

VSBPE

Date: October 16, 2024

Item: Peer Review – Apprenticeship Pilot

ITEM: Shall the VSBPE approve the post-Baccalaureate Peer Review – Apprenticeship Pilot program until June 30, 2026 (two school years).

AGENCY RECOMMENDED ACTION:

That the VSBPE approve the Peer Review – Apprenticeship Pilot program until June 30, 2026.

BACKGROUND:

Registered Apprenticeship programs became federally regulated in 1934 as a New Deal program within the recovery from the Great Depression. Historically, apprenticeships have been work-based training programs for trade industries, emergency services, and hospitality. In 2022, the State of Tennessee received approval from the US Department of Labor to launch the first Registered Apprenticeship Programs (RAP) for Teaching. Since then, over 30 states have started some form of apprenticeship program for teaching, and many more states are working on start-up. These programs range from high school and CTE “youth-apprentices” earning practicum hours and participating in dual enrollment, to more traditional master’s level residencies.

Registered Apprenticeships allow for teacher candidates to work full- or part-time in a school setting (either as support staff, or as teacher-of-record) and earn an income while working towards professional licensure. Registered apprenticeships require the candidate to be employed and compensated by a sponsoring employer, receive structured on-the-job mentoring, and be provided supplementary instruction on the core competencies of the profession (i.e. the Vermont Core Teaching Standards and endorsement specific competencies).

In Fall 2022, the Vermont AOE awarded the Vermont NEA with approximated \$250,000 of ARP-ESSER funds to develop a support program (GrowVT-ED) for provisionally licensed teachers seeking licensure through Peer Review. As a result, the NEA developed a robust mentor network, supplemental instruction for the Core Teaching Standards, and a mentor-based process to evaluate endorsement area competencies and identify new learning requirements.

In September 2023, the Vermont AOE awarded the Vermont Rural Education Collaborative (VREC) \$200,000 to develop a project plan for future registered

apprenticeships, and to coordinate a pilot in the Northeast Kingdom. VREC has explored and begun project plans for four RAP models:

- a post-baccalaureate non-degree program for individuals working under a temporary license,
- a BA “Earn-and-Learn” model that guides working educators through an associates and/or bachelor’s degree,
- a master’s level Rural Residency,
- and NEK Next Gen Teachers youth-apprenticeship.

For this school year, VREC has identified about 30 provisionally licensed educators interested in participating in a non-degree pilot program for licensure (which is the purpose of this vote), as well as NEK next Gen programming. VREC hopes to expand in the future with IHE partners to develop apprenticeships for BA candidates, and rural residencies for MA candidates.

During the 2023 legislative session, the Vermont House Education Committee drafted legislation that included \$500,000 for the AOE to manage a grant program to support new teacher licensure programs, or “Emerging Pathways.” That grant was carried over to the current fiscal year, and AOE staff are finalizing grant agreements with 6 applicants. More information will be made available to the Board once agreements are finalized and made public.

In May 2023, the Vermont DOL and AOE partnered on a federal grant application and received approximately \$300,000 dollars to establish a new position with the AOE’s Education Quality Division and to support the work of VREC. This new position, the Emerging Pathways Coordinator, will provide technical assistance to Emerging Pathways Grant awardees, support Vermont IHE’s interested in registered programs as apprenticeships, and manage the tracking and license application process of registered apprentices in Vermont.

Requested Action:

Since VREC has yet to secure a partnership with an approved EPP, the Vermont Agency of Education is requesting temporary approval from the VSBPE to pilot a new program managed by the Emerging Pathways coordinator, under the umbrella of Peer Review for the next two school years. Where Peer Review is primarily summative, directing candidates to work independently then submit a complete VLP for review, this new program would coordinate and provide multiple supports for candidates working in partnering districts. The VLP will be used to track completion of competencies over-time following US DOL apprenticeship guidelines. Apprentices will use Peer Review and VLP materials (e.g. the Core Standards evidence chart and VLP rubrics) to track and write about completed supplemental instruction and work-based learning experiences. Mentors will verify completion, and supervising administrators will sign

off on complete evaluations. This model will better align Peer Review with EPP best practices and leverage existing district-based mentoring and evaluation processes.

The ultimate goal is to develop a proof of concept of a registered apprenticeship in Vermont, and to utilize the VLP within the DOL apprenticeship model. Over time, our hope is 1) that administrations of Vermont EPPs will see the value in these programs to increase enrollment in education programs and, 2) AOE staff and partners develop a “plug-and-play” model for EPPs and interested districts to engage in this work. Additionally, while the Office will continue to offer the current Peer Review “Classic” programing for applicants who are not associated with Vermont public schools, our goal is to direct school employees to new pathways that will increase the number of provisional license holders who gain initial licensure. Over the next two years, our hope is that EPP based apprenticeships will emerge, however the Office will be prepared to submit a new program application for ROPA review to continue this program, if needed.

Resources

[VT-NEA GrowVT-ED](#)

[VREC Grow Your Own Pathways](#)

[Union-Led Apprenticeships Aim to Ease Teacher Shortage](#), NEA News

[Teacher Apprenticeships Are Booming in Wake of Shortages. Here’s What You Need to Know](#), Education Week

[Educator Registered Apprenticeship](#) (Federal Contractor supporting this work)

[Emerging Pathways Grant Legislation](#)