



GROW YOUR OWN

Tennessee's Teacher Apprenticeship



The Role of a District

Tennessee's Teacher Apprenticeship model provides the opportunity for multiple stakeholders to join together in the program design, implementation, and financial support. However, it is important that each partner meets the responsibilities most needed given their respective role and abilities.

A Tennessee Teacher Apprenticeship Program starts with the creation of a strong partnership between a school district and Educator Preparation Provider (EPP).

Successful partnerships should be aligned on teacher recruitment and retention goals, maintain capacity to support and contribute to a program's success, and demonstrate a willingness to collaborate and sustain a strong working relationship. In the partnership, school districts maintain the clearest picture of their employment needs and their team's ability to administer programming in the district.

Partnership Responsibilities: *School Districts*

Grow Your Own partnerships are largely driven by a school district's needs and design. In the apprenticeship model, the district's primary role is to employ teacher apprentice candidates to work and learn in the district where they will ultimately be hired.



To build and launch lasting teacher apprenticeship programs, districts:

- 1. Co-design high-quality programs with EPPs.** Reviewing student performance data, vacancy trends, sources of future teachers, and individual school needs, districts design programs that directly support talent gaps.
- 2. Train teachers that students most need.** Through job-embedded classroom training, mentor feedback, and 1:1 coaching, districts develop lasting talent in real time. Teachers learn the district's culture, priorities, and best practices from mentor teachers, training in the content and specialty areas most needed by students.
- 3. Pay teachers to earn and learn.** As candidates earn their bachelor's degree and credential, districts pay teacher apprentices as educational assistants (or teacher's aids) in a multi-year residency structure. The progressive wages compensate a candidate's increasing ability, mirroring their growing responsibility and competency.

Tennessee school districts have long supported professional development and greater teacher opportunities. Through the Tennessee Teacher Apprenticeship program, districts can directly address their localized needs, fill staffing gaps, and strengthen schools – all from their community, for their community.