



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

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

The Educator Landscape

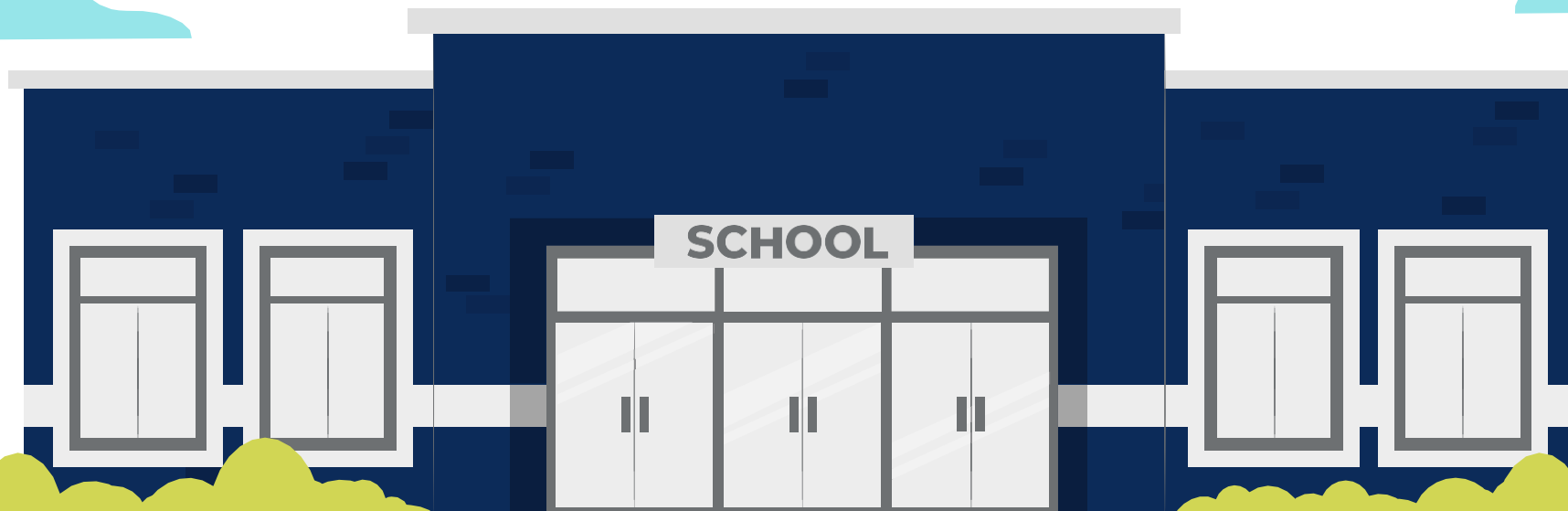
Tennessee's Human Capital



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 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 educator profession.



A leading strategy for **addressing educator shortages**



Leverages partnerships between Educator Preparation Providers, 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 2019-20** in Clarksville-Montgomery.



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



Partnerships include **14 Educator Preparation Providers** and **63 districts.**



GROW YOUR OWN

Partnerships to Strengthen
Tennessee's Educator Pipeline

- **Teaching as a Profession** is a high school pathway that provides a fast-track for future teachers to earn a BA and credential in a 2+2 model OR through a Grow Your Own pathway (below) – currently in 58 districts
- **EPP Innovation** will revise standards including foundational literacy skills (including data and assessment), technology and HQIM. Grants will be issued to develop courses and content that can be used by all EPPs to meet revised standards and requirements
- **Grow Your Own** grants to support district-EPP partnerships so students can go to college for free and study under an effective teacher - 650 future educators in 65 programs statewide
- **Teacher Occupation Apprenticeships** is a national model pioneered by TN to secure permanent funding (launched 2021)
- **SPED Endorsements** to provide a pathway towards a no-cost endorsement for any existing TN teacher in critical areas like special education, ESL, and STEM (5,525 seats)
- **Networks** such as Aspiring Assistant Principal and Diverse Leaders (700+ educators)



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

Tennessee's Leading Opportunity





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.
- 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 Registered Apprenticeship?

