Foster receives a written request from you for such access.
2. The right to request an amendment to your or the minor student's education records if you believe something is inaccurate, misleading, or otherwise in violation of your or the minor student's privacy rights; this does not give you any rights to have your or the minor student's grades changed or similar changes made to the record of your or the minor student's academic performance. You need to provide us with a written request for the change and an explanation for why you think it should be made. If we agree, we will make the correction; if we disagree, we will communicate further with you as to the issue.
3. The right to provide written consent before we disclose personally identifiable information (PII) from your or the minor

student's education records, except (a) with respect to Directory Information (discussed more below), and (b) in certain defined situations where FERPA authorizes disclosure without consent, including disclosures to school officials and regulatory bodies with legitimate educational interests.

4. The right to file a complaint with the Family Compliance Office of the U.S. Department of Education, located at 400 Maryland Avenue, SW, Washington, DC 20202, if you believe Penn Foster has violated your or the minor student's FERPA rights.

For Penn Foster students, Directory Information includes:

- Student name
- Dates of attendance
- Penn Foster program
- Enrollment status (graduate, attending, pending, withdrawn)
- Honors and Awards

Unless you notify Penn Foster in writing that you do NOT want your Directory Information disclosed to anyone without your consent, Penn Foster may disclose these categories of information without your consent. Please send any such "opt out" notice to Penn Foster Student Services at 925 Oak Street, Scranton, PA 18515 or fax it to (570) 961-4888. Your decision to "opt out" will remain in effect unless and until you elect to "opt in." In addition, whether or not you have decided to "opt out," Penn Foster will not disclose any of your Directory Information to any third party during the first two weeks following your enrollment.

If you have any questions about your FERPA rights, you can learn more at the government's helpful website at [FERPA](#).

ACCOMMODATING STUDENTS WITH DISABILITIES

Penn Foster Career School believes in

opportunity for everyone. Therefore, the school strives to meet the needs of all students by providing instructional support and student services which will enable them to reach their maximum potential. The school does not discriminate on the basis of race, color, gender, religion, national origin, age, or physical disability.

Penn Foster Career School complies with Section 504 of the Rehabilitation Act of 1973 and the implementing regulations 34 CFR part 104 (barring discrimination on the basis of disability), and the Americans with Disabilities Act (ADA) of 1990 and the implementing regulations in 29 CFR part 1630 (1991). The school will offer a reasonable accommodation for any qualified student with documented disabilities provided the accommodation does not pose an undue hardship on the school or does not force the school to fundamentally alter the educational course, compromise its academic standards, or place the disabled individual in a better than equal position with nondisabled students. Students must complete the Accommodation Request form which is available on the student portal and submit it along with documented evidence of disability to ADArequest@pennfoster.edu to be eligible for any accommodations. All completed requests for accommodations will be reviewed by the ADA Review Committee within five (5) business days. Students will receive written communication outlining the decision of the committee.

MILITARY BENEFITS

Effective October 31, 2022, Penn Foster is no longer accepting new enrollments from veterans or their dependents who wish to use their GI Bill® or VR&E benefits as payment for their educational program(s). This change also impacts students who planned to re-enter after a withdrawal from school or those who are considering changing their program of study.

Penn Foster participates in the VA program for the U.S. Military for students who enrolled on or before October 31, 2022. Tuition benefits are available under this program to qualified service personnel. A Student

Services Representative is also available to assist with the administrative processing of the benefits requests.

MILITARY GRANT

Penn Foster recognizes those who serve in the military. We have special offers for active duty military, veterans, and their dependents for many Penn Foster programs. Please call 1-800-275-4400 to speak with an Admissions Specialist for more details.

Eligibility Requirements:

- Discharge papers (DD214 – Honorable Discharge)
- VA Certificate of eligibility
- VA Statement of Benefits
- Valid Military ID
- Current military orders

Military Grant Terms and Eligibility:

- All active duty military members, veterans, and their dependents are eligible for a post-enrollment Institutional Grant of 30% of the total enrollment.
- The grant will be applied post-enrollment for students who are able to provide the above documentation at the time of enrollment and will be applied to the account balance.
- Students who do not have the documentation at the time of enrollment or who enroll online will have 60 days to supply the eligibility documents for their grant to be applied.

VETERANS AND ELIGIBLE DEPENDENTS

Satisfactory Academic Progress Policy Standards of Progress:

Learners are expected to successfully complete each lesson in order within a module before moving on to the next. Learners are given a certain number of months, depending on the individual program, to complete their coursework. Learners may progress at their own individual progress to move quickly throughout their programs but are contractually required to complete it within

the timeframe outlined in their enrollment agreement. Learners may request up to two paid extension of six months each. If not completed within that time, students wishing to continue will be reenrolled as a new student, and any coursework that is transferable will be carried over to the new account, and the lesson count and price will be reduced accordingly.

Students must have an overall lesson average of 65% or higher to graduate and receive their diploma and transcripts. Learners who do not demonstrate satisfactory academic progress may be placed on academic advisement, probation, or potentially cancelled from their program.

Academic advisement is defined as three consecutive modules of study within a learner's program in which a student's overall lesson average is below 65%. At such time, the Academic Review Board will be made aware of the student's account, and the account will be placed on academic advisement. Every attempt will be made to outreach to the student in an effort to provide academic support or tutoring. If the student, moving forward, has two additional, consecutive modules below 65%, the Academic Review Board will, with the approval of the Director of Academic Policy, place the student on academic probation. A student can be removed from academic probation by having an overall lesson average of 65% or higher on two consecutive additional modules of study within their program. If, however, the student fails any two additional modules of study, the student will at that time be academically cancelled. The learner will be notified in the mail, and the Refund Policy will be applied.

Transaction Act of 2018. Students electing to use VA benefits under Chapter 33 and Chapter 31 and enrolled by October 31,

2022 must provide a Certificate of Eligibility, a Statement of Benefits, or VA Form 28-1905 along with any other pertinent documents, before having their completed coursework certified for VA reimbursement.

CAREER ASSISTANCE

Penn Foster offers many resources to current students and alumni to help with career planning and job search efforts. Career Cruising, a self-service employment tool is available to students and alumni and provides various resources on employability, including school/job exploration, employment recommendations, career portfolio development, resume-building, nationwide job search engine, tips and advice on improving job search success, and interview tips. Students and alumni can access Career Cruising through the student portal. Penn Foster's Career Coaches work with students and alumni to assist with career exploration, resume review and revision, social media presence, and mock interviews. The Learning Resource Center, which is located in the library, includes guides for career planning, instructions for writing a winning resume, tips and advice to succeed at a job interview and how to follow-up after the interview, and information on negotiating and understanding compensation levels and offers. Penn Foster also maintains a job board site where students and graduates are encouraged to search through jobs that are posted directly by employers.

Job placement is not guaranteed to graduates, upon program completion.

CAREER SERVICES

Upon completing your career training, Penn Foster Career School also offers access to Alumni Career Services which are designed to help you find employment in your chosen field.

