



UNLOCKING *Lifelong* POTENTIAL

The 6-16 Pathway at a Glance



Educators Rising Middle & High School

- Clinical learning opportunities with experienced teachers
- Dual-enrollment coursework or CTE courses



NextGen Educator College (State Colleges)

- Sophomore & Junior Year of Bachelor's Level Educator Preparation Program
- On-the-job learning with substitute pay and an experienced mentor teacher



CT Teacher Registered Apprenticeship Program College

- Senior Year of Bachelor's Level Educator Preparation Program ; or,
- Master's Level Teacher Residency Program
- On-the-job learning with progressive pay and an experienced mentor teacher for **one full school year.**



Certified Teacher of Record in CT

- Continued employment in district
- Enrollment in CT's teacher induction and mentoring program





Why Teacher Registered Apprenticeships Matter: The Workforce Challenge

**Address
Teacher
Shortage**

**Increase
Teacher
Retention**

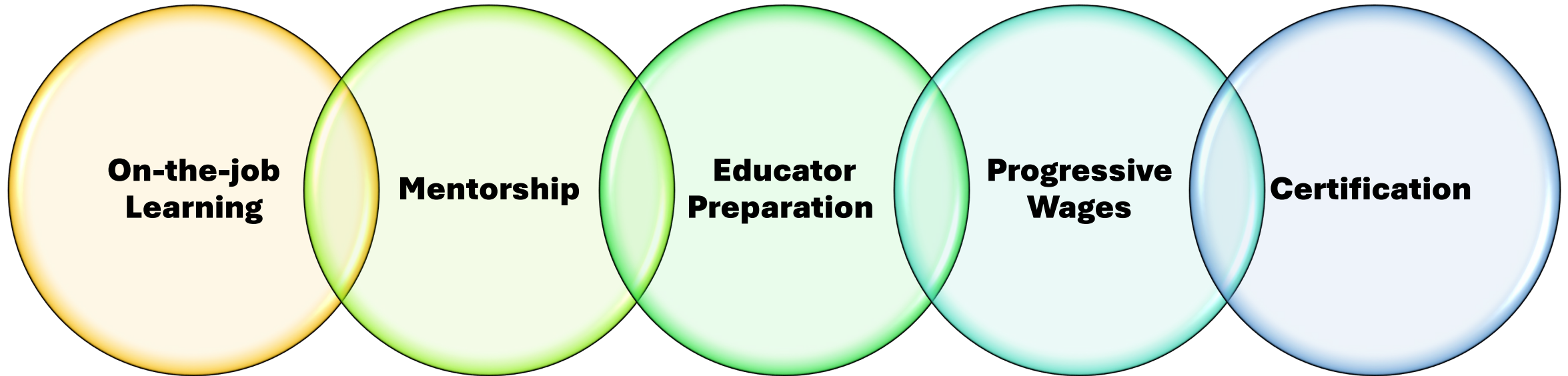
**Expand
Teacher
Workforce**

Teacher registered apprenticeships address shortages, strengthen retention, and diversify the workforce, while maintaining high standards for preparation and certification.



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5 Core Features of Teacher Registered Apprenticeship





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Proven “Earn While You Learn” Pathways to Teaching



Districts

- Enables “grow your own” recruitment by tapping local talent and non-certified staff
- Improves retention through high-quality, district-embedded preparation



Educator Preparation Programs

- Expands access to post-secondary degrees and career pathways statewide
- Lays the foundation for innovative grow-your-own, residency, and competency-based models



Candidates

- One-on-one mentoring that builds confidence, accelerates skill development, and supports professional growth



Statewide Impact

- Potential for higher retention, reduced turnover costs, and economic growth



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Traditional Student Teaching	Traditional Teacher Residency	Teacher Registered Apprentice
4 months	At least 10 months	At least 10 months
Unpaid student teaching experience	Paid for full school year	Paid for full school year with progressive wage increase
4 months with cooperating teacher guidance	At least 10 months with dedicated mentor support	At least 10 months with dedicated, structured mentorship support
Participates in the classroom, is considered temporary and less integrated	Embedded as a part of school staff, contributes to student outcomes and school operations	Embedded as a part of school staff, contributes to student outcomes and school operations
Rarely participates in professional development experiences	Actively participates in professional development experiences	Actively participates in professional development experiences
		Must meet specific federal & state apprenticeship standards and reporting
		Teacher Registered Apprentices in Residency Programs exempt from Praxis II



