



GROW YOUR OWN CENTER STRATEGIC PLAN

TENNESSEE GROWN: DEVELOPING EDUCATORS FOR
TOMORROW'S CLASSROOM

Version Date: April 25, 2024

growyourown.tennessee.edu



MISSION

The Tennessee Grow Your Own Center strengthens K-12 education by fostering partnerships, innovating programs, and supporting school districts, community-based agencies, and educator preparation programs to meet the state’s workforce development needs and ensure all learners have access to highly qualified and trained education professionals.

VISION

The Tennessee Grow Your Own Center makes every K-12 learner’s educational experience better by equipping their schools with expanded pipelines of education professionals who are confident, highly skilled, and committed to their communities.



GOAL 1: CHAMPION GROW YOUR OWN INITIATIVES

Apprentices, EPPs, LEAs, legislators, and policymakers advocate for Tennessee's Grow Your Own Registered Apprenticeship Program and champion the unique advantages of the Grow Your Own Center's role in expanding the pipeline of highly qualified educators in Tennessee.

Strategy 1.1

Gather, analyze, and publish data on the performance and outcomes of teachers who completed the Grow Your Own Program and the program model's distinct elements.

Strategy 1.2

Research and promote evidence-based practices in teacher apprenticeship models and demonstrate the Center's critical role in the administration of the program.



GOAL 2: CULTIVATE A ROBUST MENTOR NETWORK

LEAs and EPPs have access to innovative and consistent mentor development resources.

Strategy 2.1

Provide ongoing training for mentors and apprentices on software designed to collaboratively track on-the-job learning competencies with LEAs and EPPs.

Strategy 2.2

Foster mentor support by raising awareness of available resources, including software solutions, networking opportunities, and other offerings.

Strategy 2.3

Collaborate with educators, administrators, policymakers, and other relevant stakeholders to develop a statewide apprenticeship mentorship network.



GOAL 3: CREATE AN ENGAGED STAKEHOLDER COMMUNITY

Stakeholders engage in consistent, diverse, and accessible opportunities to communicate and collaboratively design data-informed initiatives to address stakeholder needs.

Strategy 3.1

Engage the Grow Your Own Center Advisory Board in identifying common needs and prioritizing solution-oriented initiatives.

Strategy 3.2

Adapt communication to meet stakeholder needs, including multiple modalities of communication and opportunities for engagement.

Strategy 3.3

Expand opportunities for in-person interactions with all stakeholders.



GOAL 4: DEVELOP TAILORED RESOURCES

Aspiring or current apprentices, LEAs, and EPPs have access to resources tailored to their distinct needs.

Strategy 4.1

Collaborate with EPPs and LEAs to create awareness of current resources and develop new wraparound resources for aspiring apprentices.

Strategy 4.2

Collaborate with EPPs and LEAs to create awareness of current resources and develop new resources for LEAs.



GOAL 5: EXPAND APPRENTICESHIP PATHWAYS

Aspiring apprentices have access to pathways in every community in Tennessee through the expansion of licensure areas, learning modalities, and degree-level programs.

Strategy 5.1

Increase the number of EPPs and LEAs serving aspiring apprentices throughout Tennessee with attention to local and regional needs.

Strategy 5.2

Identify and pursue additional funding opportunities.

Strategy 5.3

Assist LEAs in implementing creative approaches to allocating resources.

TN GROW YOUR OWN CENTER STRATEGIC PLAN DEVELOPMENT

In summer 2023, the Tennessee Grow Your Own Center began a year-long strategic planning process with a diverse and inclusive task force representing all key stakeholders. This process, coordinated by the UT Strategic Plan Coordinating Team, was guided by four key principles: openness and transparency, inclusivity and collaboration, evaluation of internal and external factors, and data-driven decision-making.

The Strategic Planning Task Force participated in information gathering activities that aided in the development of goals and strategies. The activities included learning sessions and community consultation through an online survey and focused discussion groups.

Key stakeholder groups that participated in consultation activities included:

- Apprentices
- Education Preparation Provider college leadership and faculty
- Tennessee Grow Your Own Center regional managers
- Local Education Agency district and school leadership
- Mentors
- Tennessee Department of Education staff
- Tennessee Workforce Development staff

Over 300 people completed the online survey and 42 additional stakeholders participated in focused discussions. Data gathered from these activities were analyzed and informed the development of strategic issues.

Phases of the TN Grow Your Own Center Strategic Planning Process



Appointments & Planning Process

June–August 2023

- Pre-planning
- Teams



Information & Analysis

September–December 2023

- Information Gathering
- Information Analysis
- SCOAR Analysis



Draft Development

January–April 2024

- Plan Draft
- Consultation
- Revisions



Implementation Planning

May–June 2024

- Risk Assessment
- Metrics
- Actions
- Communication

TN Grow Your Own Center Strategic Plan Timeline



Strategic Planning Task Force

- Brooke Amos, Tennessee Department of Education, Assistant Commissioner of Human Capital (co-chair, beginning October 2023)*
- Michelle Armstrong, Pyramid Peak Foundation
- Erin Crisp, Grow Your Own Center, Executive Director (co-char)*
- Chris Davidson, Grow Your Own Center, Research & Evaluation Manager*
- Kate Hall, Grow Your Own Center, Associate Executive Director*
- Emma McCallie, Tennessee Department of Education, Senior Director of Grow Your Own (co-chair, June – September 2023)*
- Erin Glenn, Tennessee Department of Education, Grow Your Own Project Manager
- Taylor Sherrod, University of Tennessee, Assistant Director of Institutional Research
- Education Preparation Provider (EPP) Representatives:
 - Erica Bell, University of Tennessee Martin, Director of Regional Centers and Online Programs
 - Amelia Brown, University of Tennessee, Knoxville, Director of Professional Licensure
 - Jac Cole, University of Tennessee Southern, Professor
 - Leslie Cowell, Lipscomb, Dean
 - Ellen McIntyre, University of Tennessee, Knoxville, Dean*
 - Valerie Rutledge, University of Tennessee at Chattanooga, Dean
- Local Education Agency (LEA) representatives
 - Corey Limburg, Ocoee Middle School/Bradly Schools, Principal
 - Alex Moseman, Knox County Schools, Executive Director of Human Resources Talent Acquisition
 - Clint Satterfield, Trousdale County Schools, Director of Schools

- Policymakers
 - Jon Lundberg, Tennessee Legislature, Senator
 - Bo Watson, Tennessee Legislature, Senator
- UT System Coordinating Team (Ex-officio members)
 - Judy Burns, University of Tennessee System, Enterprise Risk Officer*
 - Lyndsey Carter, University of Tennessee System, Administrative Coordinator III*
 - Cheryl Fogler, University of Tennessee System, Planning Coordinator*
 - Ashley Ludewig, University of Tennessee System, Assessment Coordinator*

*Indicates Steering Team Member

Writing Team

- Kate Hall, Grow Your Own Center, Associate Executive Director
- Local Education Agency (LEA) representatives
 - Alex Moseman, Knox County Schools, Executive Director of Human Resources Talent Acquisition
- Education Preparation Provider (EPP) Representatives:
 - Lisa Barron, Austin Peay State University, Associate Dean and Director of Teacher Education and Partnerships
 - Leslie Cowell, Lipscomb, Dean
- UT System Coordinating Team (Ex-officio members)
 - Judy Burns, University of Tennessee System, Enterprise Risk Officer*
 - Lyndsey Carter, University of Tennessee System, Administrative Coordinator III*
 - Cheryl Fogler, University of Tennessee System, Planning Coordinator*
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