

Tennessee's Grow Your Own Apprenticeship Teaching Model

A Lasting Solution for
the Educator Pipeline





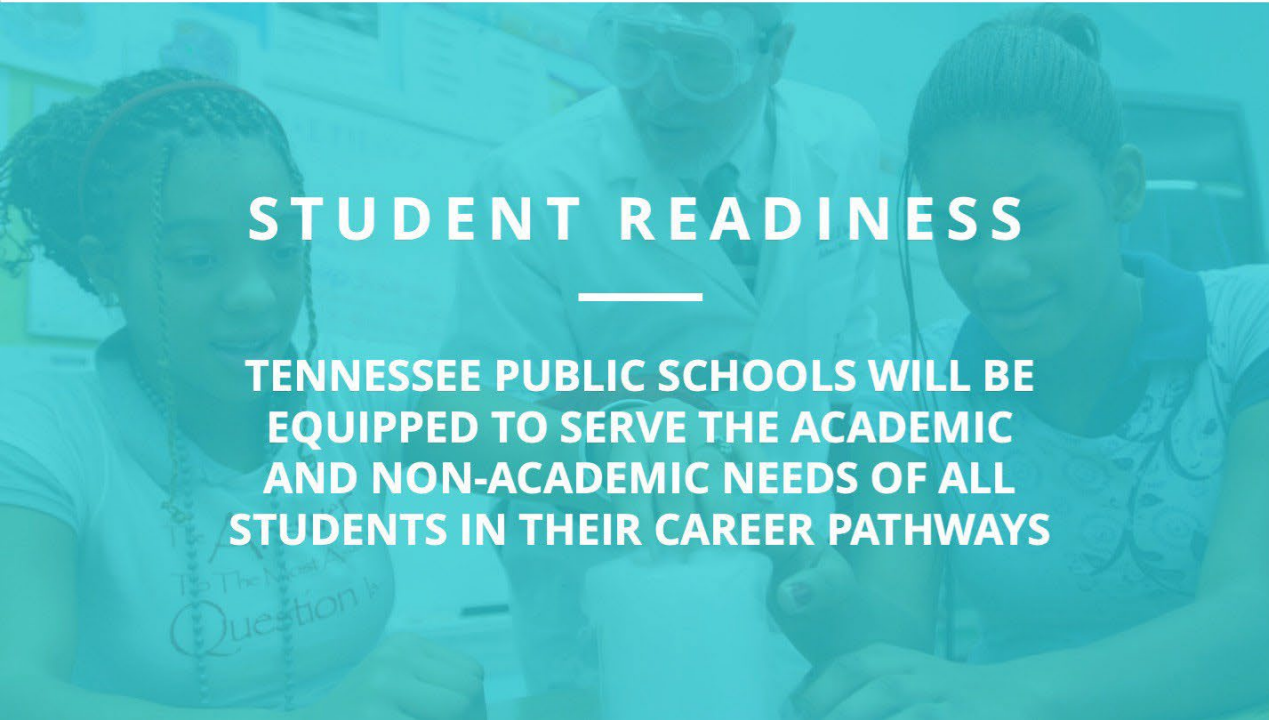
BEST FOR ALL

We will set all students on a path to success.



