

Tennessee's Grow Your Own Apprenticeship Teaching Model

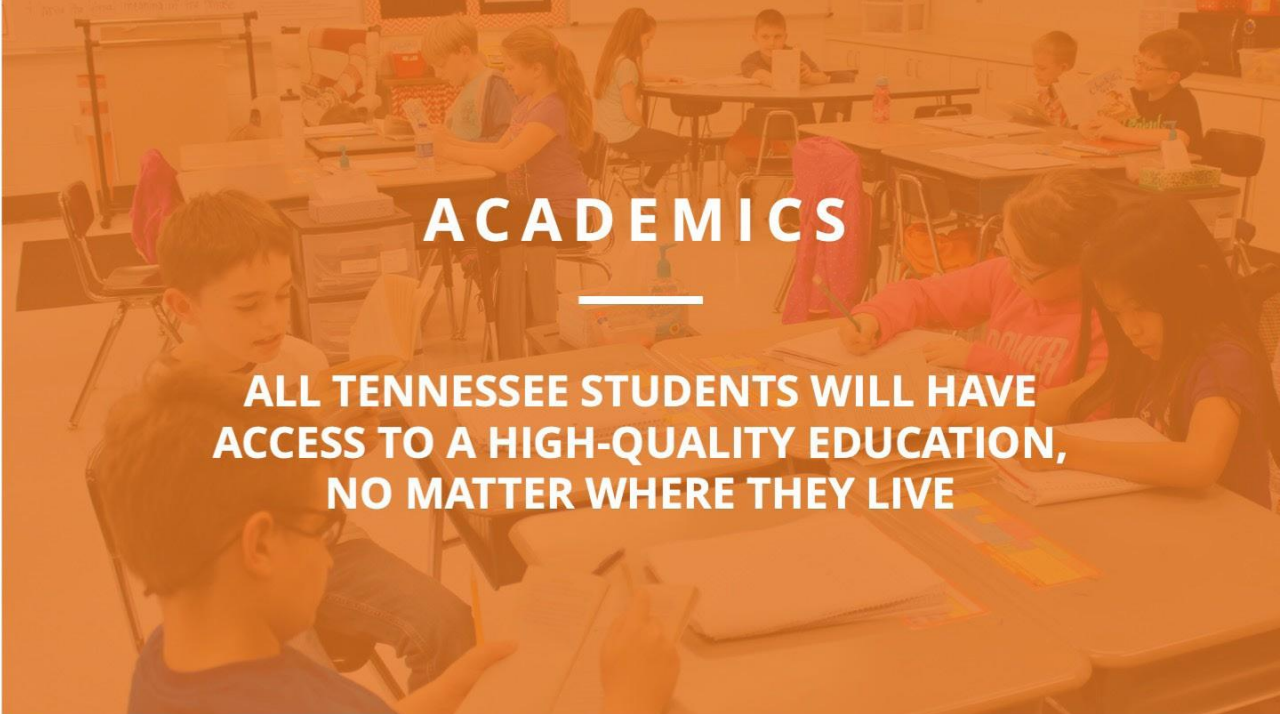
A Lasting Solution for the Educator Pipeline





