



APPRENTICESHIPS FOR THE TEACHING PROFESSION: A NATIONAL MODEL

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This Story is About...

- Hope
- Partnerships
- How we can evolve
- Rethinking the narrative around the teaching profession

Terms to Know

- Grow Your Own
- Residency
- Apprenticeship

Clarksville-Montgomery County School System

- 37,000 students
- 40 schools
- 30 year average of adding 670 students each year
- 400 teachers hired each year (avg) with 88% retention
- 30% mobility
- 33% military-affiliated
- 94-96% graduation rate

Austin Peay State University

- 10,000 students
- 750 students in Eriksson College of Education
- 40 faculty and staff in Eriksson College of Education
- 50% undergrad and 50% graduate students in COE

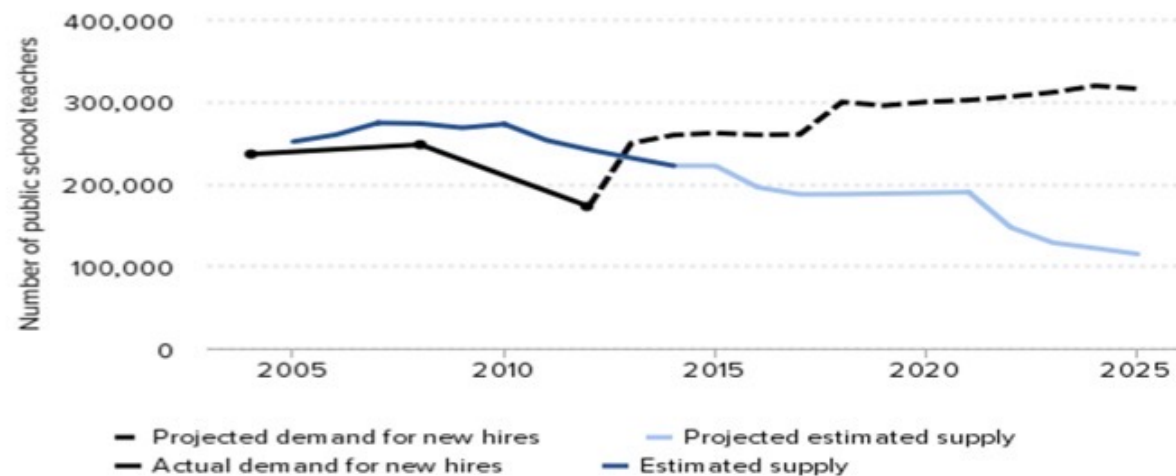


TEACHER SHORTAGE

Teacher Shortage Data

Teacher shortage as estimated by Sutchter, Darling-Hammond, and Carver-Thomas

Projected teacher supply and demand for new teachers, 2003–2004 through 2024–2025 school years



Note: The supply line represents the midpoints of upper- and lower-bound teacher supply estimates. Years on the horizontal axis represent the latter annual year in the school year.

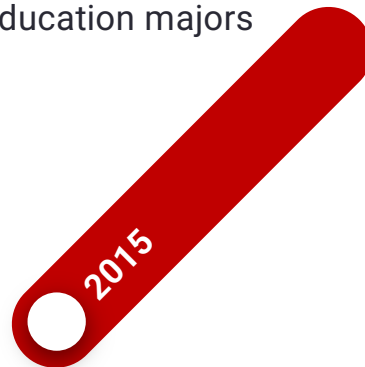
Source: Recreated with permission from Figure 1 in Leib Sutchter, Linda Darling-Hammond, and Desiree Carver-Thomas, *A Coming Crisis in Teaching? Teacher Supply, Demand, and Shortages in the U.S.*, Learning Policy Institute, September 2016. See the report for full analysis of the shortage and for the methodology.

