



Tennessee Teacher Apprenticeship Models:

A Component of Tennessee's Grow Your Own Initiative

Paving the way for teaching and educator workforce development nationwide, the Tennessee Department of Education announced in January 2022 it has pioneered a new way to develop teacher pipelines, and was the first state to be approved by the U.S. Department of Labor (USDOL) to establish a permanent Grow Your Own model. Tennessee is the first state nationwide to sponsor Teacher Occupation Apprenticeship programs between school districts and EPPs, which will further the state's and nation's efforts to extend the teacher pipeline and address teacher shortages.

To drive greater impact, the department and University of Tennessee System announced the launch of the Tennessee Grow Your Own Center, a \$20 million investment to support statewide scale for educator pipeline expansion, which has developed innovative models that vary in time, modality, and approach. Lipscomb University, Lincoln Memorial University, Arete Public Montessori Residency, and the University of Memphis have also been approved to offer registered teacher occupation apprenticeships, in addition to the flagship program through Austin Peay State University.



GROW YOUR OWN



Strengthening the educator pipeline



A Pathway for All Tennesseans

Overview

Tennessee has set a new path for the educator profession as the top state to become and remain a teacher and leader for all. Tennessee's Grow Your Own initiative has supported partnerships between Educator Preparation Providers (EPPs) and school districts to provide innovative, no-cost pathways to the teaching profession and will continue to build pipelines of qualified teachers and school district professionals.

Educator Recruitment

Designed to reflect best practices that impact the talent pipeline, Tennessee Teacher Apprenticeships are a sustainable recruitment strategy to address both short- and long-term needs, addressing localized district staffing challenges. Inclusive of EPPs across the state, the Tennessee Teacher Apprenticeship structure offers multiple pathways and opportunities to support candidates of various backgrounds.



Tennessee Grow Your Own Center

In May 2022, the Tennessee Department of Education announced a \$20 million investment to create the Tennessee Grow Your Own (GYO) Center, in partnership with the University of Tennessee System. With a presence in every county and multiple campus locations, the University of Tennessee System will leverage the university's reach to attract more aspiring educators to the profession. The GYO Center will develop an innovative EPP program for educator credentialing, additional endorsements, and professional development that reimagines coursework and content across entry points. The University of Tennessee System campuses- Knoxville, Martin, Chattanooga, and Southern- compose the Grow Your Own Center EPP apprenticeship program providers.

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EDUCATION SPECIALIST & MASTERS PATHWAY

Dr. David Cihak and Dr. Amelia Brown
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Program Overview

- **EPP Institution:** The University of Tennessee-Knoxville
- **What type of program(s) is being offered?**
 - The offering between Master's and Education Specialist depends on the candidate. If a candidate has a Masters, they'll be routed to an Ed.S and if not, they'll complete a Master's path.
 - An Education Specialist's degree with an option for an apprentice to advance to job-embedded practitioner (teacher-of-record) after two semesters. Below are initial and add-on licensure opportunities:

Initial Licensure:

- | | |
|---|---|
| <ul style="list-style-type: none"> • Mathematics 6-8 (122) • Mathematics 6-10 (2002) • Mathematics 6-12 (125) • Science 6-8 (123) • Biology 6-12 (126) • Chemistry 6-12 (127) • Earth Science 6-12 (128) | <ul style="list-style-type: none"> • Physics 6-12 (129) • Special Education Comprehensive Program K-12 (461) • Special Education Interventionist K-8 (144) • Special Education Interventionist 6-12 (145) |
|---|---|

Add-on Licensure:

- | | |
|--|---|
| <ul style="list-style-type: none"> • Mathematics 6-8 (122) • Mathematics 6-10 (2002) • Mathematics 6-12 (125) • Special Education Comprehensive Program K-12 (461) | <ul style="list-style-type: none"> • Special Education Interventionist K-8 (144) • Special Education Interventionist 6-12 (145) |
|--|---|

- **How long is the program?**
 - 24 months or less
 - 36 hours of total coursework is required.
 - 2,000 hours minimum of on-the-job learning
- **Application Requirements?**
 - Candidates must have a bachelor's degree from an accredited institution.
 - Candidates must be employed in a school district as a school-based support staff.