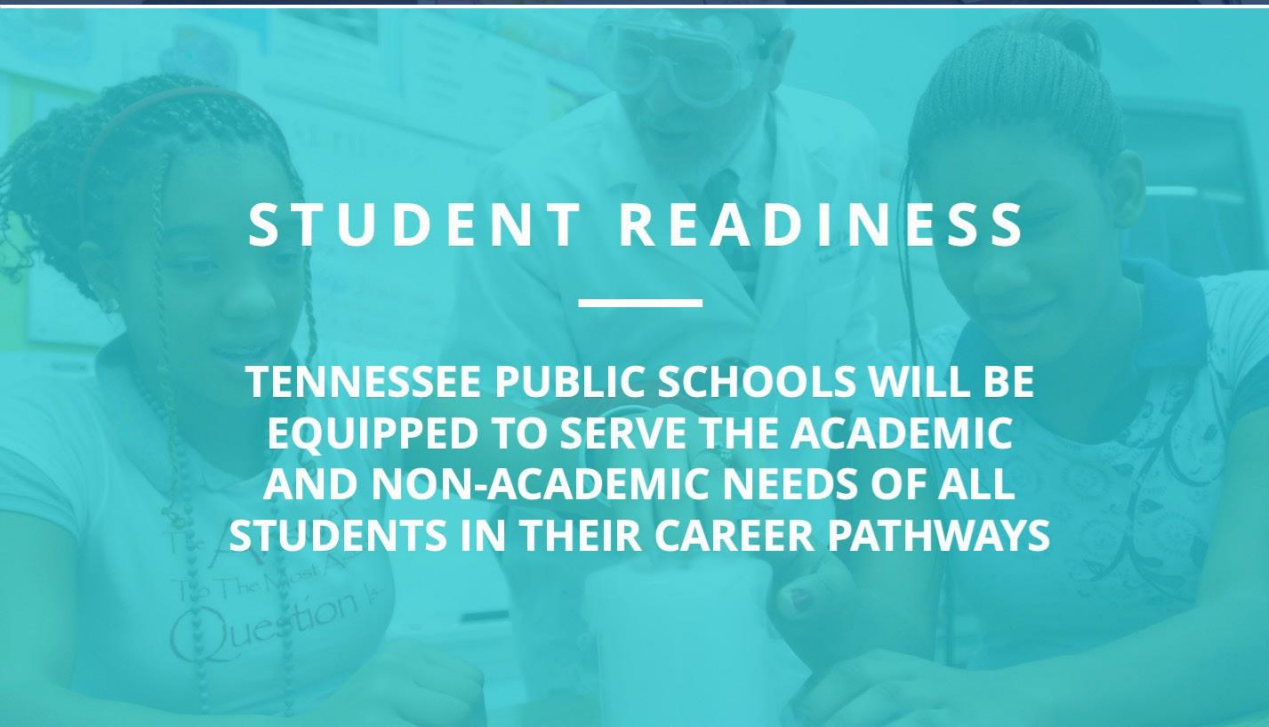
BEST FOR ALL

We will set all students on a path to success.



