Tennessee's Grow Your Own Apprenticeship Teaching Model

A Lasting Solution for the Educator Pipeline
ALL TENNESSEE STUDENTS WILL HAVE ACCESS TO A HIGH-QUALITY EDUCATION, NO MATTER WHERE THEY LIVE

TENNESSEE PUBLIC SCHOOLS WILL BE EQUIPPED TO SERVE THE ACADEMIC AND NON-ACADEMIC NEEDS OF ALL STUDENTS IN THEIR CAREER PATHWAYS

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:

- ESL
- Science
- Math
- Special Populations
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.
• **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
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.
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

Aspiring Educators

District Leaders

Local Workforce Board

Educator Preparation Programs

Tennessee Department of Labor & Workforce Development

Tennessee Department of Education

Schools & Communities

GROW YOUR OWN
GROW YOUR OWN
Partnerships to Strengthen Tennessee's Educator Pipeline

TN Department of Education