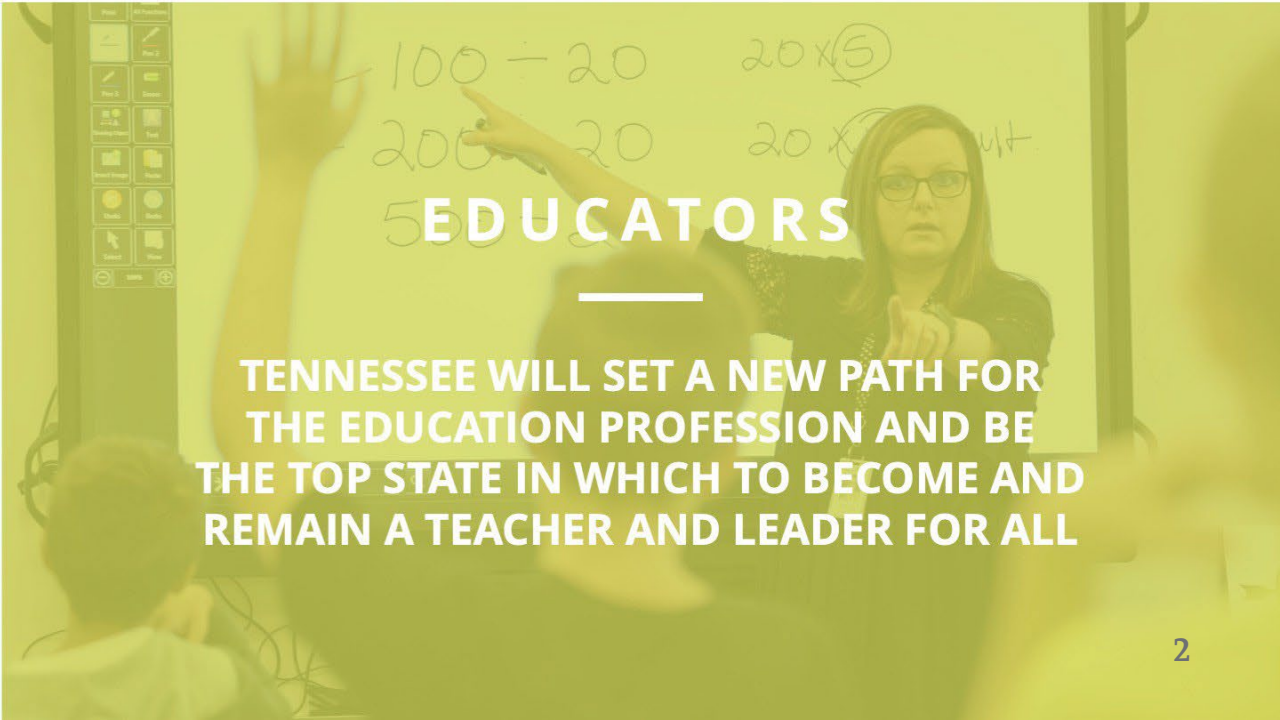
ACADEMICS

ALL TENNESSEE STUDENTS WILL HAVE ACCESS TO A HIGH-QUALITY EDUCATION, NO MATTER WHERE THEY LIVE



STUDENT READINESS

TENNESSEE PUBLIC SCHOOLS WILL BE EQUIPPED TO SERVE THE ACADEMIC AND NON-ACADEMIC NEEDS OF ALL STUDENTS IN THEIR CAREER PATHWAYS