Course Schedule

- **Does coursework reflect in person, online, or hybrid offerings?** Coursework reflects online opportunities to include synchronous and asynchronous offerings.
- **What is the sequence and list of courses in the program?** Course sequence varies based on a candidate's individual circumstances and their ability to navigate the program while demonstrating On-the-Job competencies. A sample progression for a candidate pursuing a master's degree and licensure in Science 6-8 includes the following courses: EDPY 501, ETEC 586, SPED 503, EDUC 576, SPED 552, REED 543, SCED 445, and SCED 446.
- **By semester, what is the number of coursework hours required for a candidate?** Four credit hours are commonly required for candidates serving as a paraprofessional or teachers assistant. In semesters where apprentices are completing a clinical experience (e.g., as a paraprofessional/ teacher assistant or teacher of record), they typically complete 4 credit hours. In semesters where apprentices are not are completing a clinical experience (e.g., as a paraprofessional/ teacher assistant or teacher of record), they complete 6-9 credit hours (e.g., during summer term if not participating in a clinical experience and developing on-the job-learning competencies).

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Candidate Design

- **What type of candidate is a good fit for this program?** Individuals with a bachelor's degree who are highly motivated to become a licensed educator are a good fit for our program. Successful applicants should be able to communicate their desire to become a teacher and why they want to achieve teacher licensure in their specialty area.
- **How will an EPP admit a candidate for participation?** The University of Tennessee at Knoxville will follow admissions procedures for all teacher education programs. The application window for the Spring 2023 cohort will open November 1, 2022, and close on November 15, 2022. Additional details and application procedures may be found [here](#) when the application window opens.
- The Tennessee Teacher Apprenticeship is at no cost to the candidate. Program participants will also receive scholarships to pay the cost of all required Praxis exams and test prep.

Additional
Online Resources

[GYO Admissions Site](#)

[VolsOnline Master's Program](#)

[VolsOnline EdS Program](#)



THE UNIVERSITY OF
TENNESSEE
KNOXVILLE

LICENSURE PATHWAY

Contact

Grow Your Own Office at UTC

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Program Overview

- **EPP Institution:** The University of Tennessee at Chattanooga, School of Education
- **What type of program(s) is being offered?** Candidates who complete this pathway will gain teaching licensure in the following:
 - Elementary Ed K-5/English as a Second Language Pre-K-12
 - Exceptional Learning Education K-8 Interventionists
 - Exceptional Learning K-12 Comprehensive
 - Approved Middle Grades concentration
 - Approved Secondary Education concentrations
- **How long is the program?** (Per individual transcript evaluation)
 - 24 months
 - 42-72 hours of total coursework
 - 4,000 hours of on-the-job learning
- **Application Requirements?**
 - Candidates must have, or be in the process of obtaining, a bachelor's or master's degree at UTC.
 - Candidates must also be employed as school-based support staff.



Course Schedule

- **Does coursework reflect in person, online, or hybrid offerings?** Courses offerings include hybrid, asynchronized, remote learning opportunities, and short-term (8-week) classes.
- **What is the sequence and list of courses in the program?** The cohort will be established based upon courses needed to complete the apprenticeship.
- **By semester, what is the number of coursework hours required for a candidate?** Each semester, the candidate's caseload includes 6-9 hours.



Candidate Design

- **What type of candidate is a good fit for this program?** Applicants interested in becoming an educator and those who possess bachelor's degree, or are working toward a bachelor's or master's degree, are a good fit for this program.
- The Tennessee Teacher Apprenticeship is at no cost to the candidate. Program participants will also receive scholarships to pay the cost of all required Praxis exams and test prep.

BACHELOR'S PATHWAY

Contact

Grow Your Own Office at UTC

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Program Overview

- **EPP Institution:** The University of Tennessee at Chattanooga
- **What type of program(s) is being offered?** Candidates who complete this pathway will earn a bachelor's degree in one of the following subject areas:
 - Elementary Ed K-5/English as a Second Language Pre-K-12
 - Exceptional Learning Education K-8 Interventionists
 - Exceptional Learning K-12 Comprehensive
 - Approved Middle Grades concentration
 - Approved Secondary Education concentrations
- **How long is the program?** (Per individual transcript evaluation)
 - 24 months
 - 60-72 hours of total coursework
 - 4,000 hours of on-the-job learning
- **Application Requirements?**
 - Admission requirements include an associate's degree or 60 hours of coursework.
 - Candidates must also be employed as school-based support staff.



Course Schedule

- **Does coursework reflect in person, online, or hybrid offerings?** Courses offerings include hybrid, asynchronous, remote learning opportunities, and short-term (8-week) classes.
- **What is the sequence and list of courses in the program?** The cohort will be established based upon courses needed to earn a bachelor's degree.
- **By semester, what is the number of coursework hours required for a candidate?** Each semester, the candidate's caseload includes 6-9 hours.