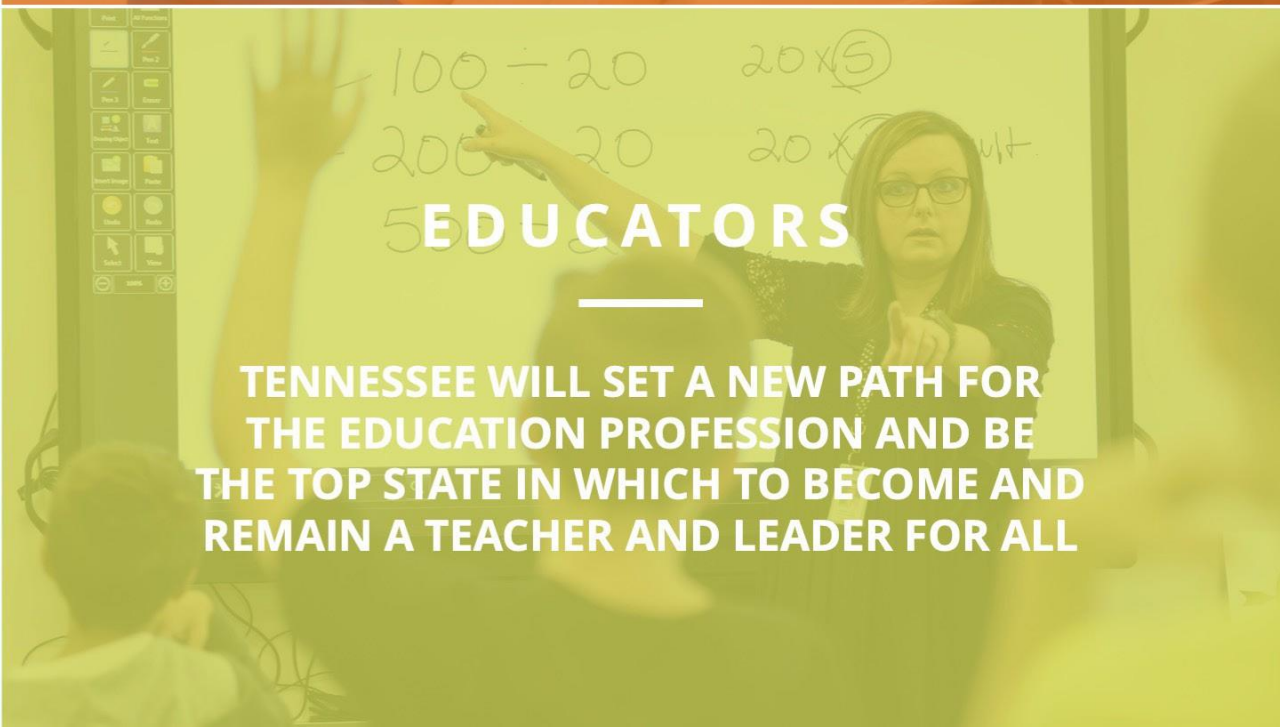
ACADEMICS

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

The Educator Landscape

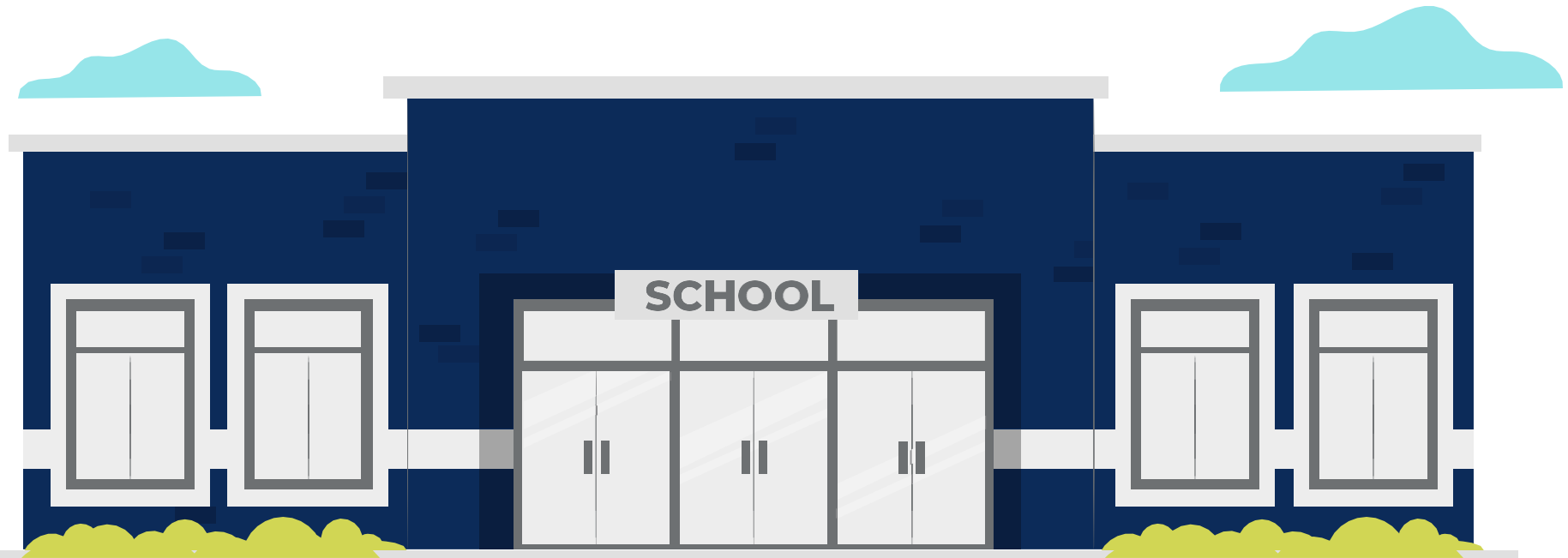
Tennessee's Human Capital



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 2018-19** in Clarksville-Montgomery.



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



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



Partnerships to Strengthen
Tennessee's Teacher 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 (incl. 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 while doing so (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 the 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.