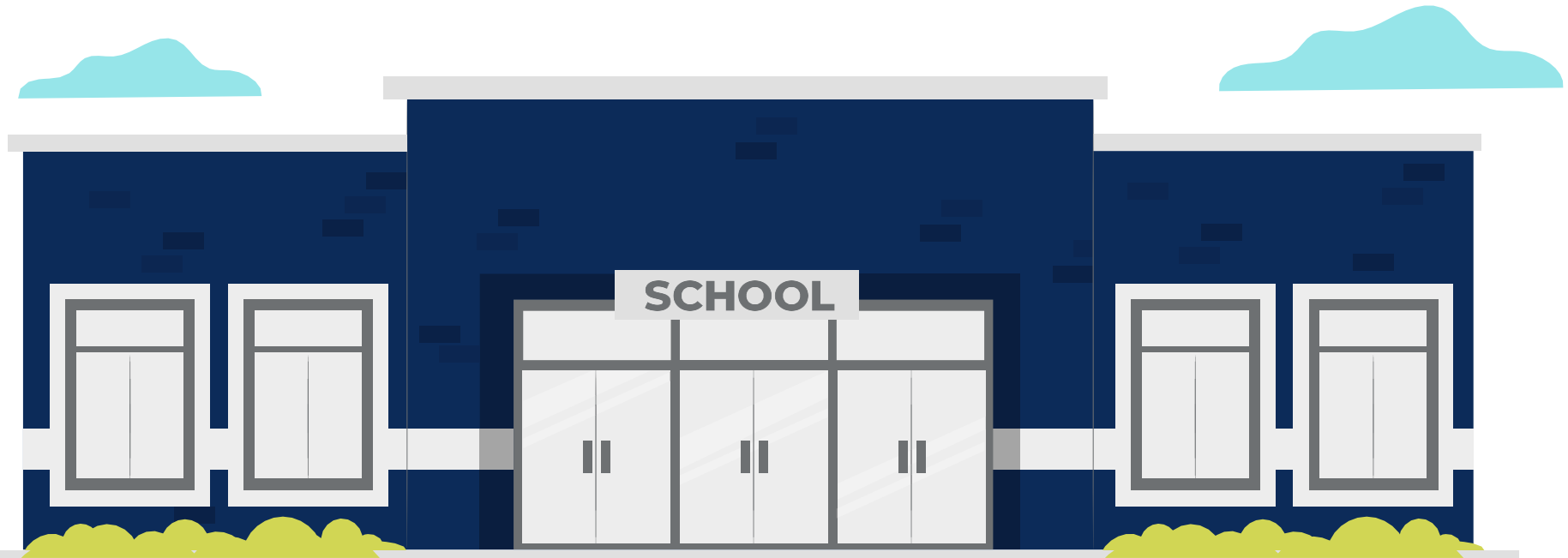
5 EDUCATORS

TENNESSEE WILL SET A NEW PATH FOR THE EDUCATION PROFESSION AND BE THE TOP STATE IN WHICH TO BECOME AND REMAIN A TEACHER AND LEADER FOR ALL

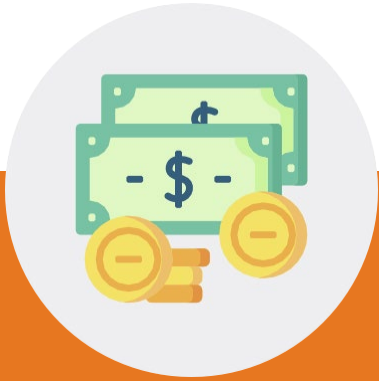
Educator Shortage

A challenge in Tennessee & across the nation

Certain academic areas are more affected:



Challenges to the Educator Profession



Becoming a teacher is **costly**



New teachers are **unprepared for the realities** of the classroom



Teachers don't always **reflect the communities** they teach

Tennessee's Leading Grow Your Own Work

Educators from the community, for the community.

What is Grow Your Own?

Programs that **recruit and prepare local community members** to enter the education profession.



A leading strategy for **addressing educator shortages**



Leverages partnerships between educator preparation programs, school districts, and community organizations



Increases both the necessary skills and demographic representation for a **qualified workforce**

Demonstrated Success

The Grow Your Own model is already at work in Tennessee.



Initial investment included **\$2 million in state funded grants.**



The first round of Tennessee Grow Your Own partnerships **launched in 2020.**



There are currently **65 Grow Your Own partnerships** across the state.



Partnerships include **14 educator preparation programs** and **63 districts.**

Based on current program infrastructure, **Tennessee will develop and scale additional opportunities statewide** for greater educator pathways—and stronger student outcomes—through the apprenticeship model.

The Nation's First Teaching Apprenticeship Model








Apprenticeship Overview

A pioneering program to create a permanent pipeline of qualified educators.

- Nationally, Tennessee was the first state to receive federal approval by the U.S. Department of Labor for a K-12 teacher apprenticeship model through Clarksville-Montgomery's program with Austin Peay.
- By leveraging federal recognitions and funding sources, Tennessee will support community members to become the teachers our state needs.
- The state reviews, monitors, and approves quality applications for locally driven teacher apprenticeship programs.