Candidate Design

- **What type of candidate is a good fit for this program?** Currently, school-based staff who have 60 hours of college credit, or school-based staff who possess an associate's degree, are well positioned to participate.
- The Tennessee Teacher Apprenticeship is at no cost to the candidate. Program participants will also receive scholarships to pay the cost of all required Praxis exams and test prep.

MASTER'S PATHWAY

Contact

Grow Your Own Office at UTC

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Program Overview

- **EPP Institution:** The University of Tennessee at Chattanooga
- **What type of program(s) is being offered?** Candidates who complete this pathway will earn a license endorsement in the following areas with a corresponding master's degree:
 - Elementary Ed K-5/English as a Second Language Pre-K-12
 - Exceptional Learning Education K-8 Interventionists
 - Exceptional Learning K-12 Comprehensive
 - Approved Middle Grades concentration
 - Approved Secondary Education concentrations
- **How long is the program?** (Per individual transcript evaluation)
 - 24 months
 - 42-72 hours of total coursework
 - 4,000 hours of on-the-job learning
- **Application Requirements?**
 - Candidates must have a bachelor's degree to be admitted into this program model.
 - Candidates must also be employed as school-based support staff.



Course Schedule

- **Does coursework reflect in person, online, or hybrid offerings?** Courses offerings include hybrid, asynchronous, remote learning opportunities, and short-term (8-week) classes.
- **What is the sequence and list of courses in the program?** The cohort will be established based upon courses needed to complete the apprenticeship.
- **By semester, what is the number of coursework hours required for a candidate?** Each semester, the candidate's caseload includes 6-9 hours.



Candidate Design

- **What type of candidate is a good fit for this program?** Applicants interested in becoming an educator and those who possess a bachelor's degree are a good fit for this program.
- The Tennessee Teacher Apprenticeship is at no cost to the candidate. Program participants will also receive scholarships to pay the cost of all required Praxis exams and test prep.

BACHELOR'S PATHWAY

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Program Overview

- **EPP Institution:** The University of Tennessee at Martin
- **What type of program(s) is being offered?**
A bachelor's pathway in one of the following content areas to include: :
 - K-5 with a Special Education (SPED) and English as a Second Language (ESL) additional endorsement
- **How long is the program?**
 - 24-36 months
 - 60 hours or less of total coursework is required. Dependent on previously completed coursework.
 - 2,000 hours minimum of on-the-job learning
- **Application Requirements?**
 - Candidates must have a minimum of 57-60 credit hours toward a bachelor's degree from an accredited institution.
 - Candidates must be employed in a school district as a school-based support staff.



Course Schedule

- Coursework is designed to meet the needs of working individuals. Classes are offered in an online setting.
- A sample schedule of coursework for a candidate working toward a bachelor's degree in K-5 with a SPED and ESL add on may include the following courses: HLRN 311, HLRN 325, TCED 211, TCED 302, TCED 305, SPEC 300, LIBS 451, READ 438, SPED 440, TCED 303, TCED 475, TCED 400, READ 488, TCED 340, TCED 342, TCED 350, TCED 401, TCED 402, and TCED 403. Note, classes of study are determined after reviewing a candidate's transcript and based on their pathway.

Candidate Design

- **What type of candidate is a good fit for this program?** This model is designed for candidates who are employed as full-time Educational Assistants in their school districts. Candidates are expected to have at least 57-60 credit hours and a 2.75 cumulative grade point average.
- **How will an EPP admit a candidate for participation?** Admission is based on a candidate's employment in a school district and their previous credit hours earned.
- The Tennessee Teacher Occupation Apprenticeship is at no cost to the candidate. Program participants will also receive scholarships to pay the cost of all required Praxis exams and test prep.