**National Trend
Data**



22% of freshman college students declared as education majors

10% of freshman college students declared as education majors



4.6% of freshman college students declared as education majors

Percentage of Tennessee districts that do not receive enough high-quality teacher applications, by position

- Special Education 85%
- Secondary Math 85%
- Middle Grades Math 84%
- Secondary Science 73%
- Middle Grades Science 73%
- ESL 72%

Source: TN Department of Education, Best for All Plan, 2020. Page 12.

Causes of Teacher Shortage

- Decline in teacher preparation enrollments
- Higher teacher-student ratio
- Higher student enrollment
- Higher teacher attrition
- Pay inequities
- Concern about COVID and other health-related issues



“GROW YOUR OWN” PIPELINE

Paradigm Shifts

- Preparation as a joint effort
- Opportunity not compliance
- Overlapping interests
- Awareness of constraints

Partnerships With a Priority

- Big P vs. little p Partnerships
- How to determine needs?

Question: Why does your program *look* this way?

Answer: Because it's what our partners needed.

APSU/CMCSS Residency Programs

2019-2022

- 20 high school graduates and 20 classified employees (3-year cohort)
- K-5/Sped with emphasis on early learning (ELTR)
- Working as Educational Assistants with full pay and benefits with Level 4 and 5 teachers
- University classes offered in evening (3 year accelerated)
- Free tuition/fees
- 29 Graduated from APSU in August 2022

2020-2023

- EMTR Cohort (35 Students)
 - Elementary K-5
 - Middle School Math
 - Middle School Science/Sped
- Graduated from APSU August 2023
 - 31 Graduates

APSU Residency Programs

2021-2024

- ETR Cohort (55 students)
 - K-5/Sped
 - CMCSS – 33
 - Rural – 22
- Completed AST degree at a partnering community college in Spring 2023.
- 45 Graduated from APSU in August 2024

2022 - 2025

- ELTR Cohort (43 students)
 - K-5/Sped
 - CMCSS – 31
 - Rural – 12
- Completed AST degree at a partnering community college in Spring 2024.
- Projected to graduate from APSU in August 2025

Future Cohorts

2023 - 2026

- EMTR Cohort (79 Students)
 - Elementary K-5/Sped
 - 54 Students
 - 10 - CMCSS
 - 44 – Rural
 - Middle School Math/Sped
 - 12 – CMCSS
 - Middle School Science/Sped
 - 13 – CMCSS
- Projected to graduate from APSU in August 2026

