

# Teacher Apprenticeship Program

An Innovative Pathway to the Teaching  
Profession

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FLORIDA DEPARTMENT OF  
**EDUCATION**  
fldoe.org

# Agenda

- 1 Welcome and Introductions
- 2 Setting the Stage
- 3 Teacher Apprenticeship Program
- 4 How to Apply
- 5 Questions
- 6 Contact Information

## Contact Information

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**Teacher Apprenticeship Program Inbox**

[TeacherApprenticeship@fldoe.org](mailto:TeacherApprenticeship@fldoe.org)

“Every Florida teacher and leader is prepared, developed, supported and supervised by educators who make teaching better.”

“Every day, in every school,  
every student has a teacher  
as good as the best teacher  
any of us ever had.”

# House Bill (HB) 1035 Teacher Apprenticeship Program

- During the 2023 legislative session, HB 1035 created Section (s.) 1012.555, Florida Statutes (F.S.), Teacher Apprenticeship Program, administered and sponsored by the Florida Department of Education (Department), as an additional pathway for individuals to enter the teaching profession.
- The bill authorizes a temporary apprenticeship certificate.

## Purpose of Teacher Apprenticeship Program

- A pathway for districts, **charter schools** and **charter management organizations** to equip apprentices with the necessary skills to serve as a classroom teacher.
- Districts, charter schools and charter management organizations recruit apprentices to engage in an innovative program that:
  - ✓ Allows teacher apprentices to earn baccalaureate credit through on-the-job training in the classroom;
  - ✓ Partners teacher apprentices with experienced mentors; and
  - ✓ Provides upper division coursework toward a baccalaureate degree that applies toward a professional educator certificate.