Career Services include:

- Resume Preparation
- Job Searches
- Help with Submitting Resumes
- Cover Letter Design
- Interview preparation, & much more.

SCHOOL CALENDAR

Penn Foster Career School operates 12 months of the year. The school is closed for 8 holidays during the year. The holidays usually include New Year’s Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the day after Thanksgiving, Christmas Eve, and Christmas Day. The other days may vary. The school’s phones will have a “closed” message on these holidays.

The Student Service Center and the instructors are available Monday through Friday from 9:00 a.m. to 6:00 p.m. E.T.

TRANSFER CREDIT POLICY

Penn Foster Career School does not evaluate or award credit for experiential learning or prior work completed at another institution for a majority of the career programs offered.



FREQUENTLY ASKED QUESTIONS

Q. Where can I find my student number?

A. The number is on your Student ID Card which you received with your Welcome Letter.

Q. How do I submit exams?

A. Exams are submitted via the website www.pennfoster.edu. You can complete your exams and receive feedback at this site.

Q. What if I change my address?

A. The easiest way to change your address is to log on to www.pennfoster.edu. Click "Update My Profile". Make the necessary changes & submit.

Q. How do I make payments?

A. If mailing in your payment, please submit payment along with the appropriate coupon from your payment book to:

**Penn Foster Career School
925 Oak Street
Scranton, PA 18515-0001**

Please be sure to include your student number on all payment materials. Allow one week for your account to be updated.

Q. How long will it take me to complete my program and receive my Career Diploma?

A. Completion times vary, depending on the program in which you are enrolled. Many Penn Foster programs can be completed in a year or less.* (If it seems you will need to take longer than the time allotted to complete your program, you may contact Penn Foster and request an extension.) Your Enrollment Agreement specified the completion time for your program.

*** Students enrolled in the Telecommunications Program are allowed three years to complete their program.**

Q. Are there any additional fees?

A. The following fees are charged, if applicable: additional six-month extension fee of \$125.00 (subject to change); administrative fee of \$60.00; change of program fee of \$50.00. Registration fees vary by program. Your Enrollment Agreement lists the fee.

Q. What is your cancellation policy?

A. The cancellation policy is provided in detail on page 7 and on the Enrollment Agreement you signed. A copy of your Enrollment Agreement will be returned to you after your application is approved.

Q. Can I earn credit for previous coursework completed?

A. In most programs, Penn Foster does not evaluate life-work experience or

previous work taken at another school for transfer credit into a vocational program.

Penn Foster will evaluate previous training and consider granting credit for students using the GI Bill®. If transfer credit is applied, the program will be shortened, and the balance will be reduced accordingly.

Q. Is Penn Foster Career School accredited?

A. Yes. Penn Foster Career School is accredited for non-degree granting postsecondary diploma programs by the Commission on Secondary Schools of the Middle States Association of Colleges and Schools. Penn Foster Career School is also accredited by the Distance Education Accrediting Commission (DEAC), which is recognized by the U.S. Department of Education (USDE) and the Council for Higher Education Accreditation (CHEA). Penn Foster Career School is licensed by the Pennsylvania State Board of Private Licensed Schools. Penn Foster Career School is authorized by Georgia Nonpublic Postsecondary Education Commission to operate in Georgia.

You can earn Continuing Education Units (CEUs). Penn Foster Career School has been accredited as an Authorized Provider by the International Accreditors for Continuing Education and Training (IACET), 1760 Old Meadow Road, Suite 500, McLean, VA 22102. In obtaining this approval, Penn Foster Career School has demonstrated that it complies with the ANSI/IACET Standards which are widely recognized as standards of good practice internationally. As a result of their Authorized Provider membership status, Penn Foster Career School is authorized to offer IACET CEUs for its programs that qualify under the ANSI/IACET Standards. Penn Foster Career School is authorized by the Georgia Nonpublic Postsecondary Education Commission to operate in Georgia.

Q. Will work completed at Penn Foster Career School transfer to another school?

A. Work completed in Penn Foster Career School programs may not transfer to other learning institutions. Students planning to continue their education with another school after earning a diploma from Penn Foster Career School should check with that school regarding transfer policies.

Earned credits and hours are units of measure and are not necessarily an indicator of transferability to another institution. The receiving institution, rather than the providing institution, determines whether to accept earned credits and hours for transfer.

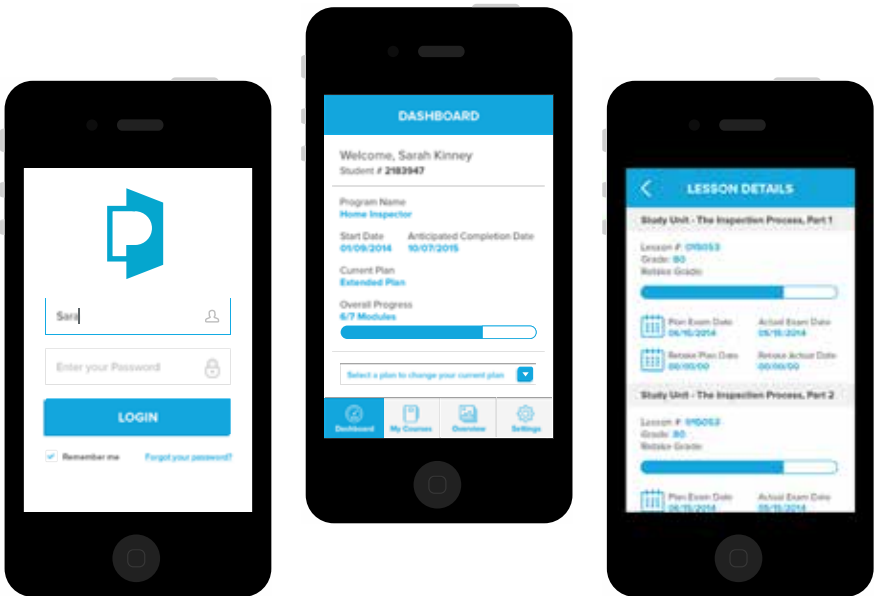
STUDY TIPS AND TAKING YOUR EXAMS

When you complete a lesson, you must also complete and submit an exam using the Penn Foster online exam system. A lesson can be the content of one study unit or a reading assignment in a study guide. Most exams consist of multiple-choice questions. Lessons also feature helpful self-checks you can use to determine how well you understand the new concepts you have learned. Future lessons become available online when you submit exams, so avoid delays in your studies by submitting exams promptly.

TAKE ADVANTAGE OF THE STUDY PLANNER

The Penn Foster Study Planner will help you stay organized and on track with your studies. Use it to create a customized study plan so you can finish your program when you want to, sync your study times to your calendars, track your progress, and set alerts for when your next exam is due. Use the Study Planner to set a study plan that works with your schedule and stick to it to reach your graduation goal!

You can find your Study Planner on your Student Portal, or you can download the app from the *iOS*, *Google Play*, or *Amazon Appstore*.