2024 - 2027

- ELTR Cohort (65 Students)
 - Elementary K-5
 - 40 – CMCSS
 - 25 – Rural

2025 - 2028

- ETR Cohort (78 Students)
 - Elementary K-5
 - 40 – CMCSS
 - 38 – Rural

CoE Enrollment Increases in One Year

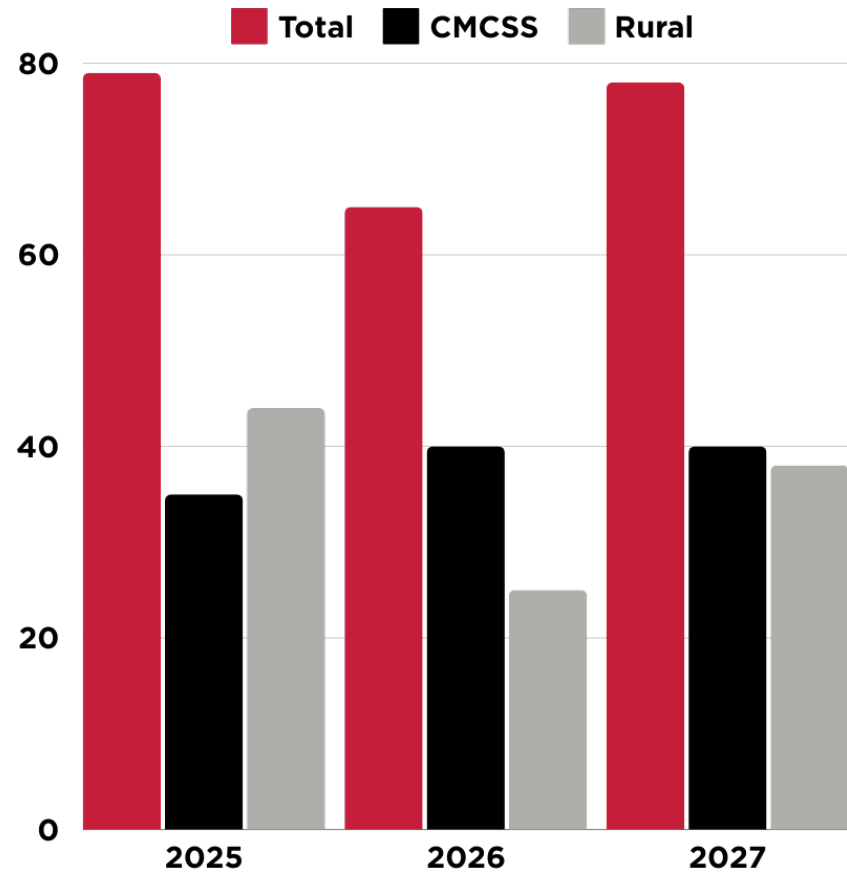
31.75% MAT

48% Teacher Licensing Certificate

82% Job-Embedded

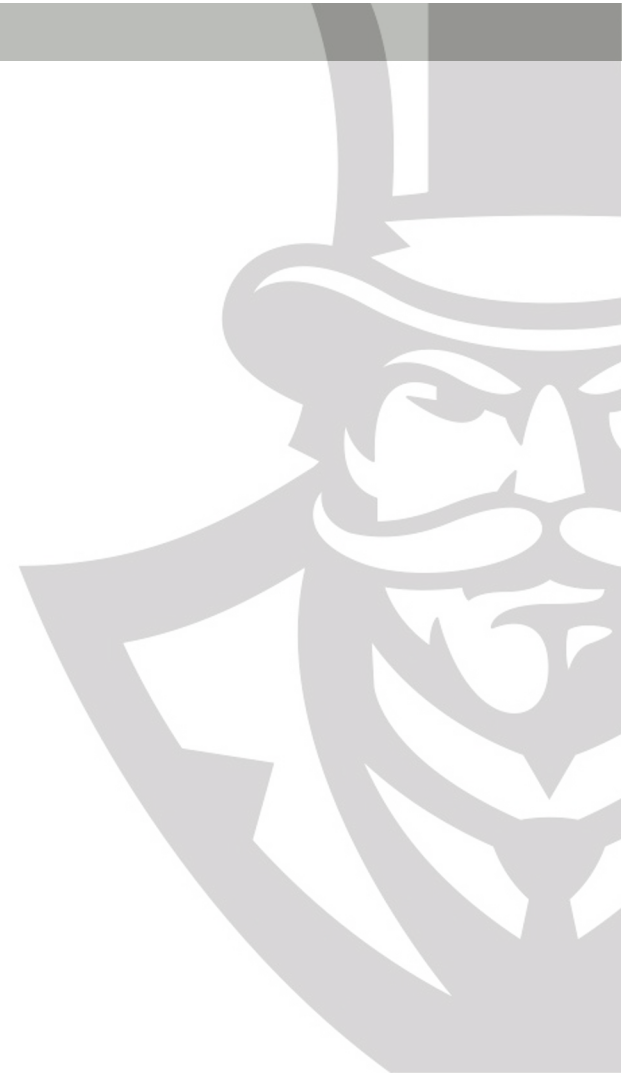
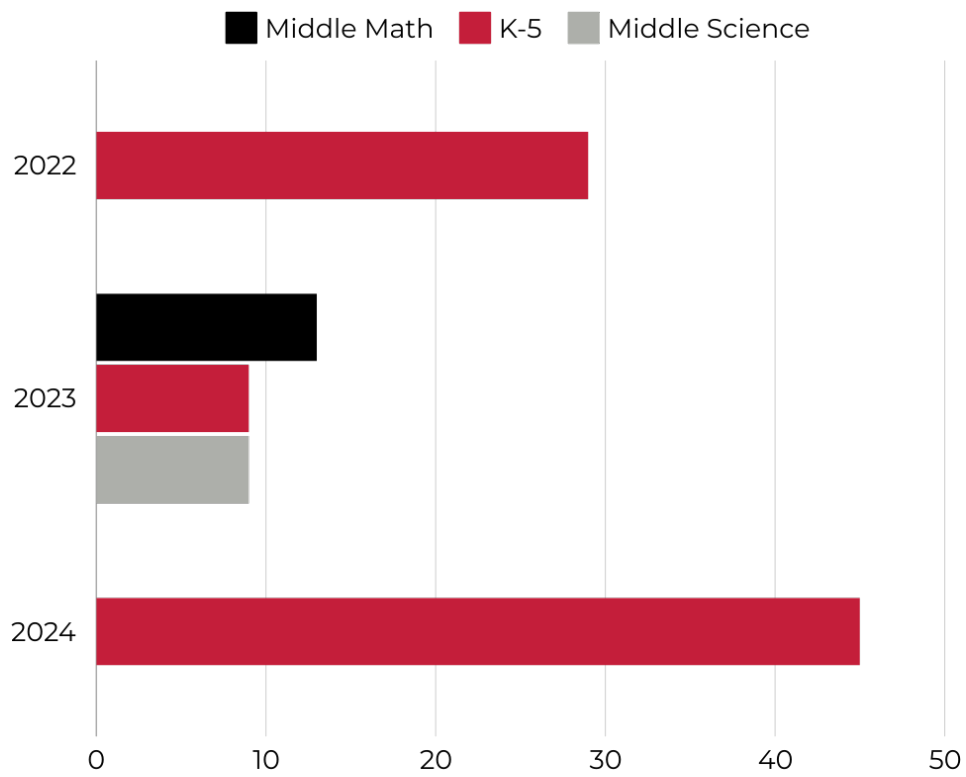
GYO Pipeline