Registered Apprenticeship Standards

What are the components of a Registered Apprenticeship?

1 	2 	3 	4 	5 
Employer Involvement Employers (districts) are the foundation of every registered Apprenticeship program	Structured On-The-Job Training Apprentices receive real-time, on the job training from an experienced mentor teacher	Related Instruction Apprenticeships combine on-the-job learning with focused coursework through EPPs	Compensation for Skill Gains Apprentices receive wage increases as they gain higher level skills	National Occupation Credential Programs lead to a nationally-recognized credential, signifying to employers that apprentices are well-qualified



Three Responsibilities of RAP

Sponsor

- Approves new program applications
- Registers apprentices in RAPIDS federal system
- Documents on-the-job-learning & RTI hours

TDOE

Employer

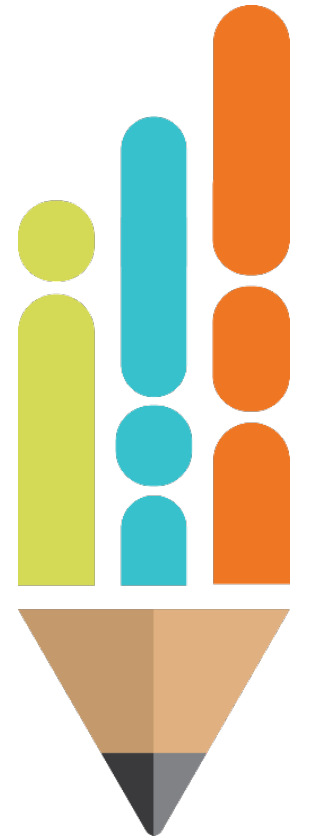
- Hires apprentices
- Pays apprentices according to a structured wage scale
- Provides required on-the-job-learning

