



STATE OF CONNECTICUT
DEPARTMENT OF EDUCATION



Joint Apprenticeship and Training Committee (JATC) Meeting

Friday, April 4, 2025

10 a.m. – 11:30 a.m.

Connecticut Building, Room 109
Southern Connecticut State University

MINUTES

PRESENT: In person: Kate Dias (Chair, CEA), Tanner Callahan (Apprentice), Benjamin Gagne-Maynard (NCGYO), Nicole Reddig (ERA), Larry Satchell (CT DOL)
CSDE: Dr. Shuana Tucker, Mary Glassman, Jade Gopie, Jessica Ocasio, Ashley Wright.
Virtually: Paula Talty (CCSU), Janice Albert (CT DOL), Victoria Malvey (CSDE), Michelle Belcher-Felton (Recording Secretary, CSDE)

ABSENT: Susan Saluru and Ed Leavy (AFT), Todd Berch (CT DOL), Frances Rabinowitz (CAPSS), Sinthia Sone-Moyano (CSDE), Katie McGarry and Megan Krementowski (Office of the Governor)

1. CALL TO ORDER/OPENING REMARKS

- Kate Dias called the meeting to order at 10:16 a.m. with introductions and reviewed the meeting agenda.

2. CONSIDERATION OF MINUTES

- The minutes of the meeting on January 17, 2025, were reviewed. Dr. Paula Talty made a motion to approve the minutes; Dr. Shuana Tucker seconded the motion, and the motion passed unanimously.

3. DISCUSSION

- CSDE reviewed the timeline for the Connecticut Registered Teacher Apprenticeship program. Ashley Wright, Associate Education Consultant, Connecticut State Department of Education (CSDE), said two educator preparation programs have already been approved for the apprenticeship program and are currently operating at the following locations:

- Central Connecticut State University (CCSU)
 - CREC Teacher Residency Program
- The following educator preparation programs need JATC and CT DOL approval:
 - Quinnipiac University
 - Southern Connecticut State University
 - University of Bridgeport
 - Western Connecticut State University
- As part of the approval process, all Educator Preparation Programs (EPP) must meet several criteria as set forth by the following:
 - Council of Accreditation of Educator Preparation (CAEP)
 - Connecticut Common Core of Teaching Standards
 - Connecticut Certification Regulations and Statutes
 - Specialized Professional Association's content standards for each discipline specific program
- All Connecticut EPPs are required to be accredited by CAEP – with accreditation visits occurring every seven years and reports being submitted annually. Additional information on the Connecticut EPP approval process can be found here:

https://portal.ct.gov/sdecertification/knowledge-base/articles/epps/epp-program-approval-process?language=en_US
- In addition to the general approval process for EPPs, there is a required intake form that all EPPs and districts who want to participate in the teacher apprenticeship program must complete. The form includes detailed information about the support that will be provided to the mentors and the apprentices; recruitment, screening, and selection processes; any financial support, scholarships, or incentives that are available; outlines of the gradual release model ensuring apprentice proficiency; and any other support offered to apprentices, such as coaching, tutoring, affinity groups, etc. This form can be found here:

https://drive.google.com/file/d/1AP4EzEfa4s_0eJ2TOkvhP7vo8QsCM2ma/view
- Chair Kate Dias stated that given that the intake forms are part of the application process and are not yet entirely completed, CSDE should continue working with these EPPs to establish and develop their apprenticeship programs, noting that once they have fully completed the application process, they can then be brought back to the JATC for final approval.
- Dr. Shuana Tucker made a motion to support CSDE moving forward to establish official relationships with the following educator preparation programs that will bring them back for final JATC approval upon completion of the application process: Quinnipiac University, Southern Connecticut State University, University of Bridgeport, and Western

Connecticut State University. Dr. Talty seconded the motion, and the motion passed unanimously.

- Jessica Ocasio, Associate Education Consultant, CSDE, provided an update on the planned apprentices allotted to each district and their partner EPP:

District	EPP	Total Confirmed (PHASE A: NOW)
		54
Bridgeport	SCSU	10
Bridgeport	UB	5
Waterbury	CCSU	4
New Britain	CCSU	8
East Haven	QU	8
West Haven	QU	9
Danbury	WCSU	5
Bethel	WCSU	5*

- * Originally Bethel School District had expressed interest in participating in partnership with WCSU with 5 apprentices allocated. However, they have withdrawn their request due to a lack of funding and the 5 apprentices will go unallocated. Chair Dias said she will circle back with Bethel to determine if there is some support that can be given to keep them involved.

- Benjamin Gagne-Maynard, National Center for Grow Your Own (NCGYO), provided an update on the status of the district employer agreements as follows:
 - Bridgeport: completed the intake form, participated in 2 intake meetings, and drafted an employer agreement. Next steps include securing memoranda of agreement/understanding (MoA/MoU) with the local union. Ongoing discussions are being held to finalize funding strategies and wage schedules for apprentices.
 - Danbury: completed the intake form, employer agreement drafted and sent for district review – agreement will cover both WCSU and CREC TRP pathways. Next steps include an intake meeting between the district, WCSU, CSDE, and NCGYO to discuss program registration.