Incoming students from
community college
partners



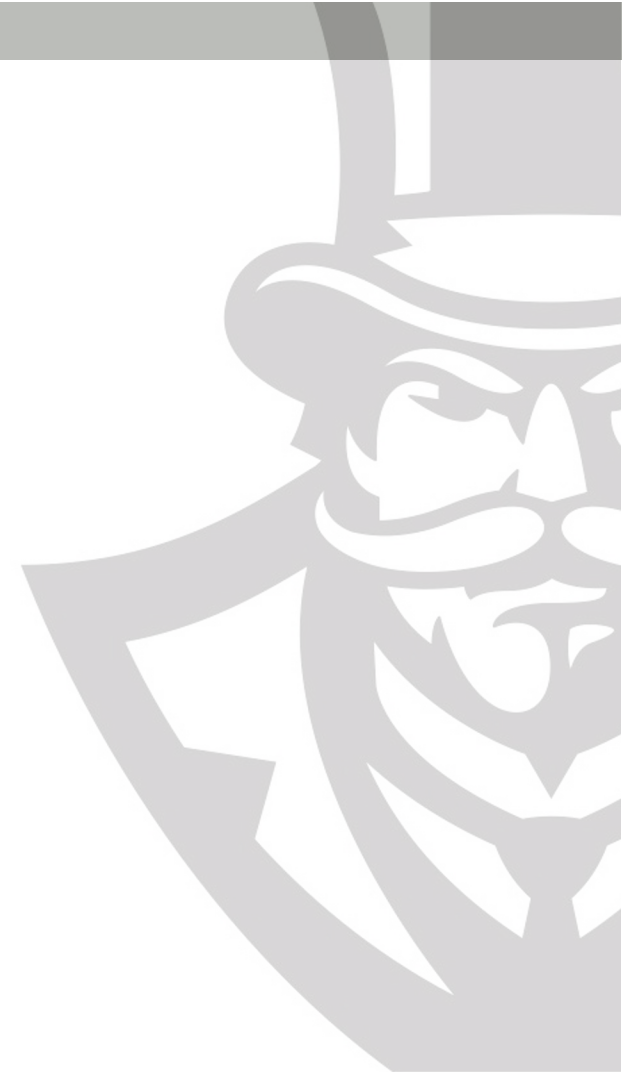
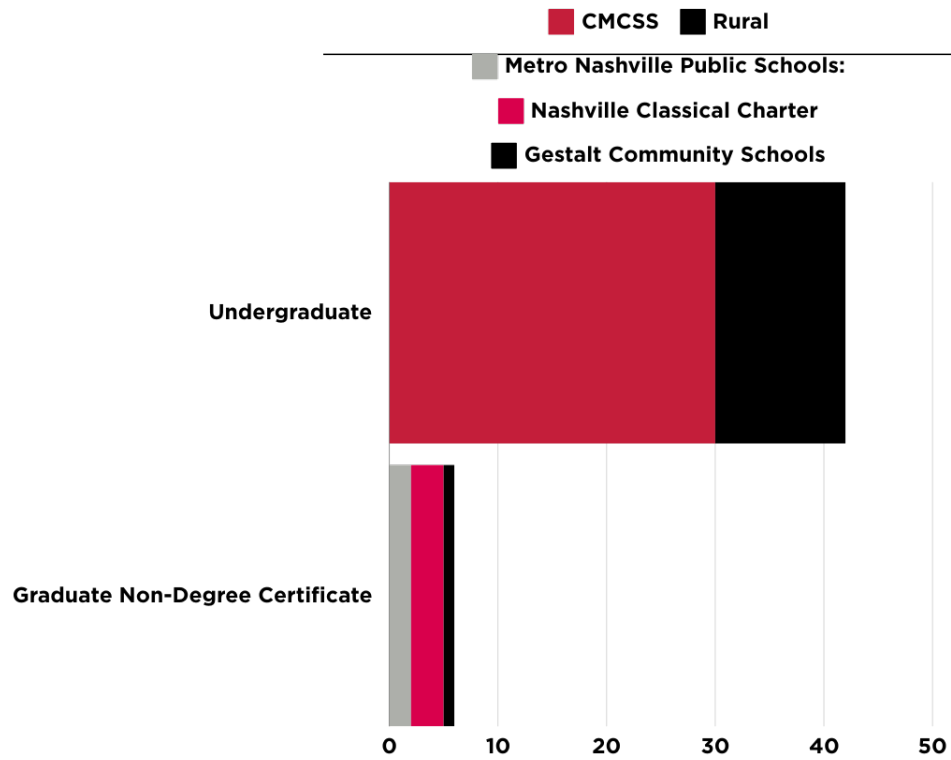
CMCSS Cohorts (2022-2024)

