

**Grow Your Own  
Teacher Apprenticeship Program  
Franklin County School District**

In January 2022, the state of Tennessee was approved by the U.S. Department of Labor to establish a permanent Grow Your Own Teacher Apprenticeship model. An apprenticeship program includes structured on-the-job learning, and apprentices get hands-on training from an experienced mentor at the job site. On-the-job learning is developed through mapping the skills and knowledge that the apprentice must learn over the course of the program in order to be fully proficient at the job. In addition to required coursework, a set of on-the-job competencies must be completed and approved.

The Franklin County School District has been approved by the Tennessee Department of Education to partner with UT Southern (Pulaski, TN) in offering apprenticeships for prospective teachers. Eligibility requirements include:

- FC Schools classified employee in good standing with recommendation from principal
- Associate's degree (or equivalent hours) from an accredited college/university
- Acceptance to UT Southern and their teacher education program (2.75 GPA and 21 ACT)

Teacher apprentices receive:

- A carefully selected teacher mentor
- \$0.50 raise in August and January after the first successfully completed semester as an apprentice
- Support from the system's project manager
- Support from UT Southern

An apprentice will work as an educational assistant while also successfully completing a course of study required by UT Southern. Classes will likely be a combination of in-person and on-line (synchronous and asynchronous). The program should take about two years (including summer coursework), depending on the university's review of previous transcripts. The apprentice will gradually assume more and more classroom responsibilities for planning and instruction under the direction of the teacher mentor. Upon the successful completion of the program, the apprentice will earn a bachelor's degree with a license to teach. **Completion of the program DOES NOT guarantee that the candidate will be hired as a teacher.**

Currently, we have agreements with UT Southern for endorsements for K-8 SPED Interventionist and K-5 Elementary. Other areas that may be considered include K-12 P.E. , and secondary Biology, English, History, Math, and SPED Interventionist.

The cost of the program (including tuition, books, testing) is completely covered by grants. There is NO cost to the apprentice.