



NATIONAL CENTER FOR
GROW YOUR OWN

The Problems to Address

Remove financial barriers

Address vacancies - with focus on SPED and ESL

Eliminate concept of a first-year teacher

Educator diversity

EPP deserts and quality

What We Did

Become a teacher for free and get paid to do so

All graduates dual certified in either SPED or ESL

Minimum of two years for student teaching

Incorporated diversity into the rubric

Increased access to high quality EPPs

What This Led To

65 districts, 14 EPPs and 670+ future educators

Dramatically lowered cost of EPPs to under \$10K

US DOL application for teacher apprenticeship

Increase in diversity of EPP enrollees

Higher performing EPPs serving more enrollees

GYO for current educators and aspiring school leaders

GYO for Current Teachers

If you can't fill vacancies then use staff flexibility

Professional development and microcredentials

RFP trial and error: regions vs overall

Moving to online and asynchronous

Allocated seats in three ways

GYO for Aspiring School Leaders

The credential barrier

You can become a principal by reading a book

Compromise on residency

142/147

US DOL Teacher Apprenticeship

State registered vs US DOL

2/4/15

Occupation approved in November 2021

First federally registered program in Jan 2022

Available for any state now

Opens up funding at both SEA/LEA and Labor

Technical Assistance Process

01

Talent/HR

We start with this team to identify vacancy areas and projected turnover to determine endorsement area needs, identify potential candidates and audit transcripts to determine program design and pathways.

02

CFOs

We work with CFOs to identify available and braided funding opportunities to leverage one-time and sustainable sources. From there, we work with procurement to draft the RFP for EPPs to apply.

03

EPPs

We provide extensive engagement to EPPs to encourage applying to the RFP and answering technical questions to ensure eligibility.

04

CTE/Labor

For apprenticeship purposes, we support the process of establishing the sponsor, employer and related instruction provider. We help design the on the job competencies and coursework selection to be eligible to register.



Contact Information

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