SUGGESTIONS FOR MORE EFFECTIVE STUDYING

- Set up a special place in your home to do your studying and keep all your materials there, within easy reach.
- Schedule your study time. Make sure it doesn't conflict with other important activities.
- Frequent, brief study sessions are more effective than long, "cramming" marathons.
- Make sure to do all the self-check quizzes in the lesson.

TIPS ON COMPLETING YOUR EXAMS

When it comes time to take your exam, make sure you follow the directions carefully. If you don't understand what you are supposed to do, don't hesitate to call Penn Foster and ask for help.

SUBMITTING YOUR EXAMS

You must submit all exams online using the Penn Foster exam system that you access from your student portal.

To access an exam, click on **Take an Exam** next to the appropriate lesson title. If the exam involves an essay or a writing assignment, you'll be asked to attach a file of the assignment to submit it to the school.

Read each question carefully before you choose your answer. If you're unsure of an answer, you can mark the question for review by clicking a button at the bottom of the question. Before you submit the exam, you'll be able to see a summary of all of your answers and make changes if you so desire.

EXAM RESULTS

Students must access the Penn Foster student portal to get evaluations as well as receive feedback. The evaluations will tell students which answers (if any) were incorrect. If students have a question or problem with the exam evaluation, they should contact the school immediately.

Multiple Choice Exam Retake Policies

Exams Taken between May 21, 2013 and December 14, 2016	Students may retake the exam whether their score was passing or failing on the first attempt. The retake must be submitted within 30 days of the initial submission, or the first attempt will become the final grade. Students earn the higher of the two grades.
Exams taken between December 15, 2016 and October 18, 2017	Students earning a passing score on the first attempt are not eligible for a retake. If the first attempt score is failing (below 65%), students have the option to retake the exam.* (See below). The highest score a student can earn on a retake exam is 65%. If a student scores below 65% on the retake exam, the student will earn the higher of the two scores.* (See below).
Exams taken starting October 19, 2017	Students are given two chances to pass each exam. An exam may be retaken as soon as the first attempt has been graded; there is no waiting period. Regardless of whether the first attempt resulted in a passing or failing grade, students are given one opportunity to retake the exam and earn the higher of the two scores. This policy is effective for all open exams on a student's record as of October 19, 2017.

Students are presented with a new exam for the retake and must submit the ENTIRE retake online. The retake must be submitted within 30 days of the initial submission, or the first attempt will become the final grade.

For all other exams (subjective, non-multiple choice exams), retakes are required for a failed first attempt, and not offered if the exam was passed. The highest score a student can earn on a retake exam is 65%. The retake grade becomes the final grade. Each program may contain one or more practical exercises, projects, or externships that must be successfully completed in order to meet the requirements for graduation. Some of these may be graded on a pass/fail basis.

Previous exam policies will cease as of October 19, 2017, and the above policies will apply to all exams submitted on and after this date.

EXPECTATION

All Penn Foster students are expected to conduct themselves with the highest academic and ethical standards. Failure to do so will result in disciplinary action. Students who do not achieve passing grades may be subject to academic probation or dismissal. Re-enrollment in a program is not allowed if the student was enrolled in the same program and was academically failed. Re-enrollment in another program will require review of previous coursework to determine eligibility.

THE PENN FOSTER CAREER SCHOOL GRADING SYSTEM:

Exams and projects will be graded on the following scale:

Lesson Grade (Percentage)	Letter Equivalent	Rating
92-100	A	Excellent
81-91	B	Good
75-80	C	Average
70-74	D	Passing
Below 70	F	Failing

(Effective to April 30, 2012)

An overall course grade of 70%, or above, in each subject is required to graduate.

Lesson Grade (Percentage)	Letter Equivalent	Rating
90-100	A	Excellent
80-89	B	Good
70-79	C	Average
65-69	D	Passing
Below 65	F	Failing

(Effective May 1, 2012)

An overall course grade of 65%, or above, in each subject is required to graduate.

“An investment in knowledge pays the best interest.”

- Benjamin Franklin

GRADUATION

When you have successfully completed your program and your account is paid in full, you will achieve your goal — a Career Diploma/Certificate. To be awarded your Diploma/Certificate and earn associated continuing education units (CEUs), you must have:

- **Passed all program requirements.**
- **Achieved an overall program average of 65% (70% prior to May 1, 2012), or above.**
- **Met all your financial obligations.***
** All payments must be clear before Diploma/Certificate will be issued*

TRANSCRIPTS

Copies of your official Penn Foster Career School transcript are available in your student portal. If you request your official transcript prior to graduation, it will only be released if certain financial criteria is met. Navigate to the “Forms & Resources” menu, and click the “Official Transcript Request” button to access the Parchment Ordering Service, where you can order digital and/or paper copies of your transcript. Transcripts may be sent directly to you or to someone else (e.g. an employer or another school). You will need to have available the email or physical address where the transcript will be sent to complete the order. It is a \$15.00 fee for all transcript orders.



On the road to success...

You have started on a journey toward a better future — a future that brings more money, security, and greater career satisfaction. All of us at Penn Foster Career School will do everything we can to make that journey a rewarding one. But there may be times when you find it hard going...maybe your job or family is demanding more of your time, or completing your program seems too far out of reach. If you start to feel that way, just remember these important facts:

- A good way to stay motivated is to remember why you enrolled. You have a dream of building a better life for yourself, and you have already shown you have the dedication. Don't let anything stop you from achieving your goals.
- Anytime you have a problem with something in your lessons or a question about your Penn Foster experience, contact the school. Every student is important to us — and we want to see you achieve success. You can always turn to your instructor or our helpful Student Services staff for help.
- Set up your Study Planner, and stick to your study schedule as much as you can — but it's okay to give yourself a day off now and then, too. Holidays, special occasions, or just a day to “recharge your batteries...” but don't take too many, because you want to keep moving toward graduation.
- Most of all, take pride in what you are accomplishing. So many people never try to make their dreams come true — just by enrolling, you have shown you are someone who sets goals and works to achieve them. You have much to be proud of.

GOOD LUCK from all of us at
Penn Foster Career School!

The State of California established the Student Tuition Recovery Fund (STRF) to relieve or mitigate economic loss suffered by a student in an educational program at a qualifying institution, who is or was a California resident while enrolled, or was enrolled in a residency program, if the student enrolled in the institution, prepaid tuition, and suffered an economic loss. Unless relieved of the obligation to do so, you must pay the state-imposed assessment for the Fund STRF, or it must be paid on your behalf, if you are a student in an educational program, who is a California resident, or are enrolled in a residency program, and prepay all or part of your tuition.

You are not eligible for protection from the STRF and you are not required to pay the STRF assessment if you are not a California resident, or are not enrolled in a residency program.”

“It is important that you keep copies of your enrollment agreement, financial aid documents, receipts, or any other information that documents the amount paid to the school. Questions regarding the STRF may be directed to the Bureau for Private Postsecondary Education, 1747 N. Market Blvd, Suite 225, Sacramento, CA 95834, [\(916\) 574-8900](tel:9165748900) or [\(888\) 370-7589](tel:8883707589).