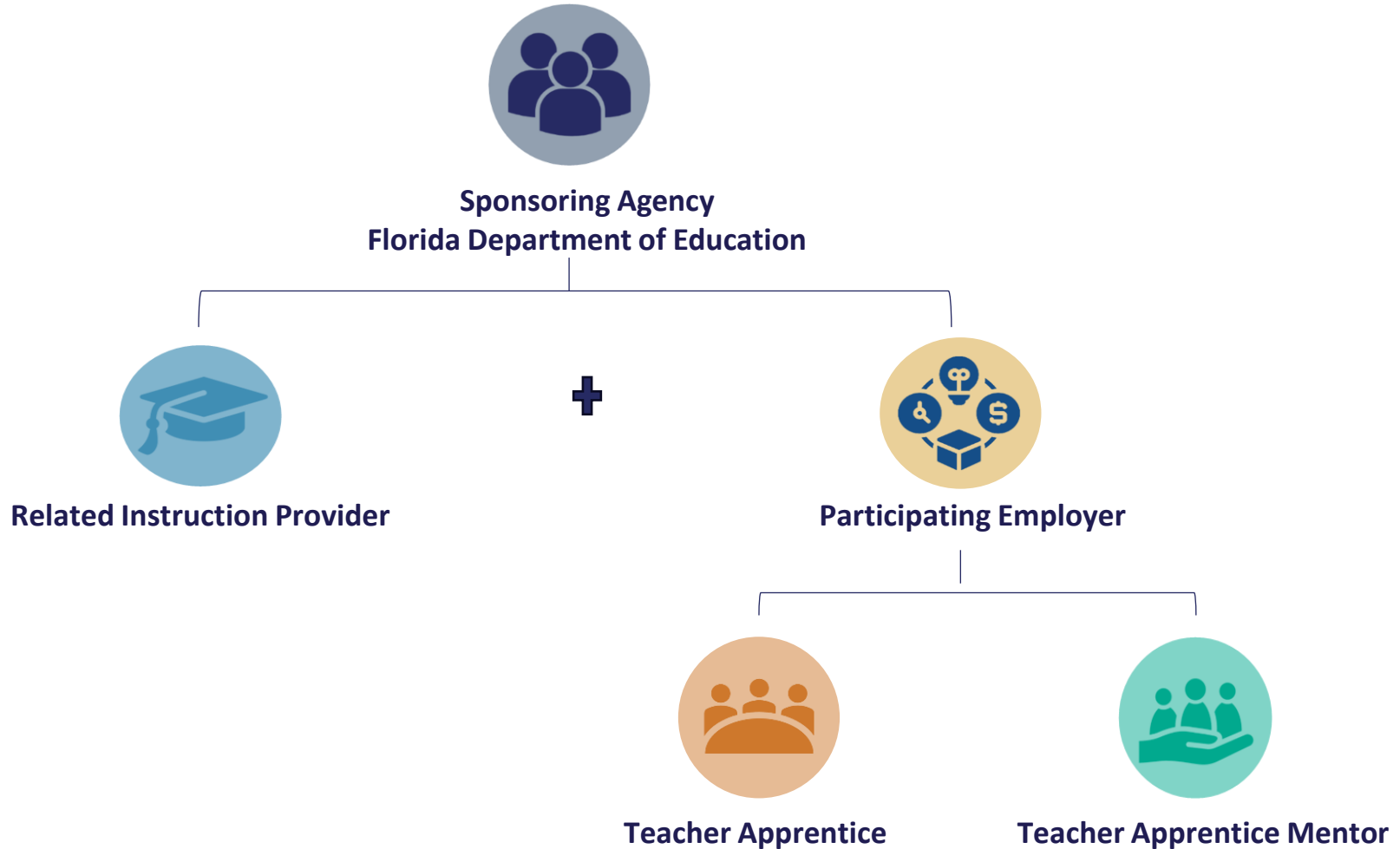
# Eligibility Requirements

To participate in the Teacher Apprenticeship Program, an individual must have:

- ✓ Received an associate degree from an accredited postsecondary institution.
- ✓ Earned a cumulative grade point average of 2.5 or higher in that degree program.
- ✓ Successfully passed a background screening pursuant to law.
- ✓ Received a temporary apprenticeship certificate to be a paraprofessional.



# Teacher Apprenticeship Program



## Teacher Apprenticeship

- The teacher apprenticeship must commit to spending at least the first two years in the classroom of a teacher apprenticeship mentor teacher using team teaching strategies. In addition, the teacher apprenticeship must:
  - ✓ Fulfill the on-the-job training component of the registered apprenticeship program;
  - ✓ Be appointed as an education paraprofessional;
  - ✓ Be paid in accordance with s. 446.032, F.S., and rules adopted by the State Board of Education; and
  - ✓ Receive related instruction toward the baccalaureate degree that prepares apprentices for the professional educator license.

