

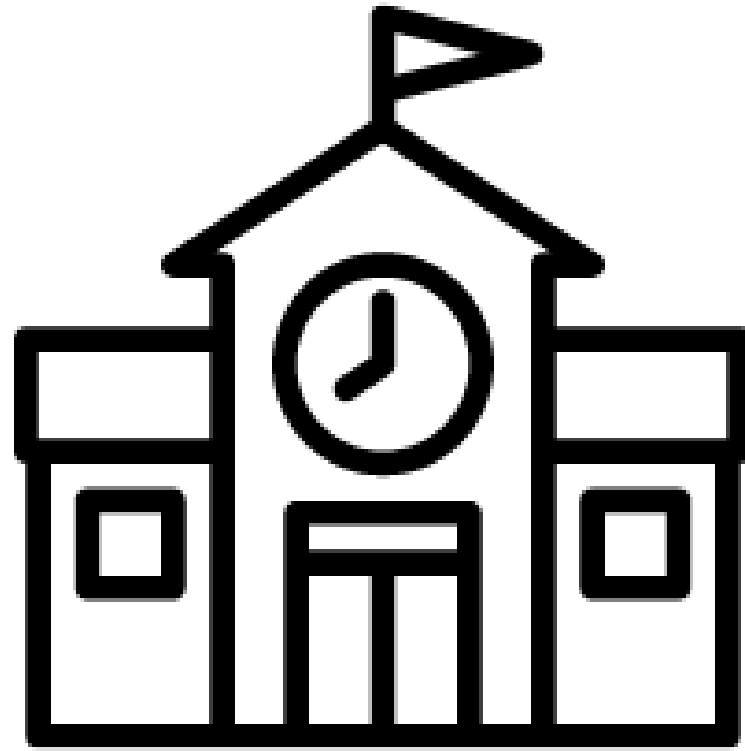


NORTH CAROLINA
EDUCATION
INNOVATION
LAB

The
**EDUCATOR
INNOVATION PLAN**

A DECADE 2015-2025 **:::::** **A LIFETIME**
OF INNOVATION ::::: **OF IMPACT**

February 10, 2025



NATIONAL CENTER FOR
GROW YOUR OWN



Grow Your Own:

Definition

A clear, articulated pathway for an aspiring educator to become a teacher for free and get paid to do so.



NCGYO

Who We Are & What We Do

- The **National Center for Grow Your Own (NCGYO)** is a 501(c)(3) nonprofit organization that was formed by the former human capital leadership team at the Tennessee Department of Education
- We provide technical assistance to state education agencies (SEAs), school districts (LEAs), and educator preparation providers (EPPs) to launch or expand “Grow Your Own” (GYO) and registered apprenticeships in teaching and/or principalship



The Problems to Address

By leveraging Grow Your Own strategies in Tennessee, we sought to...

Remove financial barriers

Address vacancies - with focus on SPED and ESL

Eliminate concept of a first-year teacher

Increase educator diversity

Address Educator Preparation Provider (EPP)
deserts and quality considerations

What We Did in TN

By leveraging GYO strategies in TN, we created pathways that...

Allowed aspiring educators to become teachers for free and get paid to do so

Dually-certified all graduates in either SPED or ESL

Required a minimum of two years for student teaching

Incorporated diversity into the rubric

Increased access to high-quality EPPs

What This Led To

The TN GYO Grant Program in Tennessee led to...

65 districts and 14 EPP partners, creating pathways for 670+ future educators

Dramatically lowered cost of EPPs (under \$10K per candidate)

Increase in diversity of EPP enrollees

Higher performing EPPs serving more enrollees

US DOL application for teacher apprenticeship

How did RAP in teaching get approved?

2 administrations, 4 applications, 15 letters

Occupation Approved November 2021

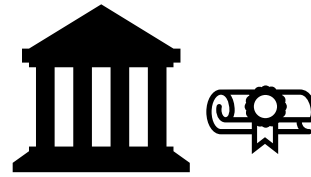
First Program Approved January 2022

What is a registered apprenticeship?

