

GROW YOUR OWN Tennessee's Teacher Apprenticeship



The Role of an EPP

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 ability.

A Tennessee Teacher Apprenticeship Program starts with the creation of a strong, primary 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, EPP partners should be flexible and creative to meet the district's highest priority employment needs to ensure selected teacher apprentices are successful in their coursework and degree.

Grow Your Own programs depend on strong EPP partners who prioritize the importance of flexibility and innovation for true partnership and greater apprentice outcomes. Primarily, EPPs offer essential coursework for participants to become a licensed and degreed educator with an additional endorsement in either special education (SPED) or English as a Second Language (ESL).

Partnership Responsibilities: *EPPs*

EPPs can support the foundation of a strong partnership with school districts. To build and launch lasting apprenticeship programs, EPPs can:



- 1. Support districts to define their local need.** EPPs can help districts identify vacancies, review data trends, and source talent from their community and region. Across the state, district staff capacity and staff varies, and EPPs have an opportunity to help support elements of this work.
- 2. Co-design flexible programs that meet district and teacher needs.** Addressing previous challenges – like preparation barriers or coursework cost and length – can attract new candidates. Adjusting long-standing schedules, offering alternative classes, or creatively bridging gaps can form strong programs.
- 3. Commit to the long-term success of the district and teachers.** EPPs can chart a new course for the profession through their collaboration and reimagining. With apprenticeships, EPPs can develop innovative programs for credentialing, additional endorsements, and PD at all levels.

Expanding participant pipelines and pathway opportunities strengthens Tennessee's workforce. The continued investment in educator development and teacher recruitment increases EPP enrollment, addressing staffing shortages. Moreover, increasing the number of excellent educators ensures every child, regardless of school or classroom, has the teacher they need - and deserve.