

# Fundamentals



THE UNIVERSITY OF  
TENNESSEE  
SYSTEM

GROW YOUR OWN CENTER

## Tennessee's Grow Your Own Program

**Sponsor:** TN Department of Education (TDOE)

**Employers:** School districts (LEAs)

**Related Instruction:** Colleges and Universities (EPPs)

# Tennessee Teacher Apprenticeship

In Tennessee, the department of education is the sponsor for all registered teacher apprenticeships in the state. There are six key elements of teacher apprenticeship that differentiate it from a traditional teacher preparation model.

Recruitment	Payment	Employment
No matter where a person finds out about apprenticeship, school district approval is the first step.	Apprentices do not pay for their coursework, books, fees or testing. EPPs, LEAs, and the state cover the costs.	All apprentices are employees of an LEA in a student-facing role for at least 3 days each week.
Mentoring	Completion	Wage Increases
All apprentices are paired with a mentor teacher for at least one year before becoming a teacher of record.	Successful completion of an apprenticeship program must result in teacher licensure.	Successful progress in an apprenticeship program must include progressive wage increases for the apprentice.

# Enrollment Sequence

In most postsecondary education, a college recruits a student who chooses a program of study and then looks for a job. Apprenticeship reverses this sequence. Learners become employees of a school district, usually as a teaching assistant or tutor. Districts decide if that person should be recommended for an apprenticeship pathway.

The TN GYO Center is creating a **learner profile matching tool** that will match a learner's level of degree attainment, licensure area of interest, and location with an EPP pathway if one is available. With the district's approval, the apprentice then applies to an EPP. Many apprentices and districts do not have the necessary EPP pathways available to meet the expressed needs.

## Program Strengths for Teacher Apprentices

100% of teacher apprentices are employed, 100% gain licensure upon successful completion, 100% experience significant wage increases, 100% exit the program with no debt, and 100% of them experience the support of a classroom-based mentor.

# Who is the TN GYO Center?

## Technical Assistance

LEAs and EPPs are supported through webinars, handbooks, manuals, and in-person guidance for completing forms or reports.

## Innovation

The center resources innovation. To make this program sustainable, robust infrastructure needs to be built in the form of curricular materials for mentor teachers, budget templates for district leaders, sample handbooks for apprentices, software to match available apprentices with appropriate vacancies and EPPs, and innovative policy recommendations.

## Partnership

The center distributes funds, resources, training, and opportunities to 11 EPPs, 4 of them from the UT System and 7 other colleges and universities from around the state. All 11 EPPs are invited to participate in the center's grant funded innovation work.