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Current Partners

Districts

Bridgeport

Danbury

East Haven

New Britain

Waterbury

Educator Preparation Programs

Central CT State University

Quinnipiac University

Southern CT State University

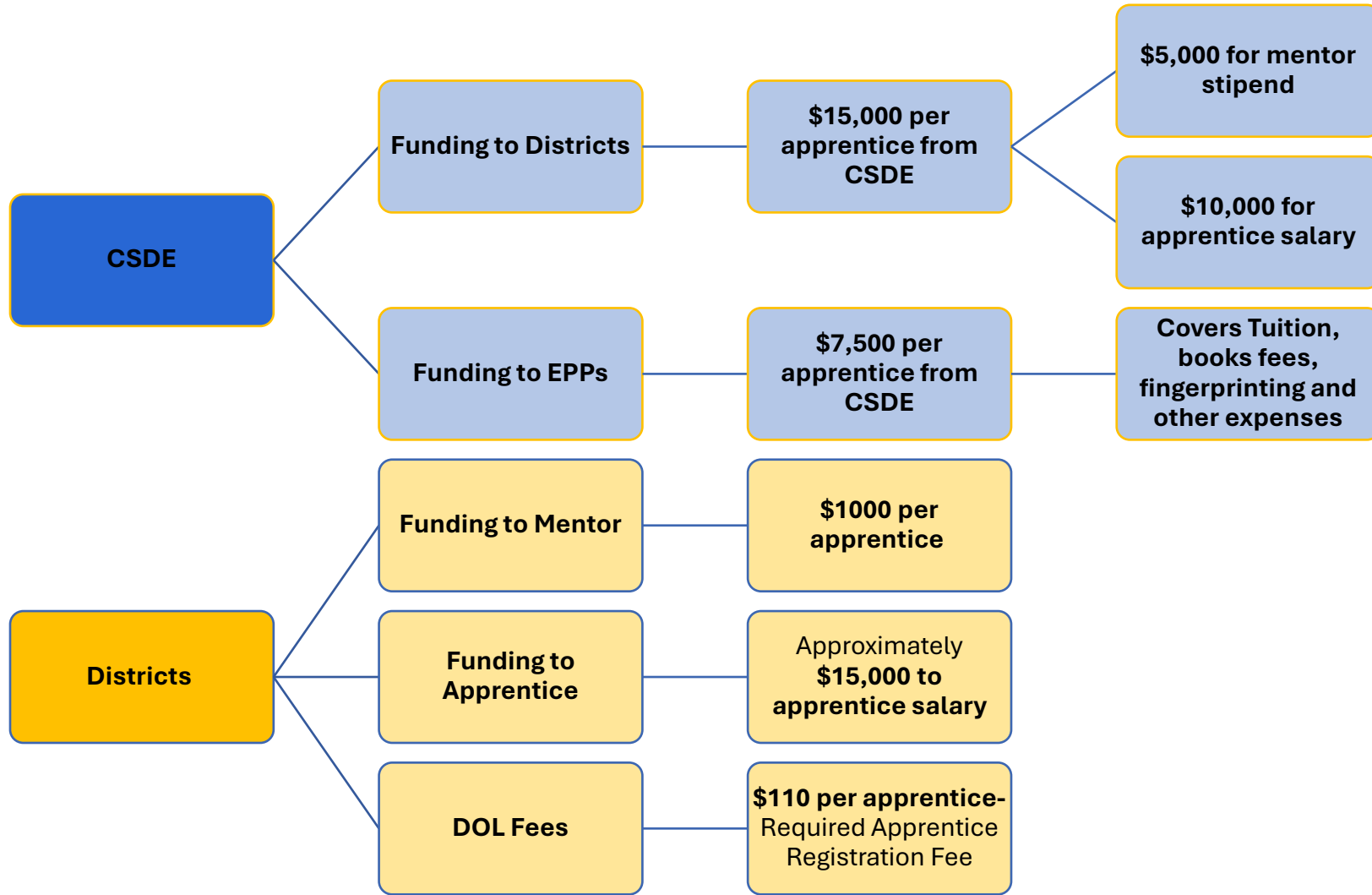
University of Bridgeport

Western CT State University



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Investing in the Future



CSDE Contribution:
\$22,500 per apprentice
Apprentice salary \$10,000
Mentor stipend \$5,000
EPP allocation \$7,500