Graduates by Year



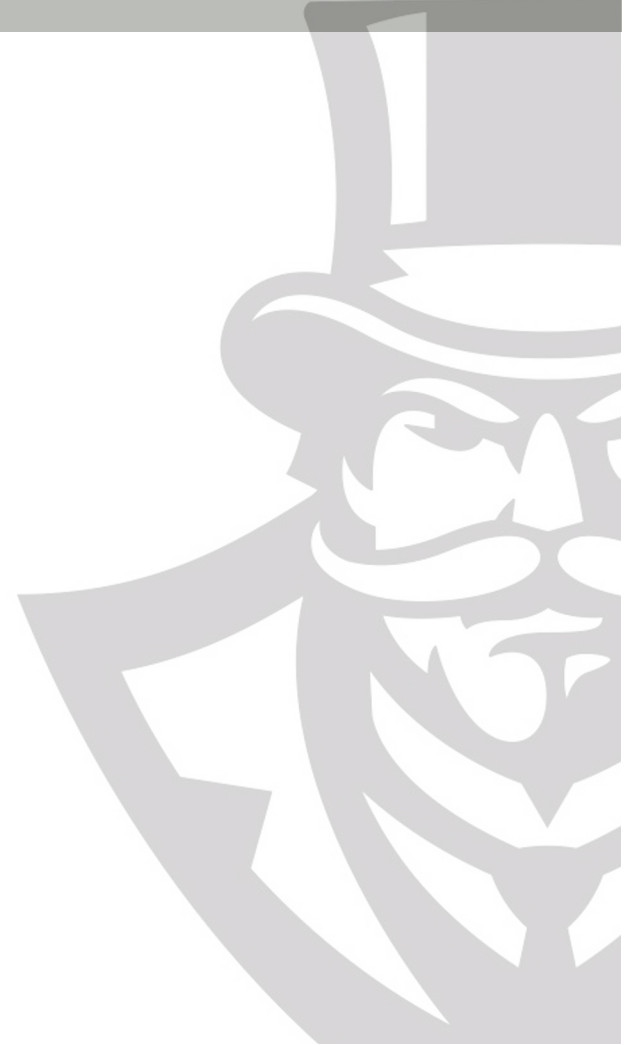
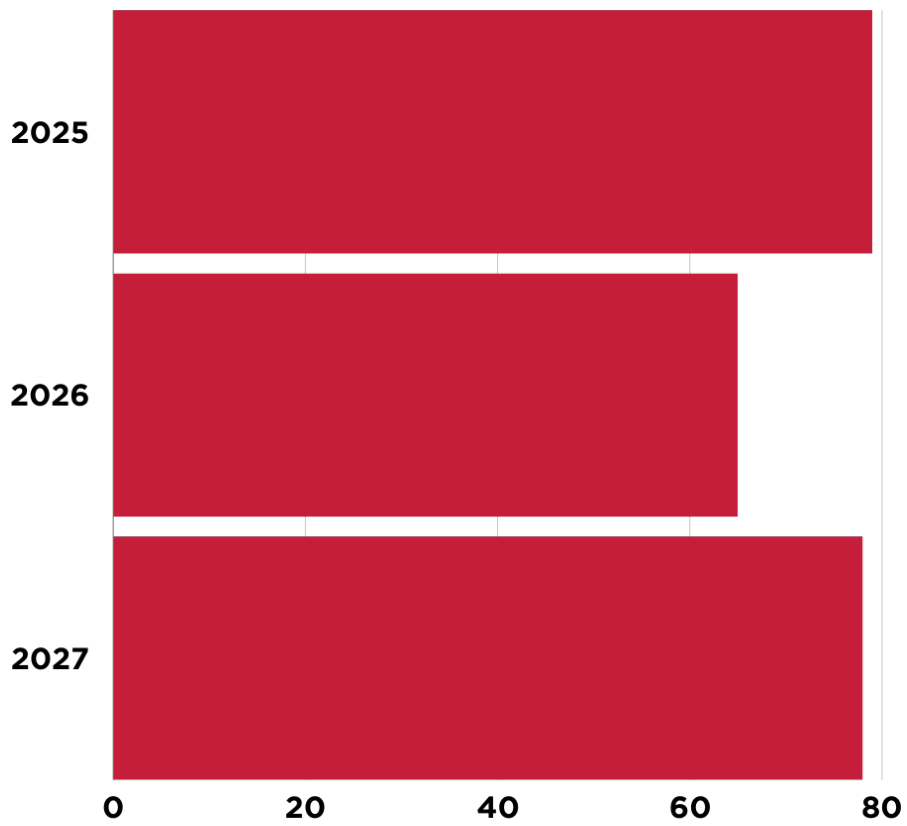
Current Teacher Residents

Total Enrollment



GYO Undergraduate Pipeline

Incoming Students from Community College Partners




First Federally Registered Apprenticeship in the Nation

Staffed Up: 7 tips to keep in mind when forming a registered teacher apprenticeship

As this model gains steam for addressing teacher shortages, experts suggest strategies for successful development.