- East Haven: completed intake form, participated in two intake meetings, drafted an employer agreement, and finalized and signed a MoA with the local union. Next steps include ongoing discussions to finalize funding strategies and wage schedules for apprentices, with the goal of program sustainability.
- New Britain: continuing their initial model apprenticeship program while amending their employer agreement to provide flexibility for the district to now register apprentices in either the baccalaureate pathway with CCSU or a post-baccalaureate residency pathway with CREC TRP. The first three apprentices to participate in New Britain's model apprenticeship program have completed their programs and stepped into full time teaching roles as of Fall 2024, and the completion paperwork (AT-22) has been submitted to the Connecticut Department of Labor (CTDOL) for them. Next steps include the finalized amended employer agreement to be signed by both the district and the local union.
- Waterbury: continuing their initial model apprenticeship program while amending their employer agreement to provide flexibility for the district to now register apprentices in either the baccalaureate pathway with CCSU or a post-baccalaureate residency pathway with CREC TRP. Registration paperwork has been submitted to CTDOL for 3 additional apprentices in the baccalaureate pathway who still need to be registered. Next steps include the latest amendment to the employer agreement currently pending approval by the district following proposed edits from the local union. Once that is approved, a finalized version will be prepared and forwarded for signatures.
- West Haven: completed intake form, participated in 2 intake meetings, drafted an employer agreement. The employer agreement will cover both the baccalaureate pathway with Quinnipiac University and the pos-baccalaureate residency pathway with CREC TRP. Next steps include securing a Moa/MoU with the local union and ongoing discussions with the district to finalize funding strategies and wage schedules for apprentices.
- Mary Glassman, Diversity Coordinator and Education Consultant with CSDE, provided an update on legislative funding for the teacher apprenticeship program. Even though the Governor highlighted the apprenticeship program and recruiting more teachers in his state of the state address, there is no funding for the teacher apprenticeship program included in the proposed budget. CSDE is working to find other funding sources including private partnerships. Chair Dias offered that it is incumbent upon the JATC to advocate for funding the teacher apprenticeship program and directed CSDE staff to inform JATC members if opportunities to do such advocacy present themselves so that the program does not end due to lack of funding.
- There is a total of \$110 in fees for registering apprentices with the CT DOL. State funds cannot be used to pay these fees. The districts must pay the \$110 fee per apprentice. Larry

Satchell from CT DOL said he would find out if those fees are one-time costs or need to be paid annually for each year as the candidate is an apprentice.

- Dr. Jessica Ocasio reported that CSDE is working with Craft Education Systems to develop a platform for capturing data related to the teacher apprenticeship program at no cost. It would enable tracking of apprentices from their initial entry through their post-apprenticeship employment, allowing the JATC to monitor the effectiveness of the program long term. The intention is to build the platform up for roll out in late Spring 2025.
- Nicole Reddig, Education Analyst, Center for Education Evaluation and Research, RTI International, ERA, explained that she is working with CSDE to develop a logic model to evaluate the effectiveness of the various parts of the teacher apprenticeship program. Chair Dias pointed out that in evaluating the program, differentiation needs to be made between components that are intrinsic to the program itself versus components that fall outside of the program, basically demonstrating how to align the components during the evaluation process, as well as when analyzing the data.
- The question of whether to include charter schools in the apprenticeship program was brought up for members to consider. Ms. Redding provided examples of states where charter schools are not allowed to participate in state-funded apprenticeship programs, as well as states where they are allowed to participate with specific parameters laid out regarding participation requirements. The members will consider this question for future determination.
- Chair Dias advised members that education preparation program partners need to be reminded about how they promote the apprenticeship program, given that the program is sponsored by CSDE and CT DOL and that the educator preparation programs are related instructor providers. She said the JATC needs to create talking points for partners that carefully explain that EPPs are contractors for the state approved apprenticeship program to avoid any confusion or unintentional consequences. Ms. Glassman advised that CSDE is currently developing a web site as well as talking points to clarify program components and allow for transparency.

4. MOTIONS

- Dr. Shuana Tucker made a motion to support CSDE moving forward to establish official relationships with the following educator preparation programs that will lead to bringing them back for final JATC approval once they have fully completed the application process: Quinnipiac University, Southern Connecticut State University, University of Bridgeport, and Western Connecticut State University. Dr. Talty seconded the motion, and the motion passed unanimously.

5. ACTION ITEMS:

- Chair Dias offered that it is incumbent upon the JATC to advocate for funding the teacher apprenticeship program and directed CSDE staff to inform JATC members if opportunities to do such advocacy present themselves so that the program does not end due to lack of funding.
- Chair Dias and CSDE will follow up with Bethel School District to determine their status moving forward.
- CSDE will work on talking points for educator preparation programs participating in the Connecticut Registered Teacher Apprenticeship program.
- CSDE and ERA will work with Apprentice Tanner Callahan for feedback on how to improve the Teacher Apprenticeship onboarding.

6. FUTURE MEETING SCHEDULE

- The next meeting is as follows:
 - June 10, 2025 – 12:00 noon to 3:00 pm – in person at CCSU, Barnard Hall, Room 313

7. ADJOURNMENT

- The chair adjourned the meeting without objection at 11:25 am.