1



Employer Involvement

Employers (districts) are the foundation of every registered Apprenticeship program

2



Structured On-The-Job Training

Apprentices receive job-embedded training from an experienced mentor teacher

3



Related Instruction

Apprenticeships combine on-the-job learning with focused coursework through EPPs

4



Compensation for Skill Gains

Apprentices receive wage increases as they gain higher level skills

5



National Occupation Credential

Programs lead to a nationally-recognized credential, signifying to employers that apprentices are well-qualified



Programmatic Design

Clarksville-Montgomery's model was designed to address teacher recruitment, retention, & quality standards.

- **Target Population:** Paraprofessionals & TAP students
- **Academic Structure:** Attend school in the evening (completely paid for) with focused coursework and content
- **Employment:** Paid to work in the school system as an instructional aide; studies under a mentor/master teacher for two years
- **Outcome:** Candidates earn a living wage, with no debt, and begin teaching with 2 prior years of experience

SNAPSHOT

Clarksville-Montgomery's GYO Apprenticeship Program

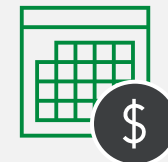
- The Clarksville-Montgomery school district faced their own teacher shortage of about 80 teachers by the 2019-2020 school year.
 - A critical area of shortage was in elementary and special education certified teachers.
 - The district identified that both district staff and students were great candidates for potential teaching opportunities.
- The Early Learning Teacher Residence (ELTR) Program, a partnership created in Spring 2019 with Austin Peay State University, specifically addressed the district's needs.
- ELTR offers an accelerated, free path to become a full-time teacher in just three years.
 - Paid to work in the school system as an instructional aide
 - Studies under a mentor/master teacher for two years
 - CMCSS registered ELTR as a federal apprenticeship program



20 high school students and **20 district aids**



Elementary & Special Education **Certification**



Free tuition, three-year program of study

Praise for Tennessee's First Teaching Apprenticeship Model

"This work could not be more urgent or necessary."

MIGUEL CARDONA
U.S. SECRETARY OF EDUCATION

"...will help grow a diverse, local pipeline of **educators** for years to come."

MARTY WALSH
U.S. SECRETARY OF LABOR

"...a program full of **promise** that could potentially point the way..."

FREDERICK HESS
AMERICAN ENTERPRISE INSTITUTE

"Hailed as a **game changer**"

THE 74

"**Pioneering**"

FORBES

"Leading Efforts to **Combat Teacher Shortages**"