To be eligible for STRF, you must be a California resident or enrolled in a residency program, prepaid tuition, paid or deemed to have paid the STRF assessment, and suffered an economic loss as a result of any of the following:

1. The institution, a location of the institution, or an educational program offered by the institution was closed or discontinued, and you did not choose to participate in a teach-out plan approved by the Bureau or did not complete a chosen teach-out plan approved by the Bureau.

2. You were enrolled at an institution or a location of the institution within the 120 day period before the closure of the institution or location of the institution, or were enrolled in an educational program within the 120 day period before the program was discontinued.

3. You were enrolled at an institution or a location of the institution more than 120 days before the closure of the institution or location of the institution, in an educational program offered by the institution as to which the Bureau determined there was a significant decline in the quality or value of the program more than 120 days before closure.

4. The institution has been ordered to pay a refund by the Bureau but has failed to do so.

5. The institution has failed to pay or reimburse loan proceeds under a federal student loan program as required by law, or has failed to pay or reimburse proceeds received by the institution in excess of tuition and other costs.

6. You have been awarded restitution, a refund, or other monetary award by an arbitrator or court, based on a violation of this chapter by an institution or representative of an institution, but have been unable to collect the award from the institution.

7. You sought legal counsel that resulted in the cancellation of one or more of your student loans and have an invoice for services rendered and evidence of the cancellation of the student loan or loans. To qualify for STRF reimbursement, the application must be received within four (4) years from the date of the action or event that made the student eligible for recovery from STRF.

A student whose loan is revived by a loan holder or debt collector after a period of

noncollection may, at any time, file a written application for recovery from STRF for the debt that would have otherwise been eligible for recovery. If it has been more than four (4) years since the action or event that made the student eligible, the student

must have filed a written application for recovery within the original four (4) year period, unless the period has been extended by another act of law. However, no claim can be paid to any student without a social security number or a taxpayer identification number.

PROGRAMS

CAREER DIPLOMAS

Please visit [Penn Foster's admissions requirements page](#) for full admissions requirements and information.

ABC® Certified Wedding Planner

For the program goal and outcomes and the most up-to-date program pricing, please visit [ABC® Certified Wedding Planner page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete your program with Penn Foster.

Administrative Assistant

For the program goal and outcomes and the most up-to-date program pricing, please visit [Administrative Assistant page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows® 10 or later, Microsoft® Office 2019 or Microsoft® 365, and an email account to complete this program with Penn Foster.

Appliance Repair

For the program goal and outcomes and the most up-to-date program pricing, please visit [Appliance Repair page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete your program with Penn Foster.

Auto Repair Technician

For the program goal and outcomes and the most up-to-date program pricing, please visit

[Auto Repair Technician page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete your program with Penn Foster.

Bookkeeping

For the program goal and outcomes and the most up-to-date program pricing, please visit [Bookkeeping page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later, Microsoft® 365, and an email account to complete this program with Penn Foster.

Caterer

For the program goal and outcomes and the most up-to-date program pricing, please visit [Caterer page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete your program with Penn Foster.

Child Care Professional

For the program goal and outcomes and the most up-to-date program pricing, please visit [Child Care Professional page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows XP® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete this program with Penn Foster.

Computer Graphic Artist

For the program goal and outcomes and the most up-to-date program pricing, please visit

[Computer Graphic Artist page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, Microsoft® Office 2019 or Microsoft® 365, and an email account to complete your program with Penn Foster.

Dental Assistant

For the program goal and outcomes and the most up-to-date program pricing, please visit [Dental Assistant page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete your program with Penn Foster.

Desktop Publishing and Design

For the program goal and outcomes and the most up-to-date program pricing, please visit [Desktop Publishing and Design page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete your program with Penn Foster.

Diesel Mechanics/Heavy Truck Maintenance

For the program goal and outcomes and the most up-to-date program pricing, please visit [Diesel Mechanics/Heavy Truck Maintenance page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete your program with Penn Foster.

Dog Obedience Trainer/Instructor

For the program goal and outcomes and the most up-to-date program pricing, please visit [Dog Obedience Trainer/Instructor page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete your program with Penn Foster.

Drafting with AutoCAD®

For the program goal and outcomes and the most up-to-date program pricing, please visit [Drafting with AutoCAD® page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later, Microsoft® 365, and an email account to complete this program with Penn Foster.

Dressmaking and Design

For the program goal and outcomes and the most up-to-date program pricing, please visit [Dressmaking and Design page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete your program with Penn Foster.

Electronics Technician

For the program goal and outcomes and the most up-to-date program pricing, please visit [Electronics Technician page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete your program with Penn Foster.

Floral Design

For the program goal and outcomes and the most up-to-date program pricing, please visit [Floral Design page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete your program with Penn Foster.

Furniture and Cabinet Maker

For the program goal and outcomes and the most up-to-date program pricing, please visit [Furniture and Cabinet Maker page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete your program with Penn Foster.

Guest Service Agent

For the program goal and outcomes and the most up-to-date program pricing, please visit [Guest Service Agent page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, Microsoft® Office 2019 or Microsoft® 365, and an email account to complete this program with Penn Foster.

Gunsmith

For the program goal and outcomes and the most up-to-date program pricing, please visit [Gunsmith page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete your program with Penn Foster.

Home Health Aide

For the program goal and outcomes and the most up-to-date program pricing, please visit [Home Health Aide page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, Microsoft 2019 or Microsoft 365, and an email account to complete this program with Penn Foster.

Home Remodeling and Repair

For the program goal and outcomes and the most up-to-date program pricing, please visit [Home Remodeling and Repair page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete your program with Penn Foster.

Hotel/Restaurant Management

For the program goal and outcomes and the most up-to-date program pricing, please visit [Hotel/Restaurant Management page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete your program with Penn Foster.

HVACR Technician

For the program goal and outcomes and the most up-to-date program pricing, please visit [HVACR Technician page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete your program with Penn Foster.

Interior Decorator

For the program goal and outcomes and the most up-to-date program pricing, please visit [Interior Decorator page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete your program with Penn Foster.

IT Support Specialist

For the program goal and outcomes and the most up-to-date program pricing, please visit [IT Support Specialist page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, Microsoft Office 2019 or Microsoft Office 365, and an email account to complete your program with Penn Foster.

Jewelry Design and Repair

For the program goal and outcomes and the most up-to-date program pricing, please visit [Jewelry Design and Repair page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete your program with Penn Foster.

Landscaping Technology

For the program goal and outcomes and the most up-to-date program pricing, please visit [Landscaping Technology page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete your program with Penn Foster.

Legal Secretary

For the program goal and outcomes and the most up-to-date program pricing, please visit [Legal Secretary page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows® 10 or later, Microsoft® Office 2019 or Microsoft® 365, and an email account to complete this program with Penn Foster.