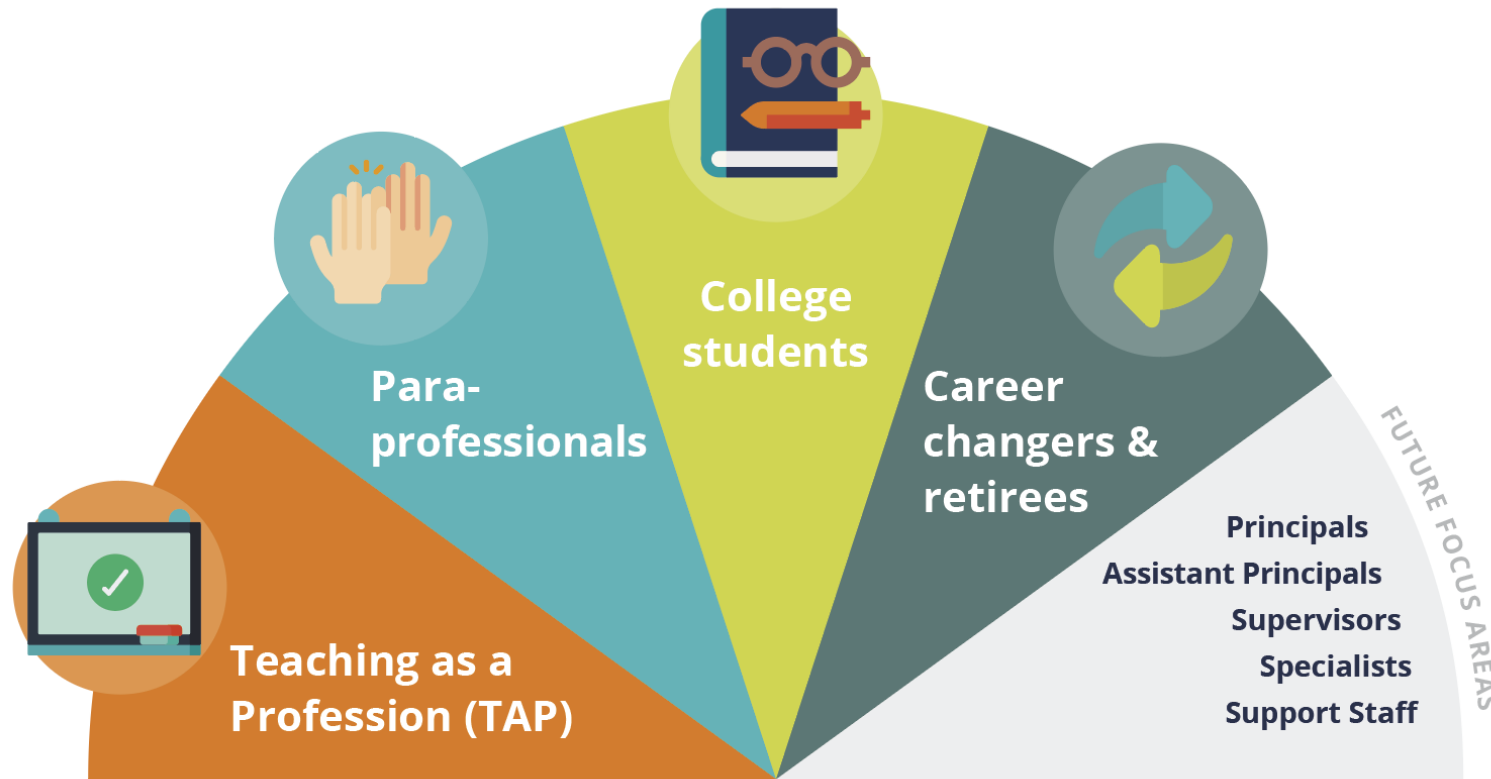


Programmatic Design

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

- Target Audience: Paraprofessionals
- Other Possible Targets: Career changers; juniors and seniors in college, etc.
- Academics: Attends school in the evening (completely paid for)
- Employment: Paid to work in the school system as an instructional aid and studying under a mentor/master teacher for two years
- Outcome: Candidate earns a living wage, with no debt, and begins teaching with 2 prior years of experience