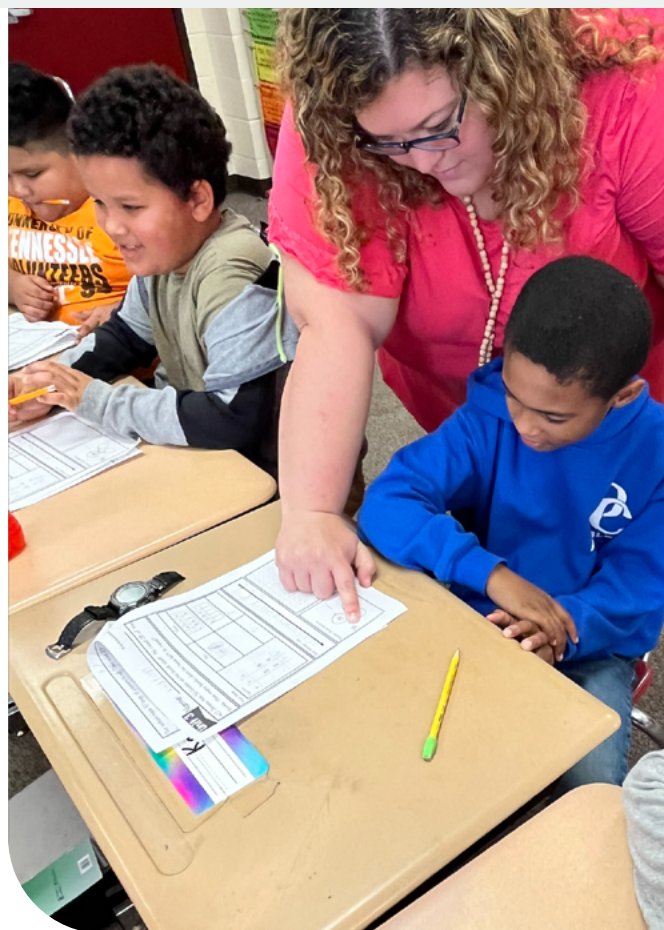
MASTER'S PATHWAY

Grow Your Own Office at UTM | GYO@utm.edu | (731) 881-7219

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Program Overview

- **EPP Institution:** The University of Tennessee at Martin
- **What type of program(s) is being offered?** A master's pathway in one of the following content areas:
 - Secondary Math
 - Secondary History
 - Secondary Spanish
 - K-5
 - Special Education Interventionist K-8
 - Secondary Biology
 - Secondary Business
 - Secondary Chemistry
 - Secondary English
- **How long is the program?**
 - 24 months or less
 - 30-36 credit hours of total coursework is required.
 - 4,000 or less hours of on-the-job learning
- **Application Requirements?**
 - Applicants must complete the University of Tennessee at Knoxville Teacher Education program application, as well as a Graduate School application.



Course Schedule

- Coursework is designed to meet the needs of working individuals. Classes are offered in an online setting with some classes offered in seven weeks, and others over a 15-week period.
- A sample schedule of coursework for a candidate working toward a master's degree in elementary, secondary, or Special Education (SPED), K-8 Interventionist for initial teaching licensure includes the following courses: TCED 703, TCED 730, READ 738, READ 748, TCED 742, EDEV 761, ELED/SEDU 730, SPED 780, SPED 660, EDFN 700, EDST 750. *Note - classes may vary depending on the major selected for initial licensure.*

Candidate Design

- **What type of candidate is a good fit for this program?** This model is designed for candidates who earned a bachelor's degree from an accredited institution and those who are interested in becoming a teacher.
- **How will an EPP admit a candidate for participation?** Admission is based on a candidate's employment in a school district and their previous degree earned.
- The Tennessee Teacher Apprenticeship is at no cost to the candidate. Program participants will also receive scholarships to pay the cost of all required Praxis exams and test prep.

LICENSURE PATHWAY

Contact

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Program Overview

- **EPP Institution:** The University of Tennessee at Southern
- **What type of program(s) is being offered?** Teaching licensure with one of the following certifications:
 - Elementary K-5
 - Special Education (SPED)
 - Interventionist K-8
 - Physical Education
 - K-12, Biology, Math, English, or History

- **How long is the program?**
 - 24 months
 - At most, 60 hours of total coursework is required. Coursework is dependent on a candidate's transcript.
 - 2,000 hours minimum of on-the-job learning
- **Application Requirements?**
 - Candidates must have an associate degree, or 60 credit hours, with a minimum of 2.75 grade point average and a 21 minimum on the ACT.
 - Candidates must also be employed as a school-based support staff.



Course Schedule

- Coursework is designed to meet the needs of working individuals. Classes include in-person, online, and hybrid offerings.
- Classes and pathways of study are based on the subject specific bachelor's degree a candidate decides to pursue. For example, candidates pursuing a degree in Elementary K-5 will take EDU 101, EDU 315, HPPE 211, EDU 321 PE for Elem 2, EDU 313 Lang. Lit 3, EDU 331 Ed Assess 4, EDU 308 Psych 3, EDU 301 Art in Curr. 3, EDU 314 King. Curr 3, EDU 317 Child. Lit 3, and EDU 343 Prov. Solv. 3 their first year. Note, individual coursework is determined after reviewing a candidate's transcript.