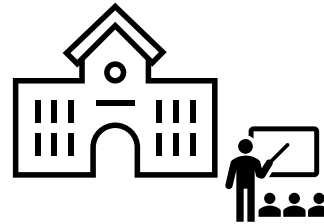
“Registered Apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain ***paid work experience***, receive ***progressive wage increases, classroom instruction***, and a portable, nationally-recognized credential. Registered Apprenticeships are industry-vetted and approved and ***validated by the U.S. Department of Labor or a State Apprenticeship Agency.***”



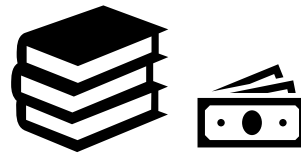
Apprenticeship is the *best of both worlds*...



Apprentice completes a **degree program** from an EPP



Apprentice gains **hands-on experience** in a K-12 classroom, under the guidance of a **mentor teacher**



Apprentice can “**earn-and-learn**” as a full-time employee

What is a registered apprenticeship.... REALLY?!

Apprenticeship Program

Key Features

Key Actors

- Sponsor
- Employer
- Related Instruction Provider
- State Apprenticeship Agency/US DOL

Key Components

- Minimum of 2000 hours of training
- Progressive wage schedule
- Related instruction
- On-the-job competencies
- Apprentice-journeyworker arrangement
- Fair and transparent apprentice selection

»»» EPP Costs & Quality

- The only way this program will scale and be sustainable is if we have **affordable rates from EPPs**
- With enrollment down, concessions must be made
- Are you identifying candidates who wouldn't otherwise attend?
- Competitive grant process
- Demand Science of Reading & HQIM





LEA Locus of Control

Priority Funding Sources

- 1 Fully funded vacant teaching positions
- 2 Title II
- 3 Title III
- 4 IDEA
- 5 State general funds
- 6 Perkins V
- 7 Leverage available funding at HS level
(for youth apprenticeship only)

Other Considerations

- LEAs should cover salaries – leverage existing paraprofessional/education assistant positions and vacancies
- Use this as a recruitment strategy to attract career changers into profession
- Never pay market rate tuition
- Be intentional with HS programs
- Tuition investment > tuition reimbursement

As of **January 2025**, according to the USDOL,
Registered Apprenticeship in Teaching programs
are now in **46 states**, and this number continues to
grow.

Network helping states explore registered teacher apprenticeships

The National Center for Grow Your Own launched a new effort to connect states looking to use the apprenticeship model to combat teacher shortages.