District

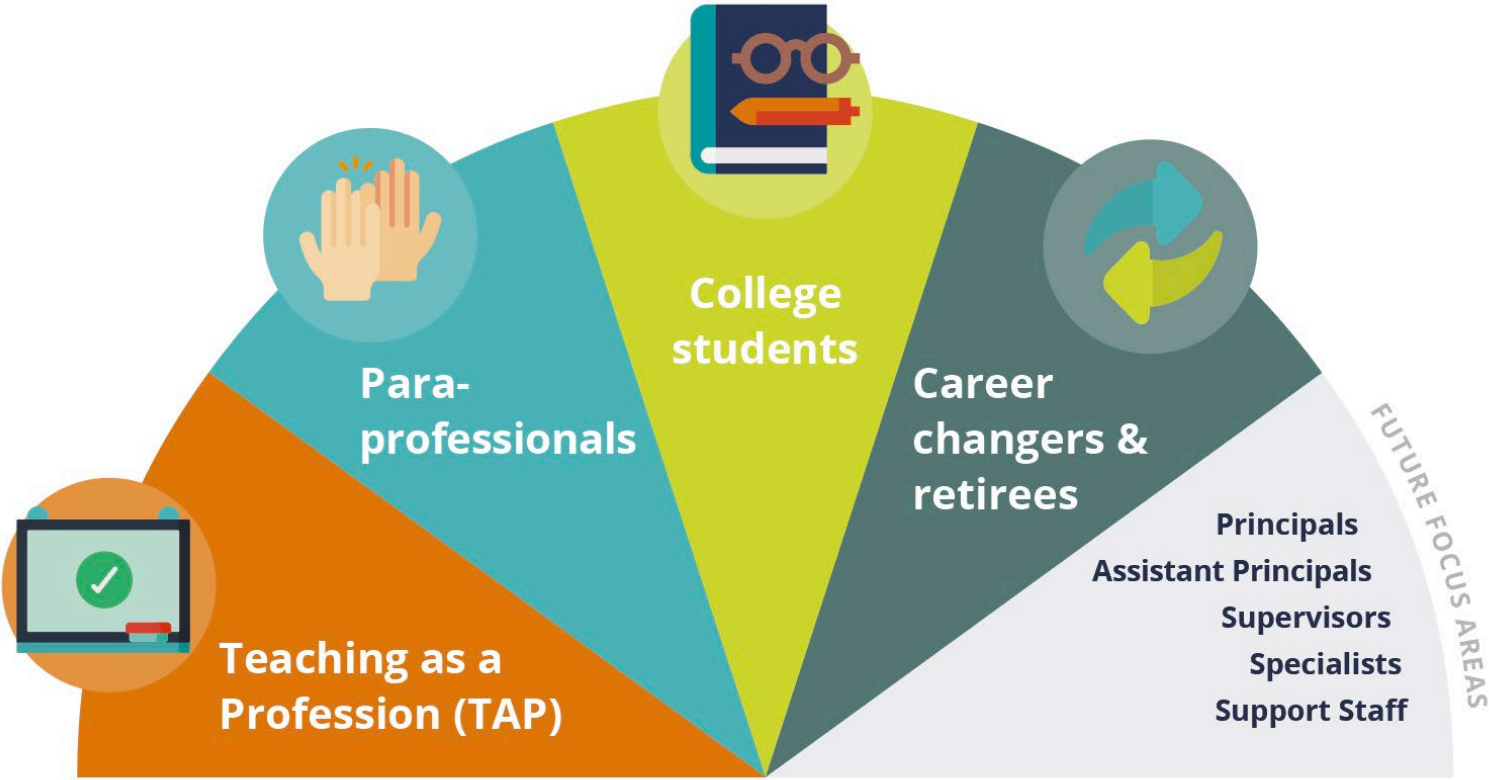
Training Provider

- Provides required RTI
- Varied program length, coursework
- Offers additional endorsement (SPED/ESL)

EPP



Addressing Every Candidate for a School Pipeline



Clearly defined opportunities and strategically aligned programming for all candidates.



In May 2022, the Tennessee Department of Education announced a \$20M grant to the University of Tennessee System to establish the Tennessee Grow Your Own Center.

1. Lead technical assistance hub for Teacher Apprenticeship models.
2. Develop and recruit candidates.
3. Provide additional endorsements and leadership pathway models
4. Subgrant to other EPP apprenticeship providers for scale and impact

A Collaborative Solution

Aspiring Educators

access no cost, high-quality programming to enter the classroom

Local Workforce Board

offers workforce sign-off, designation funding, and programmatic support

Tennessee Department of Labor & Workforce Development

offers additional funding sources and technical support



District Leaders partner to design programs that meet the needs of their system, embedding candidates in on-the-job roles

Educator Preparation Providers

partner to offer tailored programs and quality coursework for teacher training

Tennessee Department of Education

approves apprenticeship applications after design, technical support, and thorough review