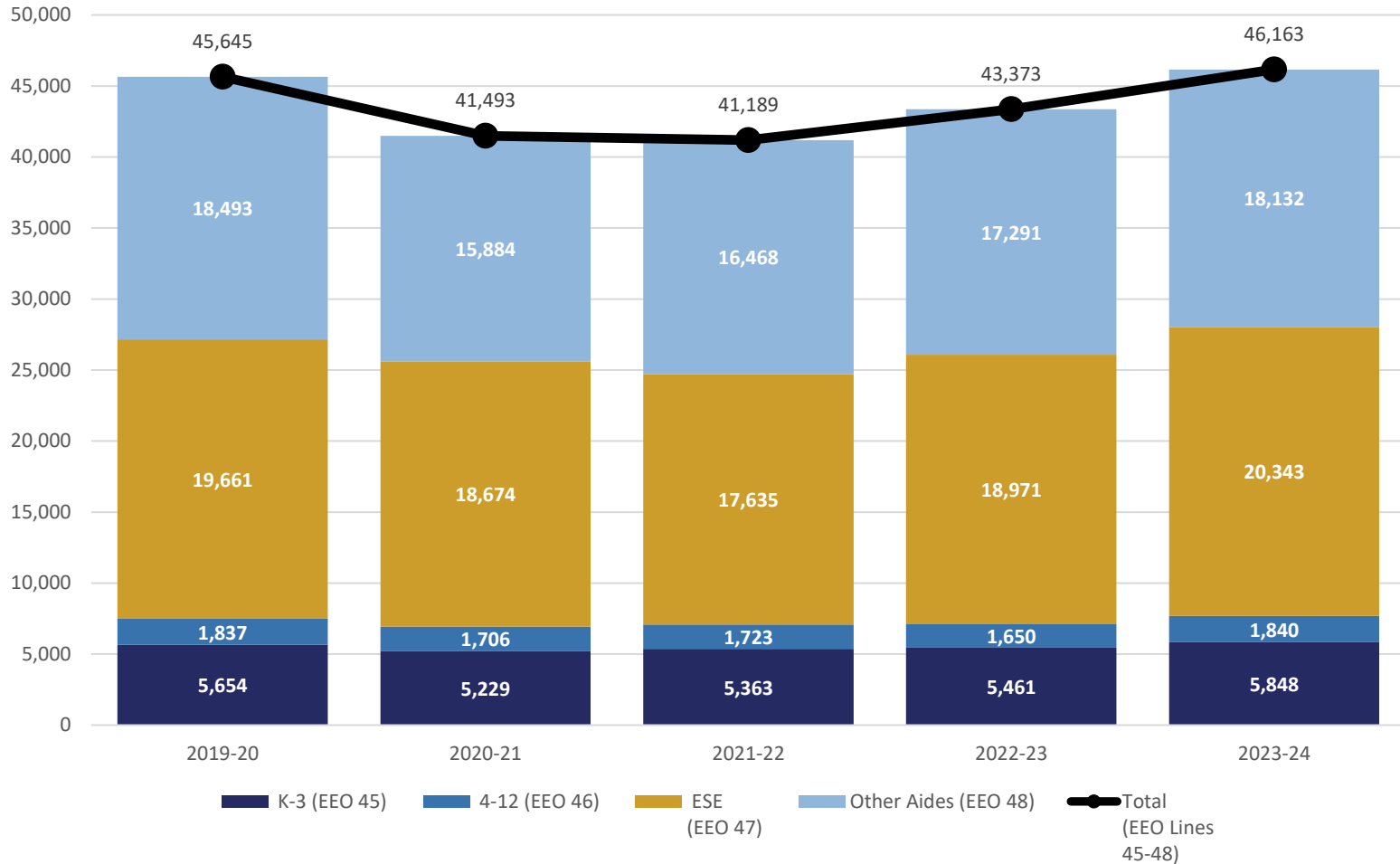
## Teacher Apprentice Mentor

- A teacher who serves as a teacher apprentice mentor must utilize team teaching strategies and, at a minimum, must meet all of the following requirements:
  - ✓ Have at least five years of teaching experience in Florida;
  - ✓ Have received an aggregate score of highly effective on the three most recently available value-added model scores as calculated by the Department or have received an aggregate score of highly effective on the three most recently available performance evaluations; and
  - ✓ Have evidence of completed clinical education training.

# High Demand Teacher Need Areas by Ranking

Rank	2024-25	2023-24	2022-23	2021-22	2020-21	2019-20	2018-19
1	<b>ESE</b>	ESE	English	Science-General	ESOL	Science-General	Science-General
2	<b>English</b>	English	ESE	English	Science-General	English	English
3	<b>Science-General</b>	Science-General	Science-General	ESE	English	Math	ESOL
4	<b>Math</b>	ESOL	Reading	Science-Physical	ESE	ESOL	ESE
5	<b>Science-Physical</b>	Reading	ESOL	Reading	Science-Physical	Science-Physical	Math
6	<b>ESOL</b>	Science-Physical	Math	Technical Education	Math	Reading	Reading
7	<b>Science-Earth &amp; Space</b>	Math	Science-Physical	Science-Earth & Space	Technical Education	Technical Education	Science-Physical
8				ESOL	Reading	ESE	
9				Math			

# Paraprofessionals: Slight Increase in 2023-24



# Teacher Apprenticeship Programs in Florida

District	Related Instruction Provider	Number of Apprentices
Pinellas	St. Petersburg College	20
Miami-Dade	Miami Dade College	70
Volusia*	Daytona State College	3
Seminole	Seminole State College	3
Leon*	Florida A&M University	13
Gadsden*	Florida A&M University	2
FAMU DRS*	Florida A&M University	Unknown
Jefferson*	Florida A&M University	Unknown
Brevard	Daytona State College	5

\*Application under review



# Teacher Apprenticeship Program How to Apply



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# Step One

- To begin the process, each charter school or charter management organization in Florida may partner with an institution, authorized in s. 1004.04, F.S., to offer a Teacher Apprenticeship Program.
- If a charter school or charter management organization is interested in registering for this program, the Superintendent/President/Chief Executive Officer should email the following information to [TeacherApprenticeship@fldoe.org](mailto:TeacherApprenticeship@fldoe.org):
  - Charter School or Charter Management Organization Name
  - Primary Program's Contact Name, Email Address and Phone Number
  - Participating institution
  - Subject Area(s)
- [Registering a Teacher Apprenticeship Program](#)





## Application

- After we receive the Intent to Submit email, the following application forms will be sent to you to complete:
  - Apprenticeship Participating Employer Agreement Form
  - Participating Employer Assurance Form
  - Related Instruction Provider Assurance Form
  - Standards of Apprenticeship Appendix
- Please ensure that all completed documents are emailed to [TeacherApprenticeship@fldoe.org](mailto:TeacherApprenticeship@fldoe.org).

A black clothespin is attached to a white card, which is hanging from a black and white striped string. The card has the word "Questions?" written in a blue, cursive font. The background is a solid, light blue color.

*Questions?*



[www.FLDOE.org](http://www.FLDOE.org)

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