Locksmith & Home Security Technician

For the program goal and outcomes and the most up-to-date program pricing, please visit [Locksmith & Home Security Technician page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, a digital camera and video recording device (or high resolution camera phone), and an email account to complete your program with Penn Foster.

Medical Administrative Assistant

For the program goal and outcomes and the most up-to-date program pricing, please visit [Medical Administrative Assistant page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later, Microsoft® 365, and an email account to complete this program with Penn Foster.

Medical Billing and Coding

For the program goal and outcomes and the most up-to-date program pricing, please visit [Medical Billing and Coding page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows® 10 or later, Microsoft® Office 2019 or Microsoft® 365, and an email account to complete this program with Penn Foster.

Medical Transcriptionist

For the program goal and outcomes and the most up-to-date program pricing, please visit [Medical Transcriptionist page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, Microsoft® Office 2019 or Microsoft® 365, and an email account to complete your program with Penn Foster.

Motorcycle Repair Technician

For the program goal and outcomes and the most up-to-date program pricing, please visit [Motorcycle Repair Technician page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete your program with Penn Foster.

Occupational Therapy Aide

For the program goal and outcomes and the most up-to-date program pricing, please visit [Occupational Therapy Aide page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete your program with Penn Foster.

Optician

For the program goal and outcomes and the most up-to-date program pricing, please visit [Optician page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows® 10 or later, or an Apple® Mac® computer running macOS® or later, Microsoft® Office 2019 or Microsoft® 365, and an email account to complete this program with Penn Foster.

Paralegal

For the program goal and outcomes and the most up-to-date program pricing, please visit [Paralegal page](#) on the website. Students will need access to high-speed internet, access to a Microsoft® Windows® based computer running

Windows 10® or later, Microsoft® Office 2019 or Microsoft® 365, and an email account to complete this program with Penn Foster.

Pharmacy Technician

For the program goal and outcomes and the most up-to-date program pricing, please visit [Pharmacy Technician page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple Mac computer running macOS® or later, and an email account to complete your program with Penn Foster.

Physical Therapy Aide

For the program goal and outcomes and the most up-to-date program pricing, please visit [Physical Therapy Aide page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete your program with Penn Foster.

Plumber

For the program goal and outcomes and the most up-to-date program pricing, please visit [Plumber page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete your program with Penn Foster.

Private Investigator

For the program goal and outcomes and the most up-to-date program pricing, please visit [Private Investigator page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete your program with Penn Foster.

Residential Electrician

For the program goal and outcomes and the most up-to-date program pricing, please visit [Residential Electrician page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete your

program with Penn Foster.

Retail Supervisor

For the program goal and outcomes and the most up-to-date program pricing, please visit [Retail Supervisor page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete this program with Penn Foster.

Security Guard

For the program goal and outcomes and the most up-to-date program pricing, please visit [Security Guard page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete this program with Penn Foster. Please refer to your student catalog for all school policies. (<http://www.pennfoster.edu/career-school/catalog>)

Small Business Management

For the program goal and outcomes and the most up-to-date program pricing, please visit [Small Business Management page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete your program with Penn Foster.

Small Engine Repair

For the program goal and outcomes and the most up-to-date program pricing, please visit [Small Engine Repair page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete your program with Penn Foster.

Travel and Tourism Specialist

For the program goal and outcomes and the most up-to-date program pricing, please visit [Travel and Tourism Specialist page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows® 10 or later,

Microsoft® Office 2019 or Microsoft® 365, and an email account to complete this program with Penn Foster.

Veterinary Assistant

For the program goal and outcomes and the most up-to-date program pricing, please visit [Veterinary Assistant page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, access to a word processing program to complete written assignments, and an email account to complete your program with Penn Foster.

Virtual Assistant

For the program goal and outcomes and the most up-to-date program pricing, please visit [Virtual Assistant page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, Microsoft® Office 2019 or Microsoft® 365, and an email account to complete this program with Penn Foster.

Web Page Designer

For the program goal and outcomes and the most up-to-date program pricing, please visit [Web Page Designer page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete your program with Penn Foster.

Wildlife/Forestry Conservation

For the program goal and outcomes and the most up-to-date program pricing, please visit [Wildlife/Forestry Conservation page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete your program with Penn Foster.

CERTIFICATES

Accounting Essentials

For the program goal and outcomes and the most up-to-date program pricing, please visit [Accounting Essentials page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete your program with Penn Foster.

Anatomy and Physiology

For the program goal and outcomes and the most up-to-date program pricing, please visit [Anatomy and Physiology page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete your program with Penn Foster.

AutoCAD® Essentials

For the program goal and outcomes and the most up-to-date program pricing, please visit [AutoCAD® Essentials page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later, Microsoft® 365, and an email account to complete this program with Penn Foster.

Automotive HVAC Essentials

For the program goal and outcomes and the most up-to-date program pricing, please visit [Automotive HVAC Essentials page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete your program with Penn Foster.

Automotive Transmissions Essentials

For the program goal and outcomes and the most up-to-date program pricing, please visit [Automotive Transmissions Essentials page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete your program with Penn Foster.

Business Management Essentials

For the program goal and outcomes and the most up-to-date program pricing, please visit [Business Management Essentials page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete your program with Penn Foster.

Career Readiness Bootcamp

For the program goal and outcomes and the most up-to-date program pricing, please visit [Career Readiness Bootcamp page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete this program with Penn Foster. Please refer to your student catalog for all school policies.

Child Development Training

For the program goal and outcomes and the most up-to-date program pricing, please visit [Child Development Training page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete your program with Penn Foster.

Child Psychology

For the program goal and outcomes and the most up-to-date program pricing, please visit [Child Psychology page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete your program with Penn Foster.

Computer Programming Languages

For the program goal and outcomes and the most up-to-date program pricing, please visit [Computer Programming Languages page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running

Windows® 10 or later, or an Apple® Mac® computer running macOS® or later, Microsoft® Office 2019 or Microsoft® 365, and an email account to complete this program with Penn Foster.

E-Business Management

For the program goal and outcomes and the most up-to-date program pricing, please visit [E-Business Management page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete your program with Penn Foster.

Electronic Medical Records

For the program goal and outcomes and the most up-to-date program pricing, please visit [Electronic Medical Records page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, Microsoft Office 2019 or Microsoft 365, and an email account to complete your program with Penn Foster.

Comprehensive English: Reading and Writing Skills

For the program goal and outcomes and the most up-to-date program pricing, please visit [Comprehensive English: Reading and Writing Skills page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete your program with Penn Foster.

Fitness and Nutrition

For the program goal and outcomes and the most up-to-date program pricing, please visit [Fitness and Nutrition page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete your program with Penn Foster.

Forensic Computer Examiner

For the program goal and outcomes and the most up-to-date program pricing, please visit [Forensic Computer Examiner page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete your program with Penn Foster.

Gourmet Cooking

For the program goal and outcomes and the most up-to-date program pricing, please visit [Gourmet Cooking page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete your program with Penn Foster.