Published Nov. 16, 2022

 [Anna Merod](#)
Reporter



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



By [Madeline Will](#) — October 31, 2022 ⌚ 8 min read



First Graduating Class



University Support

- Registrar's Office and College of Education
 - Advising
 - Registration
 - Evaluating transcripts
 - Course substitutions
 - Tracking
 - Financial aid

Teacher Residency Supports

APSU

- Financial Aid
- Registrar
- Arts & Science Faculty
- Advising Support
- Adjuncts
- COE Faculty

CMCSS

- Director of Federal Projects
- AVID
- Clarksville Montgomery County Education Association
- CMCSS adjunct professors
- Academic support
- Mentoring support

Financial Considerations

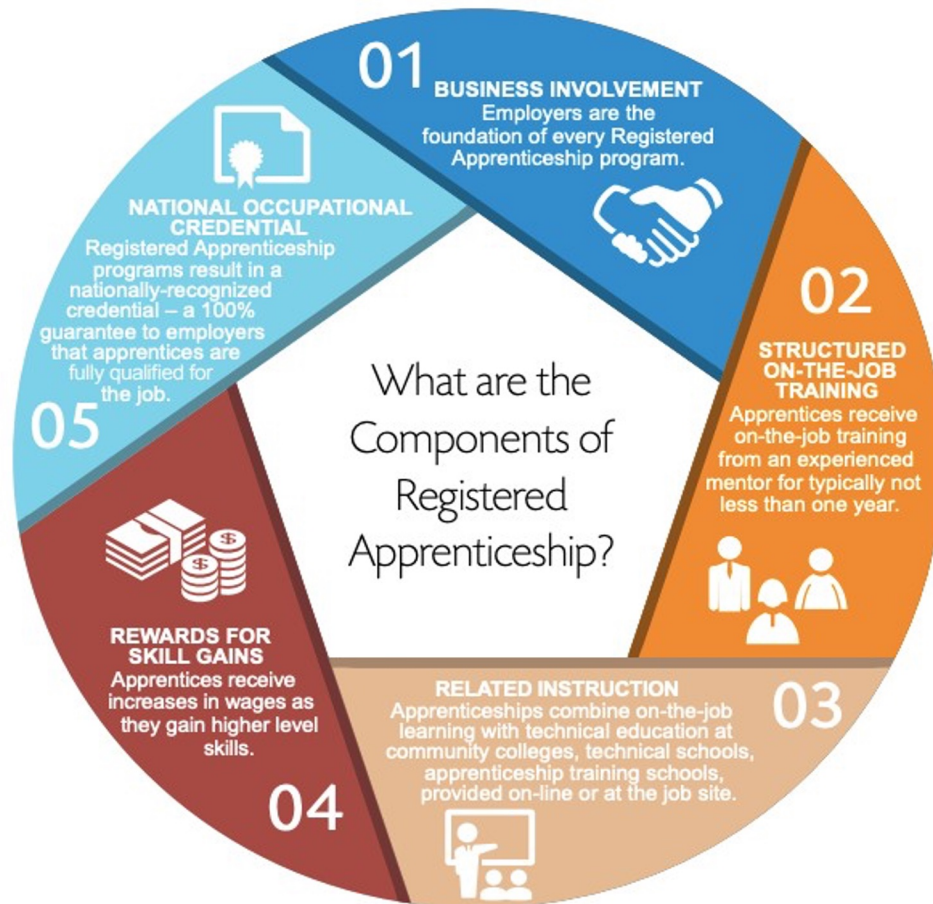
- Requires multiple revenue streams
- Free to students, not completely free
- 50-50 split with school districts
- University support
- Financial aid grants (specific to each student)
- State grants for innovation
- Partner with community colleges
- Apprenticeship funds



APPRENTICESHIPS

Apprenticeship Background

2019-2020 Traveled to Chattanooga, North Carolina, and Colorado looking at industry apprenticeship partnerships between school district, industry, and Workforce Essentials.