Schools & Communities

access great candidates from the community to work – and remain – in classrooms

Meeting Employers' Needs



On-the-job learning for real-time growth & development



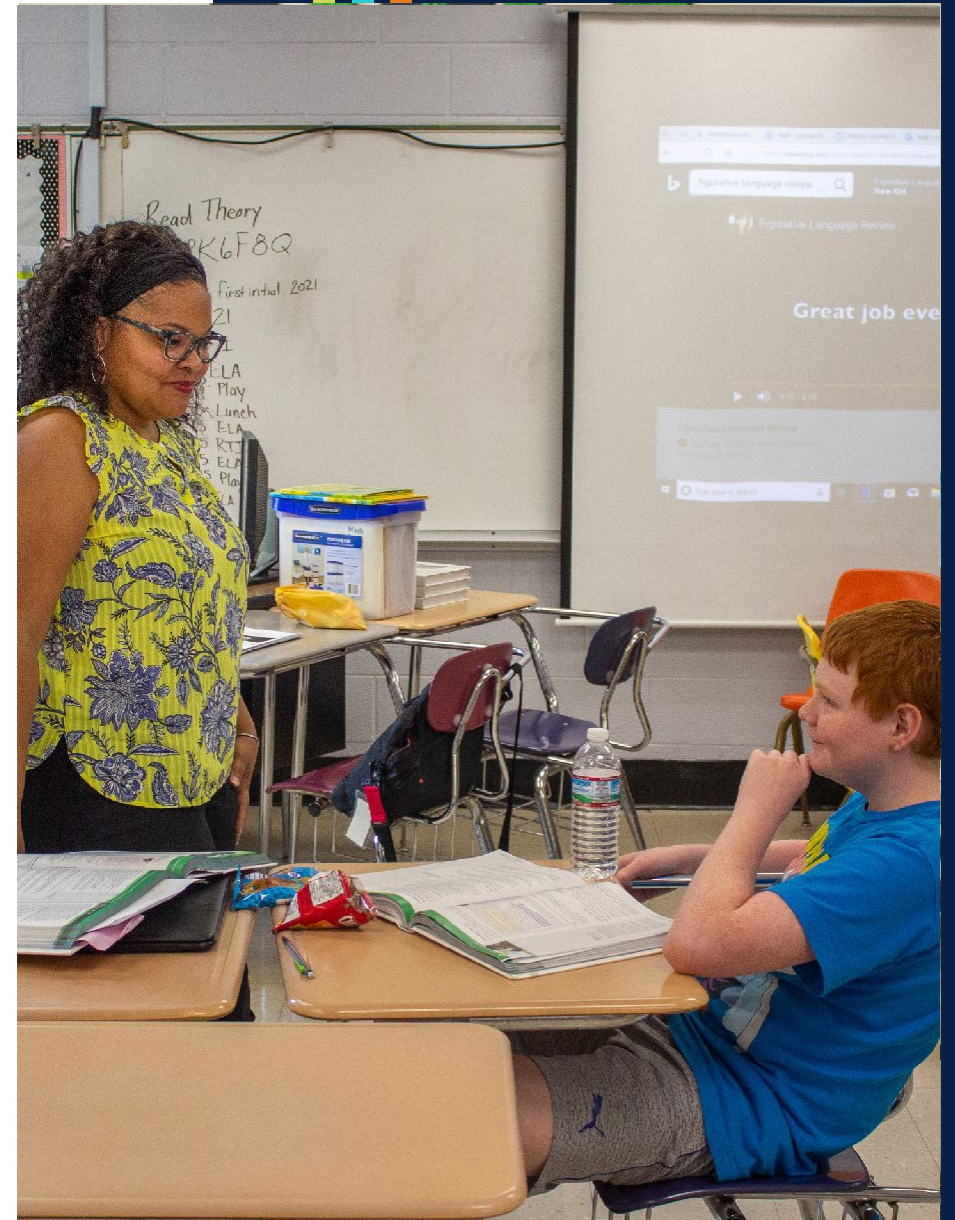
Expedited program work based on competency



New teachers enter the classroom with **three years of experience**



National Quality Standards that meet expectations for rigor and training



Resources & Templates



Grow Your Own **apprenticeship
playbook** and **workbook**



Future **website tool** to navigate
candidate pathways and opportunities



Additional resources, materials,
case studies, and examples





Meeting Educators' Needs



Offers a **proven model** for preparing workers for jobs



Uses quality standards to yield **national credentials**



Provides **tax incentives** and additional federal resources



Earn as you learn, increasing wages while progressing

Meeting Students' Needs



Every first-year teacher now has **three years of experience**



Students see themselves reflected in their teachers and leaders



Students access **highly trained, credentialed professionals**



New opportunities for high school students to meaningfully pursue the profession



GROW YOUR OWN



Partnerships to Strengthen
Tennessee's Educator Pipeline