Candidate Design

- **What type of candidate is a good fit for this program?** Paraprofessionals and/or teaching assistants with an associate degree, or 60 credits hours, who desire to become a full-time teacher of record are an ideal fit.
- **How will an EPP admit a candidate for participation?** Admission is based on a candidate's employment in a school district and their previous credit hours gained. Local Education Agency recommendations will also be used to identify candidates for an apprenticeship.
- The Tennessee Teacher Apprenticeship is at no cost to the candidate. Program participants will also receive scholarships to pay the cost of all required Praxis exams and test prep.

BACHELOR'S PATHWAY

Contact

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Program Overview

- **EPP Institution:** The University of Tennessee at Southern
- **What type of program(s) is being offered?** A bachelor's pathway in one of the following content areas:
 - Elementary K-5
 - Special Education Interventionist K-8
 - Physical Education K-12
 - Biology, Math, English, and History

- **How long is the program?**
 - 24 months
 - 60 hours plus of total coursework
 - 2,000 hours minimum of on-the-job learning
- **Application Requirements?**
 - Candidates must have an associate degree, or 60 credit hours, with a minimum of 2.75 grade point average
 - Candidates must be employed as school-based support staff

Course Schedule

- Coursework is designed to meet the needs of working individuals. Classes include in-person, online, and hybrid offerings.
- Classes and pathways of study are based on the subject specific bachelor's degree a candidate decides to pursue. For example, candidates pursuing a degree in Elementary K-5 will take EDU 101, EDU 315, HPPE 211, EDU 321 PE for Elem 2, EDU 313 Lang. Lit 3, EDU 331 Ed Assess 4, EDU 308 Psych 3, EDU 301 Art in Curr. 3, EDU 314 King. Curr 3, EDU 317 Child. Lit 3, and EDU 343 Prov. Solv. 3 their first year. Note, individual coursework is determined after reviewing their transcript.

Candidate Design

- **What type of candidate is a good fit for this program?** Paraprofessionals and/or teaching assistants with an associate degree, or 60 credits hours, who desire to become a full-time teacher of record are an ideal fit.
- **How will an EPP admit a candidate for participation?** Admission is based on a candidate's employment in a school district and their previous credit hours gained. Local Education Agency recommendations will also be used to identify candidates for an apprenticeship.
- The Tennessee Teacher Apprenticeship is at no cost to the candidate. Program participants will also receive scholarships to pay the cost of all required Praxis exams and test prep.



A Pathway for All Tennesseans

Overview

Tennessee has set a new path for the educator profession as the top state to become and remain a teacher and leader for all. Tennessee's Grow Your Own initiative has supported partnerships between Educator Preparation Providers (EPPs) and school districts to provide innovative, no-cost pathways to the teaching profession and will continue to build pipelines of qualified teachers and school district professionals.

Educator Recruitment

Designed to reflect best practices that impact the talent pipeline, Tennessee Teacher Apprenticeships are a sustainable recruitment strategy to address both short- and long-term needs, addressing localized district staffing challenges. Inclusive of EPPs across the state, the Tennessee Teacher Apprenticeship structure offers multiple pathways and opportunities to support candidates of various backgrounds.

TDOE Approval

Lipscomb University was approved in June 2022 to offer a teacher apprenticeship pathway.



Contact

Dr. Vanessa Garcia

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Program Overview

- **EPP Institution:** Lipscomb University
- **What type of program is being offered?** Lipscomb's licensure-only program offers participants the necessary coursework for a teaching license and endorsement (non-degree seeking).
- **How long is the program?**
 - 5 semesters; 20 months
 - 27 hours of total coursework
 - 4,000 hours of on-the-job learning
- **Application Requirements?**
 - Candidates must have a bachelor's degree from an accredited institution.
 - Candidates must be employed in a school district as a school-based support staff.

Course Schedule

- Coursework is designed to meet the needs of working individuals. Course levels offered to licensure pathway participants are at the graduate 5000 level.



Candidate Design

- **What type of candidate is a good fit for this program?** This model is designed for candidates who earned a bachelor's degree from an accredited institution and those who are interested in becoming a teacher.
- **How will an EPP admit a candidate for participation?** Admission is based on a candidate's employment in a school district and their previous degree earned.
- The Tennessee Teacher Apprenticeship is at no cost to the candidate. Program participants will also receive scholarships to pay the cost of all required Praxis exams and test prep.