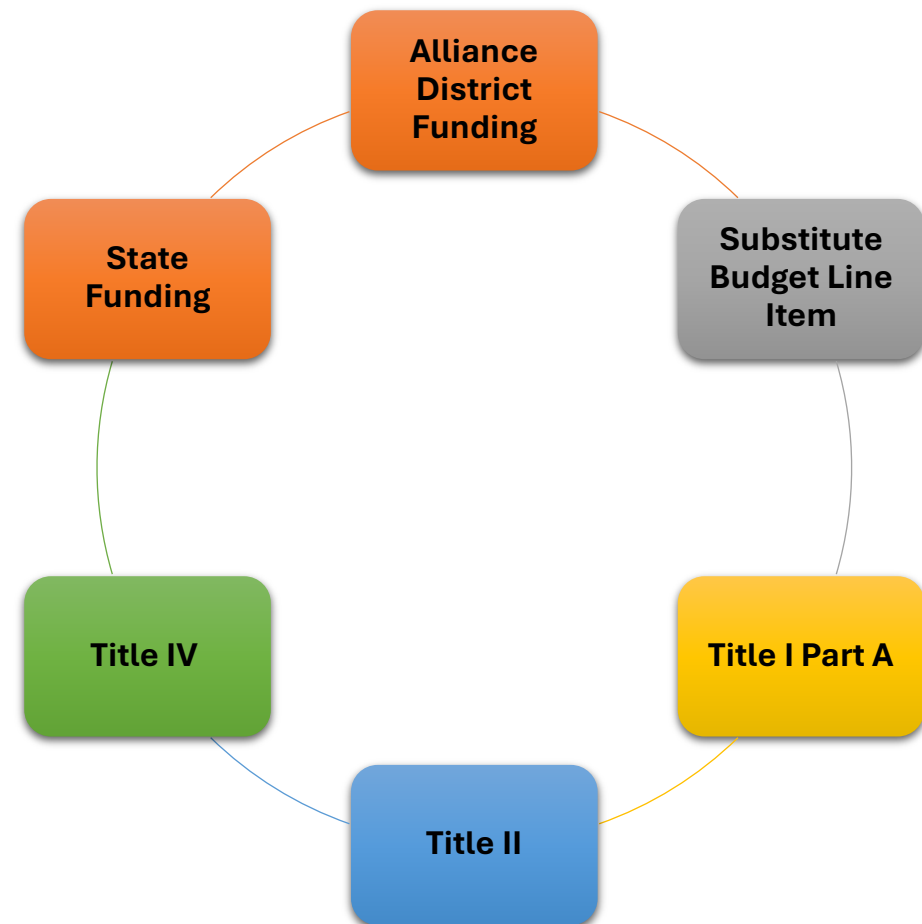
District Investment:
\$15,110 per apprentice
Apprentice Salary ~ \$14,000
DOL Registration \$110
Mentor Stipend \$1,000

**Apprentice salary must be the equivalent to at least minimum wage.*



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Potential Braided Funding Sources





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How the Teacher Registered Apprenticeship Works

