



GROW YOUR OWN

Tennessee's Teacher Apprenticeship



The Role of the State Agency

Tennessee is the first state in the country to sponsor Teacher Occupation Apprenticeship programs between school districts and Educator Preparation Providers (EPPs). Tennessee's Teacher Apprenticeship model aligns leading practices in educator preparation and development with the rigors of the national registered apprenticeship process.

The Tennessee Department of Education (TDOE) operates as the state sponsor for any program's review and approval as a registered apprenticeship. After a local partnership – including the district, EPP, and local workforce board - has identified their needs to design a strategic model, the school district will still need to formally apply to the TDOE.

State Responsibilities: *The Tennessee Department of Education*

While Grow Your Own programming is driven by local need and context, TDOE maintains the following responsibilities to ensure meaningful scale and impact:

- 1. Review new program applications as the state apprenticeship sponsor.** Utilizing an internal review team and rubric evaluation, TDOE will issue either a notice of approval, need for additional documentation, or request for resubmission.
- 2. Oversee and monitor programmatic quality and effectiveness.** Apprenticeships must meet both federal requirements for standard programs and prescribed state requirements. This includes a plan for regularly measuring impact, and TDOE oversees the review and support of programmatic effectiveness.
- 3. Pursue financial supports and programmatic investments.** TDOE will continue to seek additional funding opportunities for greater investment and programmatic scale statewide for districts to leverage.

Offering essential resources, best practices, and technical assistance opportunities, TDOE will continue to ensure that districts are equipped to establish strong partnerships and programs responsive to their local contexts. Further, by bringing this work to scale, the department will continue to address educator challenges with high-quality programs and pathways for aspiring candidates across the state.

