



# **GROW** YOUR OWN

## Tennessee's Teacher Apprenticeship

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### A Pathway for All Tennesseans

Tennessee's Grow Your Own (GYO) Initiative is an educator preparation strategy focused on developing teachers from the local community and retaining them to serve students. GYO is used to address teacher shortages by minimizing the financial, recruitment, and preparation challenges facing Tennessee's educator workforce.

In January 2022, the Tennessee Department of Education (TDOE) announced a new, sustainable GYO model: the Tennessee Teacher Apprenticeship. The program is an evolution of the state's initial model, offering a no-cost pathway into the teaching profession with strengthened programmatic supports, high-quality training, and sustainable funding.

**For anyone who has dreamed of becoming a teacher or inspiring a young learner, the Tennessee Teacher Apprenticeship offers the pathway to become a teacher for free -- recruiting candidates from the community, for the community.**

Tennessee's Teacher Apprenticeship provides a pathway for aspiring educators to join the profession, spanning their experience, background, location, and age.

# Tennessee's Teacher Apprenticeship *(cont.)*



## High School Students

Students can enroll in an apprenticeship starting at age 16 and earn dual-enrollment credit through sequential Teaching as a Profession classes. This helps candidates progress towards their bachelor's degree while student teaching in their local school district.



## College Students

Students enrolled in education majors at a college or university can pivot to an apprenticeship program that offers job-embedded opportunities, increasing wages, and an accelerated degree. Ultimately, students can complete their degree and program in three years or less, with no associated costs.



## School-Based Professionals

Paraprofessionals, instructional assistants, or other school-based support staff can seamlessly become licensed teachers. Apprentices remain in the classroom, teaching in the district where they will get their degree – receiving increased pay and job-embedded support, all in three years or less.



## Career Changers and Retirees

Community members may have an interest in teaching but do not want to take on the associated costs or time with returning to college. Instead, apprentices can complete outstanding coursework, meet required on-the-job hours, earn a living wage, and transition to the classroom full time.



Tennessee's GYO strategic initiative - including the Tennessee Teacher Apprenticeship model - are designed to tackle the state's teacher recruitment and retention challenges head on. By doing this, Tennessee will continue to strengthen new professional pathways forward so educators can become and remain a teacher and leader.