

Wyoming Teacher Apprenticeship Initiative

Joint Education Interim Committee
November 16, 2022



Why Apprenticeship in Wyoming?

- Grow Your Own: One long-term solution for recruitment and retention.
- Provides opportunities for a cohesive and collaborative effort since the teacher shortage is impacting all districts.
- Strong teachers and instructional facilitators across Wyoming with the ability to mentor apprentices.
 - University of Wyoming has been building and implementing their Teacher Mentor Corps Program.

Wyoming Approach to Teacher Apprenticeship

WDE Sponsored Apprenticeship:

- Responsible for administration and operation of the overall apprenticeship program.
 - Work with USDOL for approval of apprenticeship pla.
 - Develop program minimum requirements for districts.



The Role of School Districts

School Districts are the Employers

- Execute apprenticeship programs
- Provide jobs to apprentices
- Oversee training development
- Provide hands-on learning
- Support apprentices with completing the program of study



Three Phase Approach

- **Phase One** - Already employed in district and has a postsecondary degree.
 - Examples: Teachers on PIC Permit, subs and paraprofessionals with a Bachelors or Associates degree.
- **Phase Two** - Already employed and does not have a degree.
 - Examples: Paraprofessionals, sub, bus drivers, food service workers without an Associates degree.
- **Phase Three** - Looking toward students.
 - Pre-apprenticeship program with high school students.



What is a Teacher Apprenticeship?



REQUIREMENT 1	REQUIREMENT 2	REQUIREMENT 3	REQUIREMENT 4	REQUIREMENT 5
Program of Study/Related Technical Instruction All apprentices will have to complete an Educator Preparation Program that leads to a Bachelors Degree. The course work will be available to the apprentice through online courses or courses offered in their community.	On-The-Job Training & Competencies Apprentices will need to complete 6,000 hours of on-the-job training, translating to three years in a classroom using a gradual release model. Apprentices must demonstrate all required on-the-job competencies.	Mentorship Apprentices work directly with a primary mentor in the mentor's classroom during the on-the-job training. There may be a desire to have apprentices work with a secondary mentor to develop specific skills.	Meet PTSB Licensure Requirements Besides completing the Bachelors Degree, all apprentices must complete other licensure requirements required by PTSB. For example, completing Praxis exams when they are required.	Become a Teacher Once the apprentice has met all requirements to become a teacher, they will receive their teaching license from PTSB and be available to be hired as a teacher.

Pilot District Staffing Needs

Fremont #24	Teton #1	Laramie #1
<ul style="list-style-type: none"> Secondary Social Science Secondary Math Secondary English Elementary Secondary Science High School Special Education 	<ul style="list-style-type: none"> Spanish & French teachers (6-12) Social Studies 6-12 Math 6-12 CS K-12, but mostly in 6-12 Music K-5 Generalist Music 6-12 	<ul style="list-style-type: none"> Special Education English as a Second Language Sciences & Math Spanish Family and Consumer Sciences, Trade and Technical Elementary

Cost Estimate Assumptions

Phase 1

- Based on staffing needs identified by Tennessee.
- 10 apprentice cohort.
- Apprentice already has 60 credit hours.
- Primary mentors are 1:1 with apprentices with an annual stipend of \$4,000.
- Secondary Mentors 1:5 with apprentices with an annual stipend of \$4,000.
- Multi-classroom leaders 1:6 with primary mentors with an annual stipend of \$6,500.
- Educator Pipeline facilitator salary and benefits



Cost Estimate Assumptions

	Year 1	Year 2	Year 3	Total Over 3 Years
Expected Cost Per Apprentice	\$56,652	\$56,505	\$58,468	\$171,625
Expected District Cost Per Apprentice	\$51,024	\$50,877	\$52,840	\$154,741



Grant Proposal

Grant Focus: 4-year grant that provides funding support as districts reallocate funding to support their teacher apprenticeship program.

Year 1 – Cover 100% of apprenticeship salary related expenses

Year 2 – Cover 75% of apprenticeship salary related expenses

Year 3 – Cover 50% of apprenticeship salary related expenses

Year 4 – Cover 25% of apprenticeship salary related expenses

Year 5 – District covers 100% of apprenticeship salary related expenses



Grant Proposal Funding

	1 Apprentice	30 Apprentices	50 Apprentices	100 Apprentices
Year 1 (100%)	\$51,024	\$1,530,714	\$2,551,191	\$5,102,382
Year 2 (75%)	\$38,158	\$1,144,744	\$1,907,906	\$3,815,812
Year 3 (50%)	\$26,420	\$792,600	\$1,321,000	\$2,642,001
Year 4 (25 %)	\$12,756	\$382,679	\$637,798	\$1,275,595
Total Annual Funding Needed	\$128,358	\$3,850,737	\$6,417,895	\$12,835,790

National Recognition

Feedback received by Michael Broad, US DOL Office of Apprenticeship

“I was contacted by Mike Qualter, Deputy Administrator with the Office of Apprenticeship, who commented on the “awesome” program! This is the first time I have received comments on a great program from anyone in D.C.”

“I was contacted by the Colorado State Director, asking questions regarding the program. She thought this was the best K-12 Registered Apprenticeship written. She will take the information to her interested school districts.”

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