Contact

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Program Overview

- **EPP Institution:** Lipscomb University
- **What type of program(s) is being offered?** Lipscomb's master's program offers a number of options, including:
 - K-5/SPED Dual
 - K-5
 - PreK-3/SPED Dual
 - K-12
 - 6-12
 - K-8 SPED
 - 6-12 SPED
- **How long is the program?**
 - 6 semesters; 24 months
 - 33 hours of total coursework
 - 4,000 hours of on-the-job learning
- **Application Requirements?**
 - Candidates must have a bachelor's degree from an accredited institution.
 - Candidates must be employed in a school district as a school-based support staff.



Course Schedule

- Coursework is designed to meet the needs of working individuals. Course levels offered to licensure pathway participants are at the graduate 5000 level.



Candidate Design

- **What type of candidate is a good fit for this program?** This model is designed for candidates who earned a bachelor's degree from an accredited institution and those who are interested in becoming a teacher.
- **How will an EPP admit a candidate for participation?** Admission is based on a candidate's employment in a school district and their previous degree earned.
- The Tennessee Teacher Apprenticeship is at no cost to the candidate. Program participants will also receive vouchers to pay the cost of all required Praxis exams and test prep.





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TDOE Approval

Lincoln Memorial University was approved in October 2022 to offer a teacher apprenticeship pathway.

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Program Overview

- **EPP Institution:** Lincoln Memorial University
- **What type of program is being offered?**
The MEDITL Program offers candidates a master's degree as they pursue teacher licensure in Secondary, K-12 (Physical Education and Visual Art), or Elementary Education, and endorsements in Special Education Interventionist and Comprehensive (K-8, 6-12, and K-12).
- **How long is the program?**
 - 24 months
 - 48-51 hours of total coursework
 - 4,000 hours of on-the-job learning
- **Application Requirements?**
 - Candidates must have a bachelor's degree from an accredited institution.
 - Candidates must be employed in a school district as a school-based support staff.



Candidate Design

- **What type of candidate is a good fit for this program?**
 - This model is designed for candidates who earned a bachelor's degree from an accredited institution and post-bac career changers interested in becoming a teacher.
 - The university will work to support a candidate's personal and professional growth during the program, recognizing the coursework in addition to working hours is a commitment.
- **How will an EPP admit a candidate for participation?**
 - Admission is based on a candidate's employment in a school district and their previous degree earned.
 - All candidates must pass an LMU required TBI background check.
 - The Tennessee Teacher Apprenticeship is at no cost to the candidate. Program participants will also receive scholarships to pay the cost of all required Praxis exams and test prep.



Course Schedule

- Coursework is designed to meet the needs of working individuals, and these courses are offered through hybrid delivery with both face-to-face classroom meetings and online delivery via Blackboard Learning
- The program supports four levels for teacher apprentices to complete throughout their program.
 - **Level 1:** Required coursework includes the professional core course (EDUC 570 Introduction to Teaching and Learning), and candidates take 3-credit hour methods courses supporting their initial licensure core (e.g., EDUC 574; EDUC 580), while candidates maintain their apprenticeship competencies in an assigned highly effective mentor teacher's classroom, performing outlined instructional duties. Candidates seeking special education add-on endorsement will enroll in approved special education courses.
 - **Level 2:** Coursework continues with required coursework in the professional core course (EDUC 571 Extending and Refining Knowledge of Teaching and Learning). Candidates continue taking 3-credit hour methods courses supporting their initial licensure core (e.g., EDUC 575; EDUC 509) and SPED endorsement courses. Before moving on to Apprenticeship Level 3 - Transition III, elementary candidates will take the two methods courses EDUC 576 Methods of Teaching Science and EDUC 577 Elementary Content Literacy.
 - **Level 3:** Candidates continue to participate in clinical experience through their year-long apprenticeship placement OR as a job-embedded teacher of record. In addition to clinical experience duties, Level 3 candidates will meet in-person or virtually with the instructor of EDUC 593 Practicum in Education course and will continue with two SPED courses under the comprehensive or interventionist concentrations.
 - **Level 4:** Elementary concentrations earn 24 credit hours in their professional core coursework for licensure and earn 18 credit hours to the Interventionist K-8 add-on SPED endorsement or 21 hours to the Comprehensive K-12 add-on SPED endorsement. In addition to the professional core coursework, elementary concentrations must complete six credit hours in Master of Education coursework to obtain their master's degree. Candidates will take the 3-credit hour course EDUC 501: Foundations of Education or Education Law and the 3-credit hour course EDUC 511: Research and Statistics as the additional six credit hours to fulfill the master's degree requirements.