Health Information Management

For the program goal and outcomes and the most up-to-date program pricing, please visit [Health Information Management page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows® 10 or later, Microsoft® Office 2019 or Microsoft® 365, and an email account to complete this program with Penn Foster.

Human Resources Management Essentials

For the program goal and outcomes and the most up-to-date program pricing, please visit [Human Resources Management Essentials page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete your program with Penn Foster.

Lexis/Nexis: Legal Research

For the program goal and outcomes and the most up-to-date program pricing, please visit [Lexis/Nexis: Legal Research page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete your program with Penn Foster.

Medical Terminology

For the program goal and outcomes and the most up-to-date program pricing, please visit [Medical Terminology page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete your program with Penn Foster.

Microsoft Office® 2019

For the program goal and outcomes and the most up-to-date program pricing, please visit [Microsoft Office® 2019 page](#) on the website. Students will need access to high speed Internet, a Microsoft® Windows® based computer running Windows® 10 or later or an Apple® Mac® computer running macOS® or later, Microsoft® Office 2019 or Microsoft® 365, and an email account to complete this program with Penn Foster.

National Electrical Code®

For the program goal and outcomes and the most up-to-date program pricing, please visit [National Electrical Code® page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete your program with Penn Foster.

Personal Caregiver Skills

For the program goal and outcomes and the most up-to-date program pricing, please visit [Personal Caregiver Skills page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, Microsoft Office 2019 or Microsoft 365, and an email account to complete your program with Penn Foster.

Pet Grooming

For the program goal and outcomes and the most up-to-date program pricing, please visit [Pet Grooming page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete your program with Penn Foster.

Property Management

For the program goal and outcomes and the most up-to-date program pricing, please visit [Property Management page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later, Microsoft® 365, and an email account to complete this program with Penn Foster.

Starting Your Own Business

For the program goal and outcomes and the most up-to-date program pricing, please visit [Starting Your Own Business page](#) on the website. Students will need access to high-speed internet, a Microsoft® Windows® based computer running Windows 10® or later or an Apple® Mac® computer running macOS® or later, and an email account to complete this program with Penn Foster. Please refer to your student catalog for all school policies.

OWNERSHIP, GOVERNANCE, AND ADMINISTRATION

OWNERSHIP

Career Step, LLC*

BOARD OF DIRECTORS

William Okun

Scott Whitt

OFFICERS

William Okun

Chief Executive Officer

Scott Whitt

Chief Financial Officer

Heather McAllister

General Counsel & Corporate Secretary

ADMINISTRATION

Stacy Caldwell

General Manager, Career and High School

M.A. in Education and M.B.A., Stanford
University

B.A. in Economics, Harvard University

Dr. Andrew Shean

Chief Learning Officer

Ed.D., Alliant International University

M.Ed., University of Northern Colorado

Pat Gaffey

Vice President - Admissions

B.S., Penn State University

Paula Robert-Hunt

Vice President - Engineering

B.S., Indiana University - Kelley
School of Business

Nial McLoughlin

Chief Technology Officer

M.S. Georgia State University

B.S., University of Florida - Gainesville

Jason Cianchette

Interim Chief Product Officer

M.B.A., Dartmouth College

B.S., Tufts University

* Career Step, LLC is a wholly owned subsidiary of PF TopCo LP.

FACULTY

Allied Health

Adrienne Reaves

AAS, Medical Assistant, Robert Morris College
BS, HealthCare Leadership, National-Louis University
M.Ed., Adult and Continuing Education, National-Louis University
D. Ed, Higher Education, Argosy University

Alexis Tumblin

A.S., Pre-Pharmacy, Darton College; B.S., Chemistry, Albany State University; M.S., Biomedical Sciences, Philadelphia College of Osteopathic Medicine; M.A., Healthcare Administration; Pharmacy Technician Certification Board of GA; GA Board of Pharmacy Certification

Deborah Kunda

A.S., Human Services, Lackawanna Jr. College; B.S., History, University of Scranton; M.S., Library, Clarion University; ALA accredited Librarian; Registered Ophthalmic Ultrasound Biometrist; Certified Ophthalmic Technician; Certified Ophthalmic Assistant

Diana Murphy

B.S., Healthcare Management, Bellevue University; M.S. in Management, Bellevue University; CCA, CPC, CPMA, CPC-I, Advanced ICD-10-CMS and ICD-10-PCS Training Certifications

Gloria Okereke

A.S., Nursing, Columbia College; B.A., Biology, Columbia College; B.S., Nursing, Nebraska Wesleyan University; M.A., Public Health, Walden University; Certified Case Manager – Commission for Case Management Certification; Certified Health Education Specialist – National Commission on Health Education Credentialing

Kellie Snodgrass

AB.S., Business Administration, Murray State Jr. College; M.A., Public Administration in Public Health, Platt College

Nicola Campbell

AB.A., Health Education, Ashford University; M.A., Education, Ashford University; Ed.D., Philosophy, Ashford University; National Pharmacy Technician Certification; Active State Board of Pharmacy Registered Technician

Nicolle Polites

A.S., Pharmacy Technician, Sanford Brown Institute; State CPhT

Pamela Ward

B.S., Health Studies, Siena Heights University; Certification of Medical Assisting, Ross Medical Education Center

Rachel Hawkins

A.S., Pharmacy Technology, Forsyth Technical Community College; B.A., Fine Arts, University of Connecticut; PTCB Certified

Theresa Sinkevich

A.S., Healthcare Management, Penn Foster College; Electronic Medical Records Certified, Penn Foster; Career Diploma, Medical Assistant, Fortis Institute; Certified Registered Medical Assistant (AMT)

Vanessa Rodriguez

Diploma, Medical Technician Assistant, Florida Technical College; Diploma, Phlebotomy, American Vocational Academy; CMA; CPT.

Krystal Green

B.S., Psychology, Virginia Commonwealth University; M.B.A., Healthcare Management, Liberty University; National Pharmacy Tech Association Certified; CPhT; Career Diploma, Pharmacy Technician, Penn Foster

Matthew Condo

B.S., Physical Therapy, The Ohio State University;
D.P.T., University of Saint Augustine; Ed.D.,
University of Saint Augustine; Vestibular
Rehabilitation Certified

Gail Harris

Instructor
M.S. HealthService Administration
B.S. HRM
A.A.S. - Certified Medical Administrative Assistant
- Certified Clinical Medical Assistant
- Certified Billing and Coding Specialist
- Certified Electronic Health Records Specialist
- Advanced Certified Patient Account
Representative
- Certified Financial Counselor
- Certified BSL AED First Aide Instructor

Jennifer Haysmer

MA, Career and Technical Education, Ball State
University
BS, Health Services, Baker College
AS, Pharmacy Tech, Baker College
National Pharmacy Technician Certification
(PTCB)
Certified Pharmacy Technician (CPhT)

Jesie Davenport

BS, Pharmacy Health Care Studies University of
Sciences
Certified Pharmacy Technician (CPhT)