Published Aug. 15, 2022



Anna Merod
Associate Editor

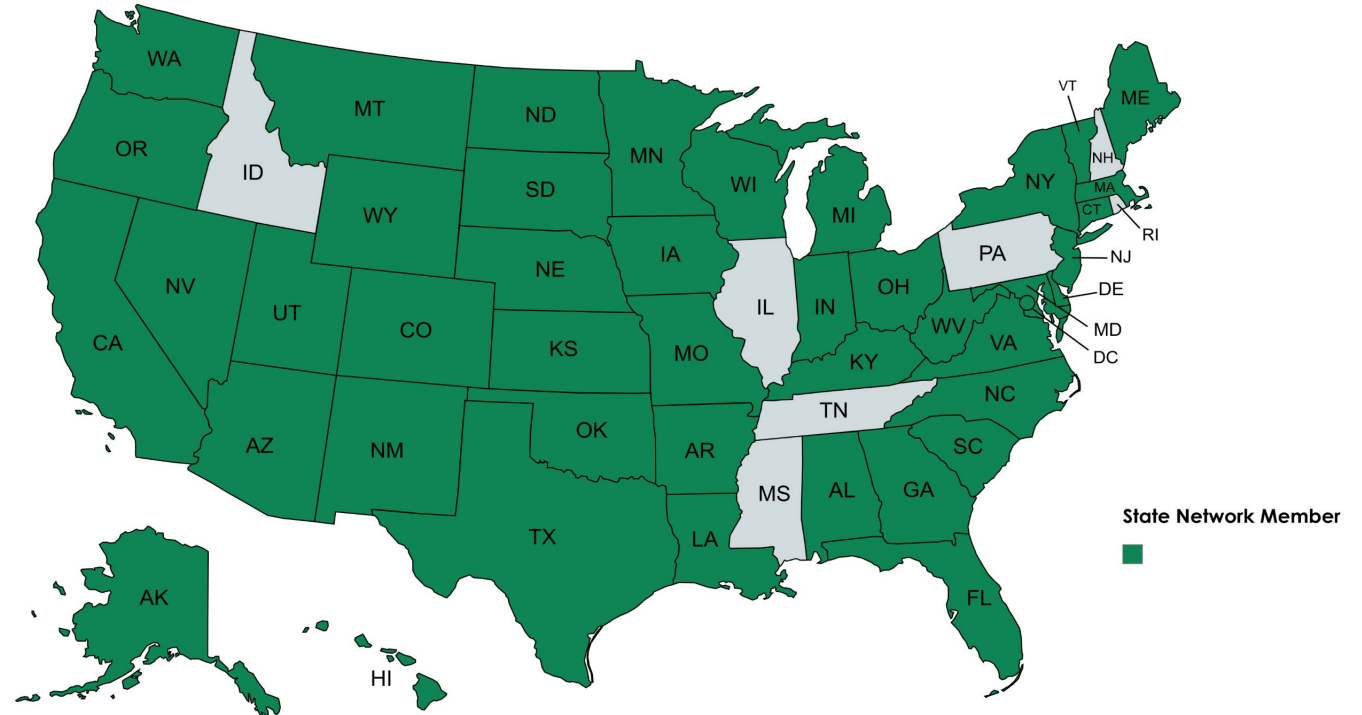


Florida
Wyoming
West Virginia
Texas
California
North Dakota
Missouri

National Registered Apprenticeship in Teaching State Network

National Network

The National Registered Apprenticeship in Teaching State Network now includes **45 members** (43 states, Washington D.C. and DoDEA) featuring both state **education** agency and state **labor** agency leaders.



Created with mapchart.net



The Washington Post
Democracy Dies in Darkness

To fight teacher shortages, states send people to college for free

Apprenticeships are helping to expand and diversify the ranks of educators



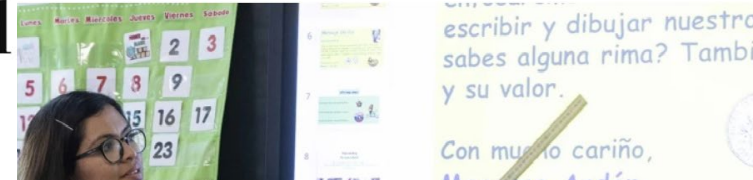
By [Moriah Balingit](#)

Updated May 12, 2023 at 1:48 p.m. EDT | Published May 12, 2023 at 6:00 a.m. EDT

Teacher Apprenticeships Are Booming in Wake of Shortages. Here's What You Need to Know

New federal funding could help more people become teachers for free

ie Will — March 17, 2023 ⌚ 8 min read



See Which States Have Teacher Apprenticeship Programs, and How the Model Plans to Expand



By [Madeline Will](#) — July 27, 2023 ⌚ 5 min read



Regan Sylvester, a Buena Vista University student from Webb, Iowa, teaches in a summer school classroom of rising 1st graders on

Apprenticeships Are the Frontier of Teacher Preparation. Here's How



By [Madeline Will](#) — Octok



EDUCATION

This teacher shortage solution has gone viral. But does it work?

OCTOBER 26, 2023 - 5:00 AM ET

FROM [HECHINGER REPORT](#)

HEARD ON WEEKEND EDITION SUNDAY

By Kavitha Cardoza



5-Minute Listen

+ PLAYLIST





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