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Educator Recruitment

Designed to reflect best practices that impact the talent pipeline, Tennessee Teacher Apprenticeships are a sustainable recruitment strategy to address both short- and long-term needs, addressing localized district staffing challenges. Inclusive of EPPs across the state, the Tennessee Teacher Apprenticeship structure offers multiple pathways and opportunities to support candidates of various backgrounds.

TDOE Approval

The University of Memphis was approved in January 2023 to offer a teacher apprenticeship pathway.



Program Overview

- **EPP Institution:** The University of Memphis
- **What type of program(s) is being offered?**
A bachelors' pathway to earn a Bachelor of Science in Education along with dual licensure/endorsement in Elementary Education K-5 and Special Education Interventionist K-8.
- **How long is the program?**
(Per individual transcript evaluation)
 - 24 months
 - 930 hours of total coursework
 - 4,000 hours of on-the-job learning
 - 622 EPP credit hours
 - What is the endorsement earned upon completion of the apprenticeship?
Elementary Education K-5 (120), Special Education Interventionist K-8 (144)
- **Application Requirements?**
 - Candidates must be a paraprofessional or education assistant working in a partner district(s).
 - Candidates must have an associate degree or 60 applicable credit hours.

Candidate Design

- **What type of candidate is a good fit for this program?** Paraprofessionals and/or teaching assistants with an associate degree (or 60 credit hours) are an ideal fit.
- **How will an EPP admit a candidate for participation?**
 - Applicants must be accepted into the University of Memphis for admission into the program. Applicants must be employed as a paraprofessional or teaching assistant with a partner district or school.
 - The Tennessee Teacher Apprenticeship is at no cost to the candidate. Program participants will also receive scholarships to pay the cost of all required Praxis exams and test prep.

Course Schedule

- **Does coursework reflect in person, online, or hybrid offerings?** Course offerings include both hybrid and in-person coursework options. In-person coursework will occur in the evenings during the school year as well as during the summer semesters on a schedule that meets the needs of the apprentice candidates. Hybrid coursework will be integrated throughout the program, allowing apprentice candidates to complete assignments and receive instruction both on campus at the University of Memphis as well as in a remote, digital format.
- **What is the sequence and list of courses in the program?**
 - Year 1 candidates will take ELED 3242 Teach/Learn Elem Schools, LITL 4240 Literacy Grades K-4, ELED 3271 Methods/Soc Stud/Elem, ELED 3261 Science Methods, SPED 3804 Special Ed Content Methods, LITL 4241 Literacy Grades 5-8, ENGL 4531 Methods and Techniques in ESL, PETE 3604 Teach Phys Ed/Health/K-Mid, and IDT 3600 Technology in Education.
 - Year 2 candidates' complete courses in ELED 3251 Math Methods, SPED 4020 Lang/Comm/Diverse Classroom, SPED 3800 Methods/Instruct/Literacy, ICL 3333 Assessment/Decision Making, SPED 3802 Ed Assessment/Inclusive settings, and ICL 4800 Professional Seminar.
 - Total program length is 62 credit hours (for candidates who enter with all pre-requisites).
- **By semester, what is the number of coursework hours required for a candidate?** Candidates can expect to enroll in 9 hours per semester (fall, spring, and summer).





A Pathway for All Tennesseans

Overview

Tennessee has set a new path for the educator profession as the top state to become and remain a teacher and leader for all. Tennessee's Grow Your Own initiative has supported partnerships between Educator Preparation Providers (EPPs) and school districts to provide innovative, no-cost pathways to the teaching profession and will continue to build pipelines of qualified teachers and school district professionals.

Educator Recruitment

Designed to reflect best practices that impact the talent pipeline, Tennessee Teacher Apprenticeships are a sustainable recruitment strategy to address both short- and long-term needs, addressing localized district staffing challenges. Inclusive of EPPs across the state, the Tennessee Teacher Apprenticeship structure offers multiple pathways and opportunities to support candidates of various backgrounds.

TDOE Approval

Austin Peay State University was approved in January 2022 to offer a teacher apprenticeship pathway.



BACHELOR'S PATHWAY

Contact

Amber Button

Transfer & Adult Student Coordinator

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Program Overview

- **EPP Institution:** Austin Peay State University
- **What type of program(s) is being offered?**
A bachelor's pathway in one of the following content areas:
 - Elementary Education
 - Special Education
- **How long is the program?**
 - 3 years
 - 120 hours of total coursework
 - 6,000 hours of on-the-job learning

Candidate Design

- **What type of candidate is a good fit for this program?** Candidates who are highly motivated and have a passion for teaching.
- **How will an EPP admit a candidate for participation?**
 - Candidates must be hired by a partnering district as a paraprofessional or educational assistant and complete an A.S.T. or associate degree from a partnering community college with a 2.75 GPA.
 - Pass the FBI/TBI Security Clearance.
 - The Tennessee Teacher Apprenticeship is at no cost to the candidate. Program participants will also receive scholarships to pay the cost of all required Praxis exams and test prep.