District partners with CSDE and Educator Preparation Program



District collaborates with local union to develop MOU



EPP and district collaborate to recruit, interview, and select candidates



Apprentice is hired in the district and is assigned a mentor



Apprentice earns certification and transitions into full-time teaching role



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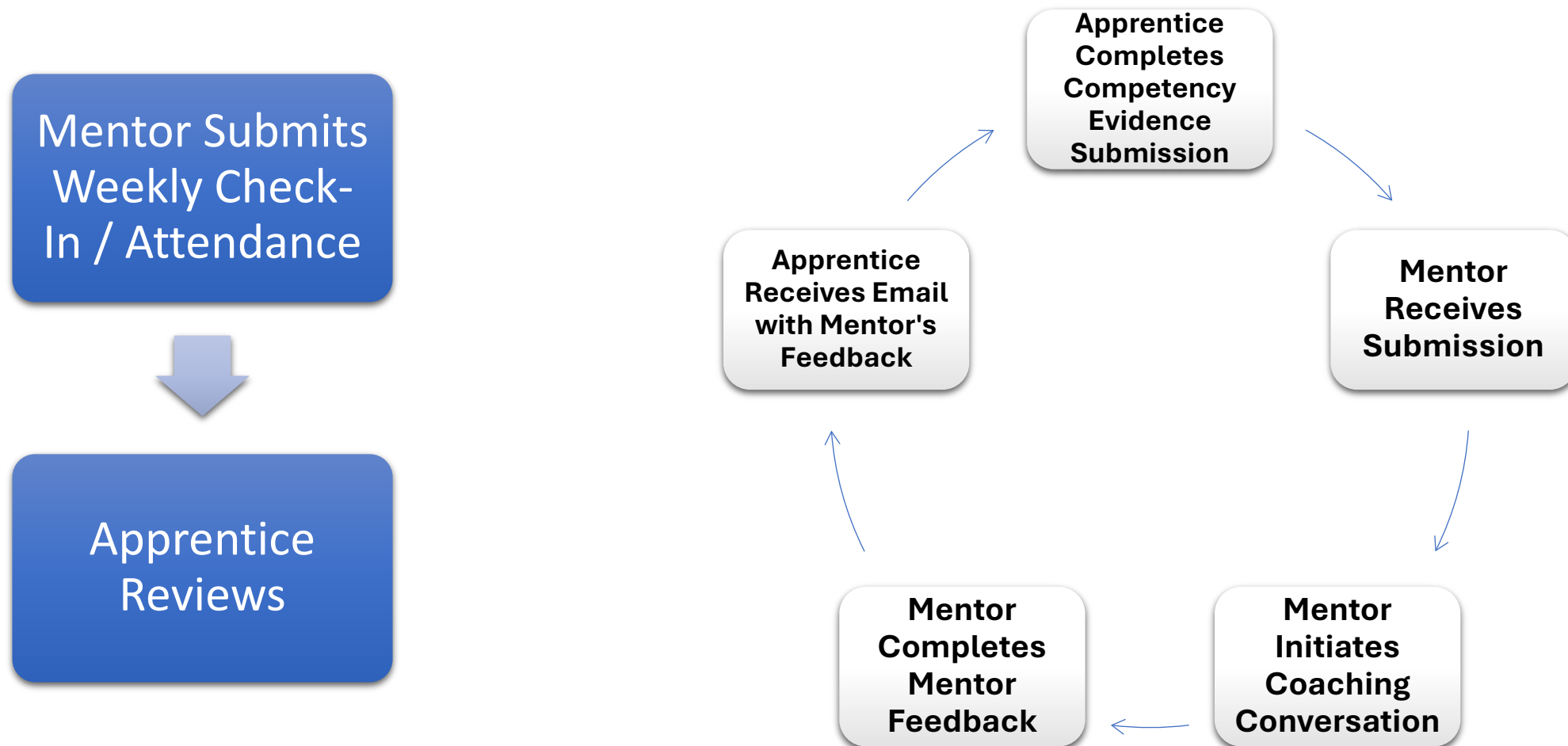
Mentor Training Guide





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Mentor-Apprentice Feedback Loops



Event Title	Audience	Focus Areas
Kickoff & Orientation	Mentors, Apprentices, EPP, CSDE	<ul style="list-style-type: none"> - Program and documentation overview - Roles/responsibilities - Timeline of expectations
Coaching Clinic: Building the Mentor-Apprentice Relationship	Mentors	<ul style="list-style-type: none"> - Coaching models - Communication & trust - Goal-setting conversations
Instructional Rounds: Video Clip Analysis	Mentors, Apprentices	<ul style="list-style-type: none"> - Observation & feedback - Evidence gathering
Collaborative Lesson Design Workshop	Mentors, Apprentices	<ul style="list-style-type: none"> - Co-planning - Scaffolding - Standards-based design
Mid-Year Reflection & Reporting Prep	Mentors, Apprentices, EPP	<ul style="list-style-type: none"> - Progress check-in - Competency evidence - Semester documentation
Classroom Management Panel	Mentors, Apprentices	<ul style="list-style-type: none"> - Routines & expectations - Behavior support
Peer Coaching	Mentors	<ul style="list-style-type: none"> - Watch & debrief coaching sessions - Feedback norms - Reflection on practice
Supporting Diverse Learners	Mentors, Apprentices	<ul style="list-style-type: none"> - Culturally responsive teaching - DEI coaching - Growth mindset
Using Student Work to Drive Instruction	Mentors, Apprentices	<ul style="list-style-type: none"> - Formative assessment - Feedback strategies - Paperwork and evidence check-in
Year-End Showcase & Celebration	Mentors, Apprentices, EPP, CSDE	<ul style="list-style-type: none"> - Apprentice growth presentations - Mentor reflections - Cohort celebration



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Reflections from Current Partners



Dr. Kara Casimiro

Superintendent, Danbury Public Schools



CSDE T-RAP Testimonial

...“16 weeks of student teaching doesn’t allow for that [adaptability] from period to period that teachers have to do on a daily basis. This program allows for that.” - Joseph



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Dr. Jessica Ocasio & Ashley Wright

Associate Education Consultants

Teacher Registered Apprenticeship Program
(T-RAP) Coordinators

SDE.TeacherApprenticeship@ct.gov

- [Teacher Registered Apprenticeship Program Website](#)
- [T-RAP Overview Documents](#)



T-RAP Intake Form-Districts
<https://forms.office.com/g/BJLtSLStKT>



T-RAP Intake Form-EPPs
<https://forms.office.com/g/4MQQrhH5wz>



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Questions & Clarifications





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Thank You