TENNESSEAN

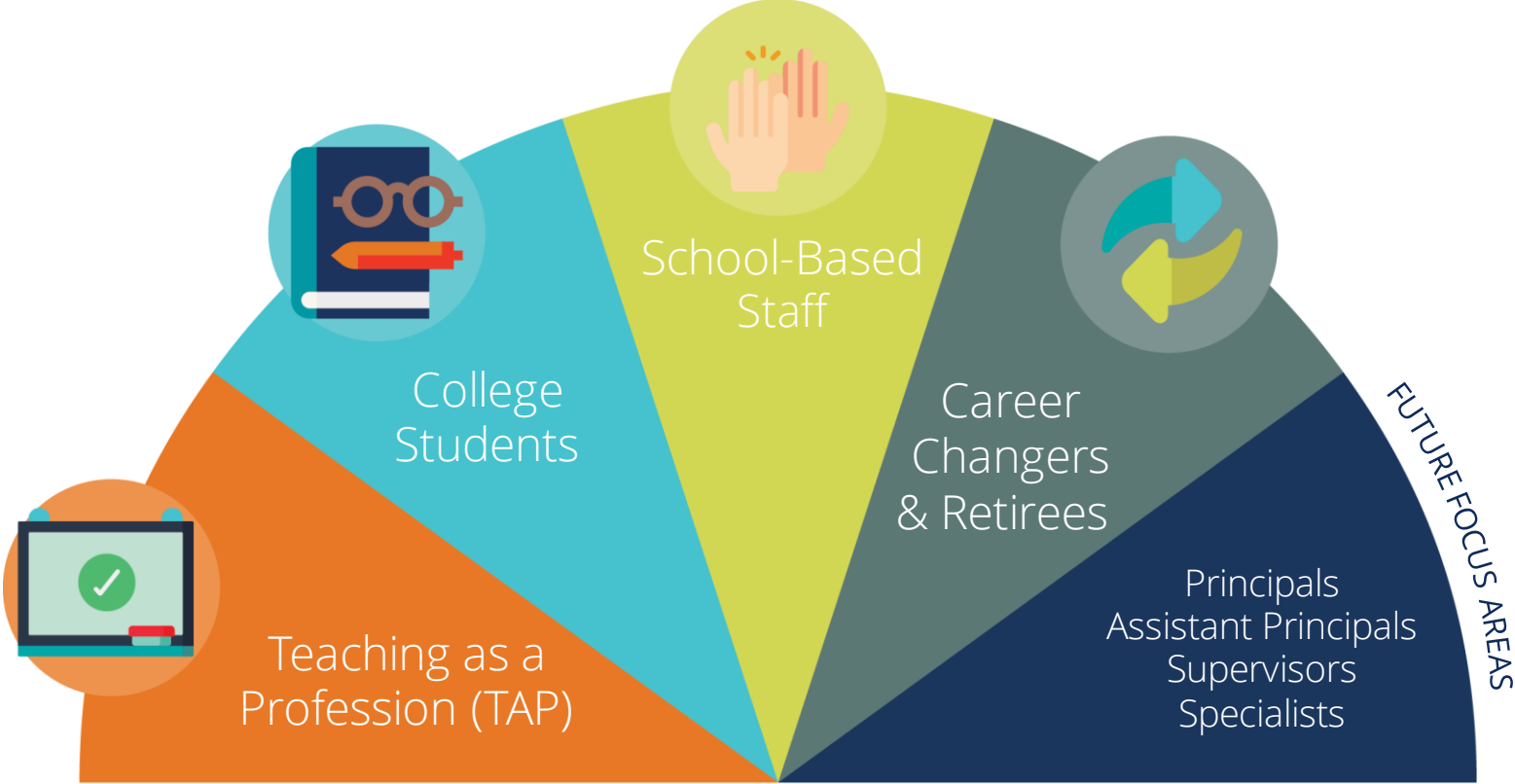
"Tennessee found a new way to bring **more teachers and diversity** into the field."

CBS MORNING NEWS

"Leaders in Tennessee are ensuring that programs... can be **replicated throughout the state**"

NEW AMERICA

Addressing Every Candidate for a School Pipeline



Clearly defined opportunities and strategically aligned programming for all candidates.