Kendra Strode

Dental
AS, Communications, Sinclair Community
College
Certified Dental Assistant

Katrina Simpson

Sterile Processing
Diploma, Surgical Technology
BS, HealthCare Administration, Colorado Tech
University
MS, Health and Human Counselling, Liberty
University

Kim Blyther

Optician
Diploma, Optician, Penn Foster Career School
AS, Medical Assistant, South University
BS, HealthCare Management, South University

Linda Alchami

Occupational Therapy Aide
BS, Cellular Biology, Northeastern State
University
MS, Occupational Therapy, Northeastern State
University

Maureen Capone

Optician
ABO Certified Optician

Melissa Fazio

Instructor
Adjunct Instructor, Allied Health
B.A., Health Services Administration Marywood
University

Monique Reed

AS, Pharmacy Technician, Community College of
AlleghenyCounty
Certified Pharmacy Technician (CPhT)
National Pharmacy Technician Certification
(PTCB)

Rebecca Shell

BSN, Nursing, University of Alabama

RuthAnne Darr

AS, Medical and Legal Administrative, Northern
Main Technical College
BA, General Studies, Dakota State University
MS, Health Information Management, The
College of Scholastica

Shanna Lizardi

Instructor
B.S., Clinical Psychology, Marywood University
A.A., Administrative Health Care,
University of Phoenix
Certified Medical Assistant

Stephanie Godard

Diploma, Medical Billing, Ashworth University
 AS, Health Information Technician, Rasmussen
 College
 BS, Health Information Management, Rasmussen
 College

Susan Meehan

Instructor
 A.S. Business Management
 Penn State University

Business and Legal Studies

Amanda Sanchoo

Team Lead
 M.S. Criminal Justice , University of Central
 Florida
 B.S. Criminal Justice, University of Central
 Florida

David Kostiak

Instructor
 M.S., Criminal Justice, Columbia College
 B.S., Criminal Justice, Penn State University

Eric Ashman

Instructor
 B.S., Secondary Math Education,
 Penn State University
 M.B.A., University of Scranton

Ken Doolittle

Instructor
 M.B.A. - Finance & Investments, Marywood
 University
 B.S. Finance Duquesne University

Richard Kokas

Business and Legal
 BA, Forensic Accounting, University of Scranton
 MBA, Accounting, University of Scranton

Rodney Gibbs

Instructor
 M.S. Criminology , University of Maryland –
 Eastern Shore
 B.A. Urban and Regional Studies, Minnesota
 State University

Tonita Hollins

Business and Legal
 BA, Criminal Justice, Columbia College
 MS, Criminal Justice, Columbia College
 MBA, HR Management, Columbia Southern
 University

Umari Warsi

Business and Legal
 BS, Management, Georgia Institute of
 Technology
 MBA, Finance and General Management,
 Kennesaw State University
 MS, Taxation, Georgia State University

Trades

Bob Shafer

Instructor
 B.S.M.E., Pennsylvania State University

Joseph Michael Zapinski

A.S., CAD Design and Drafting, Anthem College;
 M.B.A., Project Management, Colorado Technical
 University

Robert Ronk

A.S., Firearms Technology, Sonoran Desert
 Institute; Fairfax County Criminal Justice
 Academy Graduate

Barbara DiLorenzo

B.F.A., Rhode Island School of Design; Art
 Students League of New York

Edward Stepanski

A.A., Visual Communication, The Art Institute of
 Pittsburgh

Jacqueline Eife

.A., Business Administration, Monroe College;
 New York School of Flower Design Certified

James Paschall

Instructor
EPA Universal Certified

Jon DeEsch

Instructor
M.S., Education - Curriculum & Instruction,
University of Scranton
B.S., Political Science, University of Scranton
OCA Certification for Vocational Instruction,
Carpentry Certification, Home Inspection
Certification

Steve Strapple

Team Lead
BS, Occupational Education
MS, Education, University of Texas San Antonio

Art, Design and Technology

Ann Marie Mahoney

Instructor
B.S., Computer Science, University of Scranton
M.S., Information Systems, Marywood University

Christine Piazza**Instructor**

B.F.A., Art, Stroudsburg University Coursework
in Architecture and Interior Design, Philadelphia
College of Textile & Science

Dominga Gardner

BS, Computer Science, Mississippi State
University
MS, Information Management, University of
Phoenix
MS, Educational Technology, Boise State
University

Fred Claus

AAS, Business Retail, Niagara County
Community College
BS, Technology Management

Gabriel Maxwell

AA, Computer Programming, Santa Monica
College
AA, Liberal Arts, Santa Monica College
AA, General Studies, University of Phoenix
BS, Computer Science and Engineering,
University of California Merced
MS, Information Technology, Strategic
Leadership, Walden University
DIS (in progress), Technology, Walden University

Hayley Mindes

Instructor
B.F.A.
Hartford Art School

Heather Beatty

Instructor
B.S. Workforce Education and Development -
Education, Training & Development, Southern
Illinois University
Microsoft Certified Professional

John Lona

Instructor
B.F.A. - Painting, Drawing, Industrial Design,
Filmmaking, Binghamton University
A.A.S. - Commercial Art, Illustration, Photography,
Video Production, SUNY-Sullivan

Jonathon Boyson

Instructor
B.S., Computer Science, Bloomsburg University

Lori Shipley

BA, Music, Pennsylvania State University
MA, Humanities, California State University
DMus, Musical Arts, Boston University

Melissa Anderson

BA, Printmaking and Painting, California State
University, Fresno
MA, Art History, Academy of Art University, San
Francisco

Rochelle Babcock

Instructor
 Ed.d Curriculum & Instruction, Indiana University
 M.Ed. Teaching & Learning, Lock Haven
 University
 B.S. Fashion Merchandising, Indiana University

Sandra Monahan

Instructor
 Master Bridal Consultant™, Penn Foster
 Life-Cycle Celebrant®

Sausha Young

AS, Occupational Science, Le Cordon Bleu
 College of Culinary Arts Atlanta
 BS, Culinary Management, Le Cordon Bleu
 College of Culinary Arts Scottsdale

Early Childhood Education**Bridget Meis**

BS, Education, Illinois State University
 MS, Early Childhood Education, Erikson Institute

Chris Beccera

BA, Sociology, Chapman University
 MA, Education - Leadership and Administration,
 Chapman University
 Ed.S, Early Childhood Education, Northcentral
 University
 Ed.D, Early Childhood Education (in progress),
 Northcentral University

Erica Getts

B.S.E., Library Science, Kutztown University of
 Pennsylvania
 M.L.S., Library and Information Science,
 University of Maryland

Kayla Fouse

AS, Early Childhood, Moreno Valley College
 BA, Liberal Studies, Brandman University
 MA, Education, Brandman University

Sarah Owens

B.S., Early Childhood Education,
 Marywood University
 B.S., Special Education, Marywood University