Course Schedule

- **What is the sequence and list of courses in the program?** After completing the Associate Science in Teaching (A.S.T.) or Associate of Science (A.S.) degree with a partnering community college, the candidate will take the following courses at APSU*: EDUC 3040, Linguistics 4040, RDG 4050, EDUC 3070, HIST 2320, Geology 1040/41, RDG 4020, MATH 4100, RDG 4010, EDUC 4160, EDUC 4270, RDG 4030, MATH 4150, SPED 3100, SPED 3300, EDUC 4080, SPED 4330, SCI 4020, EDUC 4040, SPED 4340, EDUC 4300 / *Coursework subject to change
- **By semester, what is the number of coursework hours required for a candidate?** Candidates can expect to take 12-15 hours each semester.

Additional Online Resource

[Apsu.edu/education](https://apsu.edu/education)



A Pathway for All Tennesseans

Overview

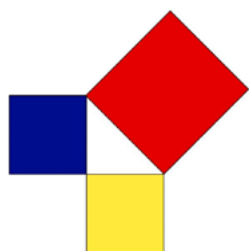
Tennessee has set a new path for the educator profession as the top state to become and remain a teacher and leader for all. Tennessee's Grow Your Own initiative has supported partnerships between Educator Preparation Providers (EPPs) and school districts to provide innovative, no-cost pathways to the teaching profession and will continue to build pipelines of qualified teachers and school district professionals.

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TDOE Approval

Arete Memphis Public Montessori Residency was approved in December 2022 to offer a teacher apprenticeship pathway.



A-re-te Memphis
Public Montessori Residency
Core . Culture . Community .
Community-Based Educator Formation

LICENSURE PATHWAY

Erin Myers, Program Manager

emyers@ampmr.org | 901-609-3611

Program Overview

- **EPP Institution:** Arete Memphis Public Montessori Residency
- **What type of program(s) is being offered?**
A licensure-only pathway in one of the following content areas:
 - Early Childhood PK-3
 - Elementary Education K-5
- **How long is the program?**
 - 18 months
 - 400 hours of total coursework
 - 2,000 hours of on-the-job learning

• Application Requirements?

- Candidates who hold a bachelor's degree from a regionally accredited college or university are an ideal fit for this program.
- Candidates are generally required to have a minimum GPA of 2.75, but the EPP has an approved appeals process in place with the department that would allow exceptions to this GPA minimum.
- Candidates must pass a criminal background check and be employed as school-based support staff.
- This program is for individuals employed by Arete Public Montessori Schools.



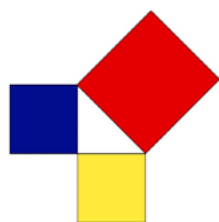
Candidate Design

- **What type of candidate is a good fit for this program?**
 - Candidates who hold a bachelor's degree from a regionally accredited college or university and who are interested in becoming a public Montessori educator are an ideal fit for this program.
 - Candidates interested in future employment with Arete Memphis Public Montessori should visit our website for current and future openings.
- **How will an EPP admit a candidate for participation?**
 - Admission is based on employment in the partner school and principal/HR recommendation.
 - The Tennessee Teacher Apprenticeship is at no cost to the candidate. Program participants will also receive scholarships to pay the cost of all required Praxis exams and test prep.



Course Schedule

- **Does the program offer in-person, online, and/or hybrid coursework options?** Course offerings include synchronous, in person, and remote learning opportunities.
- **What is the sequence and list of courses in the program?**
 - The program begins with a semester of on-the-job learning with weekly mentorship meetings.
 - In semester one, candidates complete a fifteen-hour online, self-paced course in Foundations of Montessori Education, followed by a four-week in-person summer intensive that integrates evidence-based teaching and learning practices.
 - Finally, apprentices prepare for and complete performance assessments, present their capstone research projects, and take final licensure & certification exams.
- **By semester, what is the number of coursework hours required for a candidate?**
 - Candidates will complete 400 hours of related instruction and independent study, with 15 hours of online coursework and a 140-hour synchronous summer intensive course.
 - In semesters two and three, candidates participate in 38 hours of synchronous virtual class time and an 86-hour summer intensive.



A-re-te Memphis
Public Montessori Residency
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