Two Reasons to Apply for Apprenticeship

1. Protects the model that was created by CMCSS and Austin Peay
2. Funding opportunities for Apprentices and Employers

David Donaldson, National Center for Grow Your Own, <https://ncgyo.org>

Funding Opportunities

- Apprentice

Cash to pay a variety of bills

housing, daycare, transportation (bus, gas, repair),
food, medical

- Employer

Educational supports, tuition, books, training, salary

Applied for Apprenticeship

- Partnered with Workforce Essentials and APSU to submit apprenticeship application
- CMCSS was the Employer
- APSU was the Sponsor
- TN Department of Education (TDOE) became Sponsor and resubmitted apprenticeship application in February, 2020

First Registered Teacher Occupational Apprenticeship

- Early 2022
- TDOE is the Sponsor
- CMCSS is the Employer
- APSU is the College/EPP
- Model and funding can be replicated in Tennessee and throughout the United States

TDOE Replication of the Work

- Monthly meetings with Dept of Education, Districts, CoEs Partners and Workforce Essential
- TDOE creating the infrastructure to sponsor other districts
- Creation of the “Grow Your Own” Playbook

Next Steps

- Ensure you have an effective partnership with a school district.
- Partnerships should establish goals around common strategic work and needs.
- Develop on-the-job competencies aligned to your teacher evaluation model.
- Establish a relationship with your state/regional workforce agency and Department of Labor.
- Seek an apprenticeship sponsor (i.e., State Department of Education).

Apprenticeship Featured on CBS News



Remember?

- This is a story about hope
- This is a story about partnership
- This is a story about how we can evolve
- This is a story about rethinking the narrative around the teaching profession
- There is not one way to do this work

Suggested Resources

National Guidelines for Apprenticeship Standards for K-12 Teacher Apprenticeships
<https://www.deansforimpact.org/tools-and-resources/national-guidelines-for-apprenticeship-standards-for-k-12-teacher-apprenticeships>

National Grow Your Own Center
<https://ncgyo.org/resources>

Tennessee Department of Education GYO Teacher Apprenticeship Playbook
<https://www.tn.gov/content/dam/tn/education/grow-your-own/TDOE-GYO-Playbook.pdf>

Deans for Impact Apprenticeship Models Compendium
https://drive.google.com/file/d/18Bpl_qRKYNAoXqRDu_92TdEUXbyzuKq4/view

Teacher Apprenticeships in the Media

Revenue Worries Drive Continuing Interest in Partnerships

<https://www.chronicle.com/newsletter/the-edge/2023-08-02>

To Fight Teacher Shortages, States Send People to College of Free

<https://www.washingtonpost.com/education/2023/05/12/free-training-teacher-shortage-apprenticeship/>

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

<https://www.edweek.org/teaching-learning/apprenticeships-are-the-new-frontier-of-teacher-preparation-heres-how-they-work/2022/10>

Staffed Up: 7 Tips to Keep in Mind When Forming a Registered Teacher Apprenticeship

<https://www.k12dive.com/news/staffed-up-tips-forming-teacher-apprenticeships/636692/>

Innovative Tennessee Teacher Prep Program Aims to Prepare a New Breed of Educators

<https://www.reimaginedonline.org/2022/10/innovative-tennessee-teacher-prep-program-aims-to-prepare-a-new-breed-of-educators/>

Teacher Apprenticeship: What Is It and Why Now?

<https://www.newamerica.org/education-policy/edcentral/teacher-apprenticeship-what-is-it-and-why-now/>

AACTE Applauds Educator Preparation-Based Teacher Occupation Apprenticeship Program

<https://edprepmatters.net/2022/01/aacte-applauds-educator-preparation-based-teacher-occupation-apprenticeship-programs/>



Thank You
Q/A