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



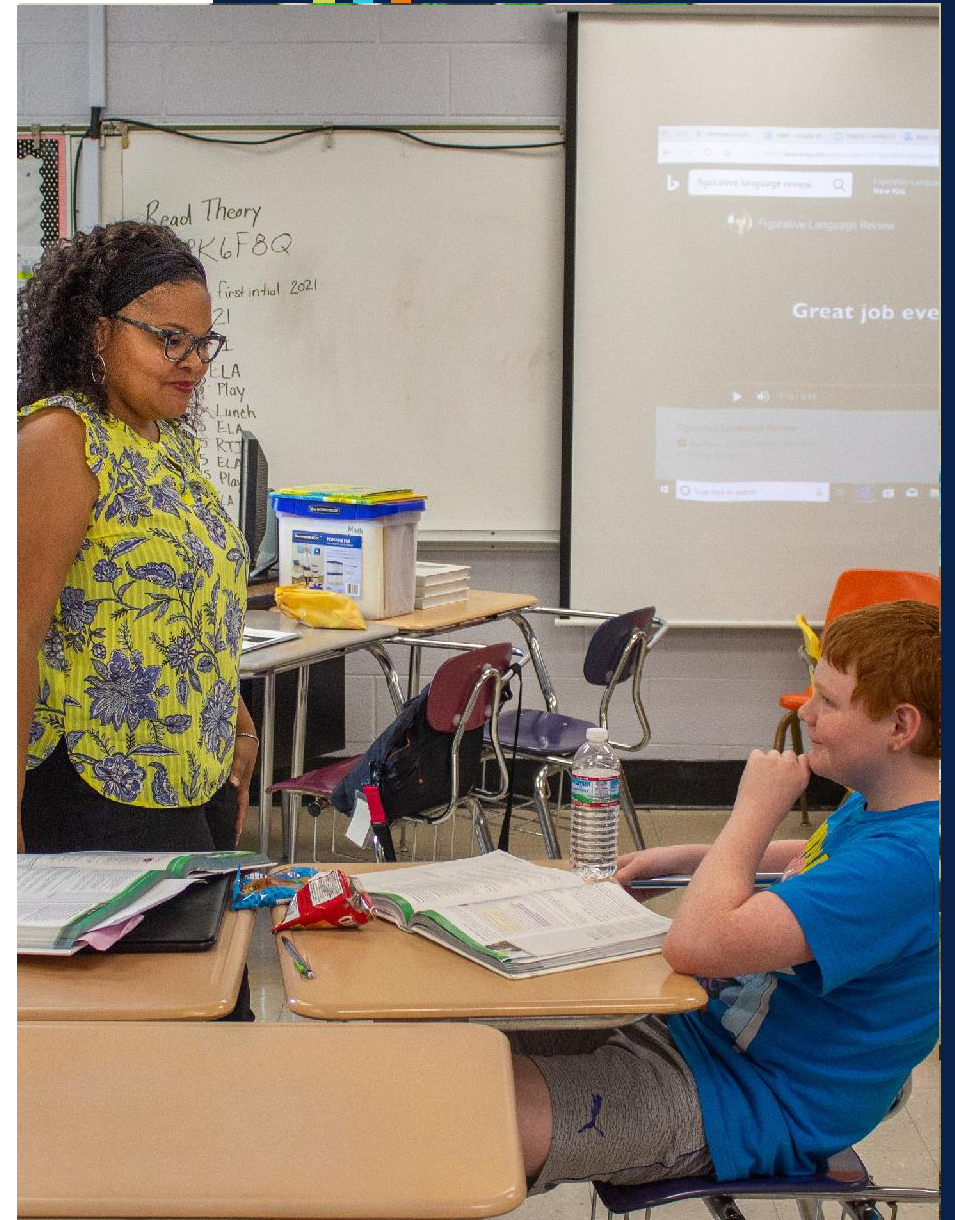
Expedited program work based on competency



Teachers will enter the classroom with **three years of experience**



National Quality Standards that meet expectations for rigor and training





Meeting Educators' Needs



Offers a 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



GROW YOUR OWN



Partnerships to Strengthen
Tennessee's Educator Pipeline