Meeting Employers' Needs



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



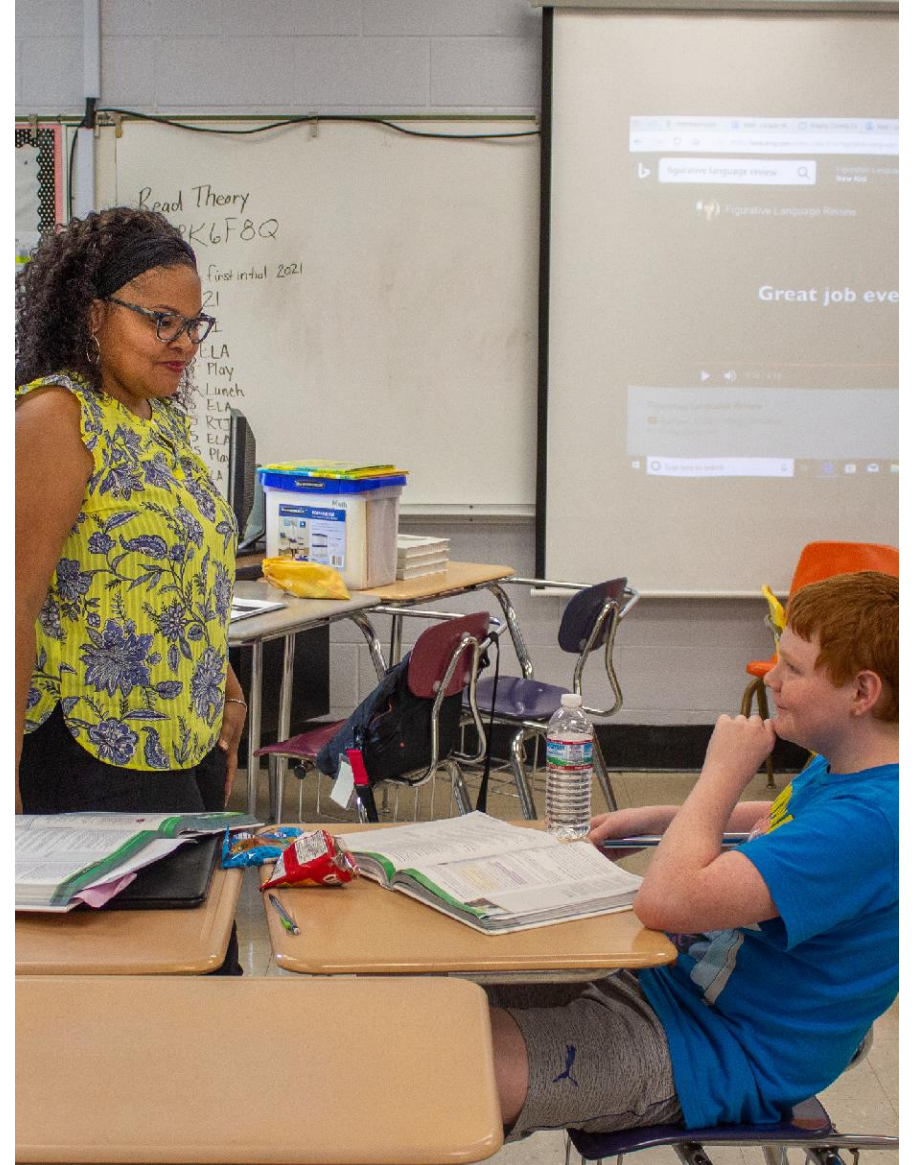
Expedited program work based on competency



Teachers will enter the classroom with **substantial experience**



National Quality Standards that meet expectations for rigor and training





Meeting Educators' Needs



Offers a **nationally proven model** for developing key professionals



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



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

Additional Support & Information



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



Process for Implementation

GYO Teacher Apprenticeship Playbook:
A 3-Phase Approach for Strong Programming



PHASE

1

Getting Started





Define the Need

Assess the district's staffing needs

Using existing data reporting requirements and state-based tools:

- TN State Report Card
- Statewide vacancy data
- ESSER-data reporting requirements on human capital



Identify the Details

- Type of teachers most needed to accelerate student achievement
- Source of future teachers
- Projections of future teachers based on past data and expected EPP graduates
- Viable EPP partners
- Available workforce development partner



Determine Logistics

- Define roles, responsibilities & meeting cadence for the team
- Start a project and/or work plan
- Establish ownership within the partnership to best leverage organizational strengths

PHASE

2

Designing an Apprenticeship





Set the Stage

- Determine program size
- Build a budget & staffing model



Establish a Pathway

- Design apprenticeship selection process
- Specify exit requirements
- Determine the agreement parameters and expectations for participating candidates



Identify Instruction & Support Details

- Build a structured on-the-job learning strategy
- Determine sequence of related instruction
- Establish role of apprentice teacher aide
- Ensure comprehensive support for apprentices

PHASE

3

Launching an Apprenticeship





Formalize Expectations & Partnership

- Establish a memorandum of understanding (MOU) with partners
- Reinforce apprenticeship responsibilities & expectations



Plan for Success

- Establish impact measurements and key metrics for success
- Determine a plan to overcome implementation roadblocks



Spread the Word

- Design communications and marketing plan
- Solidify recruitment approach

GROW YOUR OWN



Partnerships to Strengthen
Tennessee's Educator Pipeline