Solange Bedard

MA, Interdisciplinary Studies in Education - Early
 Childhood, Columbia University
 BA, English Education and English & Textual
 Studies, Syracuse University

Teresa McKay

Instructor
 Ed.D. Early Childhood, Northcentral University
 M.A., Education, Concordia University; B.S.,
 Elementary Education, Indiana University
 Southeast

General Studies**Emily Denison**

BFA, Theatre History, Arizona State University
 BA, English Literature, Arizona State University
 MFA, Dramatugy, University of Massachusetts

Erin Phillips

Instructor
 M.S., Educational Development and Strategies,
 Wilkes University; B.S., Music Education Messiah
 College

James Hadsell

Instructor
 M.S., Medical Education Leadership, New
 England University Medical College; M.S.
 Biotechnology, Marywood University; B.S.
 Neuroscience, Psychology Minor, Kings College

Larissa Grissom

Instructor
 M.S. Psychology University of Phoenix, B.A.
 Psychology, Oklahoma State University

Melissa Anderson

Instructor
 M.A. Art History, Academy of Art; B.A. Fine Arts/
 Print, California State University

Michelle Cicco

BS, Nursing, Edinboro University
 MS, Clinical Exercise Physiology, East
 Stroudsburg University

Renee Butts

Instructor
 M.A., Creative Writing, Wilkes University; B.A.,
 English, Misericordia University

Ryan Mayberry

Instructor
 M.S. Curriculum and Instruction, University of
 Scranton; B.A., History, Secondary Education,
 Marywood University

Tara Mashburn

BS, Kinesiology, Colorado Mesa University
 MBA, Sports & Fitness Management, Colorado
 Mesa University
 MS, Nutrition and Human Performance , Logan
 University
 DCh, Chiropractic, Logan University

ADVISORY COUNCIL

Veterinary Technician

Wilma Abbott, LVT

A.A.S., Veterinary Technology,
 Camden County College

Anjele Campo, RVT

A.A.S., Veterinary Technology,
 Delgado Community College

Elizabeth Exline

A.S., Veterinary Technician,
 Penn Foster College

Elaine Hammel, VMD

VMD, University of Pennsylvania

Lynn E. Johnson-Harris, LVT, RVT

A.A.S., Veterinary Technology,
 Michigan State University

Jessica Kutsch, CVT

A.S., Veterinary Technology,
 St. Petersburg College

Julie Legred

Certified Veterinary Technician (CVT)
 AAS – University of Minnesota

Nicholas Leonard, VMD

VMD, University of Pennsylvania

Dr. Dennis McCurnin

Doctor of Veterinary Medicine (DVM)
 DVM – Iowa State University
 MS – Iowa State University

Ariel Neves

Penn Foster College - 2nd Semester
 Student, Veterinary Technician

Sharon Novak, LVT

A.S., Veterinary Technician,
 Penn Foster College

Lori Renda-Francis

PhD, LVT, AAS – Macomb Community College
 Bachelors in Business Administration,
 Rochester College
 Masters in Education, Central Michigan
 University
 PhD in Organizational Management with
 a specialization in Leadership – Capella
 University

Lori VanValkenburg

MAEd, BAS-VT, LVT

David Wright, DVM

DVM, Texas A&M University

Libby Yeager

MEd Educational Leadership,
 Norwich University
 B.S. Biology, King's College
 A.S. Science, Luzerne County
 Community College

Allied Health Academy

Dr. Jill Buban

PhD, Lesley University
 M.S., Curriculum and Instruction, SUNY
 B.A., History, University of New Hampshire

Sonia Cotto-Moreno

Registered Dietician Nutritionist,
 University of Texas

Dr. Sarah E. Gabua

Doctorate in Nursing Practice, Walden University

Carol Green

Registered Nurse, Mercy Hospital of Nursing, Registered Nurse Program, Scranton, PA

Joseph Kishel

M.S., Healthcare Administration, University of Scranton
B.S., Biology, University of Scranton
Diploma Nursing, Mercy Hospital School of Nursing

Karen Novak

EKG/Phlebotomy/Lab Assistant Diploma, Fortis Institute
Medical Assistant Diploma, Lackawanna County Area Vocational

Linda Joanna Thomas-Hemak, MD

Doctor of Medicine, Baylor College of Medicine

Darlisa White

Certified Medical Assistant
B.A., Education, Moraine Valley College

BUSINESS STUDIES**Brigid Bauer**

Master of Public Administration, Marywood University

Raymond Haden

MBA. Bloomsburg University

John Schroeder

MBA, South University

LEGAL STUDIES/CRIMINAL JUSTICE**Leonard Bogart**

MPA, Marywood University
B.S. Law Enforcement, University of Scranton

Timothy Fulk

Master of Science, Criminal Justice/Public Administration, Trine University
Bachelor of Science, Criminal Justice, Tri-State University

Michelle Low

Bachelor of Science of General Studies
Westfield State College
Paralegal Certificate
Bunker Hill Community College

EARLY CHILDHOOD**Susan Billingsley**

M.S., Human Development and Family Studies, Iowa State University
B.S., Child and Family Studies, Iowa State University

Linda Bryant

A.S., Early Childhood Education, Penn Foster College

Alan Guttman

M.A., Early Childhood, New York University
B.A., English, New York University

Dr. Tywanda Jiles

Ed.D., Teacher Leadership, Walden University
M.S., Early Childhood Education, Special Education, Dominican University
B.S., Liberal Arts, Governors State University

Jessica Koomson

A.S., Early Childhood Education, Penn Foster College

Derry Koralek

M.S., English, Boston University
B.S., Education, University of Massachusetts

Marsha Miller

M.Ed., Early Childhood Education, Grand Valley State University
B.S., Elementary Education, University of Michigan

Hilda Skrzysowski

M.S., Child Development, University of PA
B.S., Sociology, Marywood University

Dr. William Strader

Ed.D., Early Childhood Education, University of Massachusetts
M.Ed., Early Childhood Education, William Paterson College
B.A., Psychology, Hope College

Dr. Valora Washington

Ph.D., Leadership Studies, Indiana University Bloomington
B.S., Early Childhood, Michigan State University

Dr. Lisa Wright

Ph.D., Early Childhood, University of Missouri
M.Ed., Early Childhood, University of Missouri
B.H.S., Physical Therapy University of Missouri

Technology

Jim Casteel

B.S. Data Analytics, Western Governors
University

Yuquan Holloway

Bachelor of Civil Engineering, Georgia Institute
of Technology
MBA, Georgia State University

John I. McSwain, III

MBA, Georgia Institute of Technology
M.S. Human Computer Interaction, Iowa State
University
B.G.S. Web Technologies, University of
Connecticut
A.S. Computer Science, Georgia Perimeter
College
A.A. Mathematics, Georgia Perimeter College

Brandon Nolta

M.F.A., English, Boise State University
B.S., Mathematics, University of Idaho

William J. Scannella

Masters in Technical & Scientific
Communication, Miami University



925 Oak Street, Scranton, PA 18515-0700 www.PennFoster.edu