

Seminole State College of Florida (Subcontract – Florida Department of Education Flow Through)

The College of Education (COE) will partner with school districts experiencing teacher shortages to develop a registered apprenticeship program to enable elementary school employees with bachelor's degrees but who are not certified to obtain the appropriate teaching certification. Because this apprenticeship is the first of its kind in Florida, COE faculty will work closely with the Florida Department of Education to ensure that graduates of the program are eligible for certification.

Roles and Responsibilities of the LEA: The COE will lead the project and assume responsibility for fiscal and administrative oversight. COE faculty and the COE of Education Office of E-Learning, Technology, and Communications (ETC) will develop the RTI in an online, asynchronous format that is readily accessible and available to apprentices through distance learning. The COE will recruit districts, who will in turn assist in recruiting apprentices. All apprentices will be assigned a supervising teacher in (or near) the school in which they receive their on-the-job training. The Supervising teachers will be supported by district level Mentors. The COE will provide Clinical Educator Training (required by the DOE for all clinical supervisors of preservice teachers) to any Supervisors or Mentors who need it. The COE will also provide professional development related to evidence-based coaching for all Supervisors and Mentors.

Roles and Responsibilities of the Partnering Districts: To ensure that this apprenticeship program meets the needs of employers, and because this project is innovative, establishing meaningful partnerships with districts is essential to success. To that end, funds are requested to buy out time from district administrators knowledgeable of the district's professional development and recruitment programs. That individual will be responsible for acting as liaison for the ParTnERs team in recruiting potential apprentices from schools in their district as well as through the employment agency used by the district to identify substitute teachers. The district Consultant will also assist in the identification of Supervising teachers, and district level mentors. COE faculty will collaborate with the Consultant to develop "communities of practice" consisting of apprentices, Supervisors, Mentors, and RTI instructors who will meet regularly through videoconferencing platforms (e.g., Zoom). All ParTnERs participants will be asked to provide feedback on the program for the purpose of formative and summative program evaluation and improvement.