

**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 / may be appealed)

Teacher apprentices receive:

- A carefully selected teacher mentor
- \$0.50 raise at the end of each semester
- 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 two years (including summer coursework). 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.

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, and Math.

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