



Teacher Apprenticeship Program and Pathways

Florida Charter School Conference and School Choice Summit

October 19, 2023



House Bill (HB) 1035 Teacher Apprenticeship Program

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

HB 1035 Teacher Apprenticeship Program

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 3.0 or higher in that degree program.
- ✓ Successfully passed a background screening pursuant to law.
- ✓ Received a temporary apprenticeship certificate.

Roles and Responsibilities



Teacher Apprenticeship Program



Teacher Apprentice



Teacher Apprentice
Mentor



Participating Employer



Related Instruction
Provider

Teacher Apprenticeship

- The teacher apprenticeship must commit to spending the first two years in the classroom of a 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
 - Must receive related instruction toward the baccalaureate degree that prepares apprentices for the professional educator license.

Teacher Apprentice Mentor

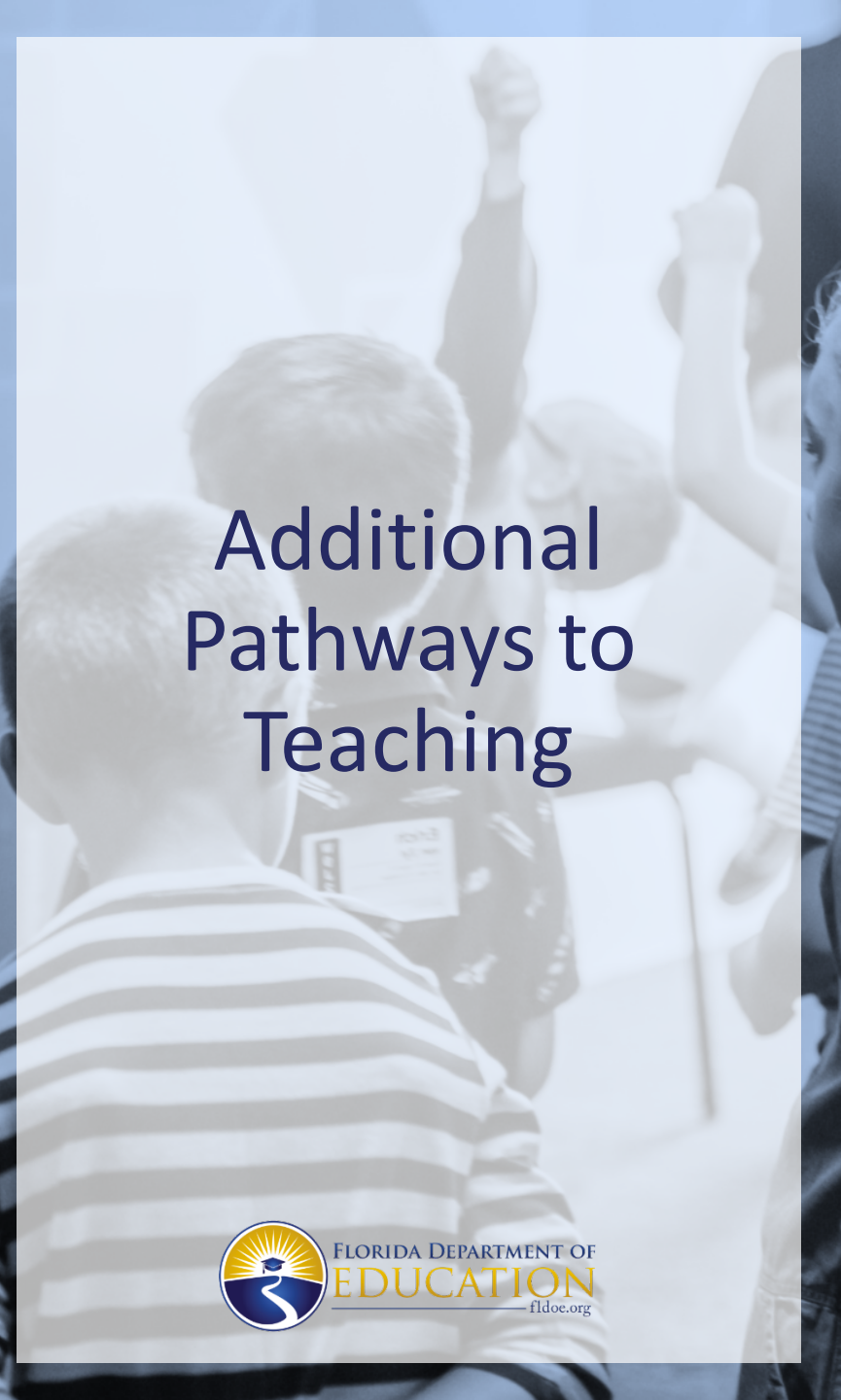
- A teacher who serves as a teacher apprentice mentor must utilize team teaching strategies and, at a minimum, must meet all of the following requirements:
 - ✓ Have at least seven years of teaching experience in Florida;
 - ✓ Have received an aggregate score of highly effective on the three most recently 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.

Participating Employer

- The Participating Employer may be a school district or charter school.
- It is the responsibility of the Participating Employer to collect and verify the minimum admissions requirements for the teacher apprentice.
- The Participating Employer must submit an assurance form, to be provided by the Department, to TeacherApprenticeship@fldoe.org.

Related Instruction Provider

- Only institutions that have a Florida state-approved initial teacher preparation program are eligible to work as a Related Instruction provider.
- Instruction must be designed to provide the teacher apprentice with the knowledge of theoretical subjects related to the apprentice's specific occupation.



Additional Pathways to Teaching



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Troops to Teachers

- Assist transitioning Service members and Veterans in beginning new careers as K-12 schoolteachers.
- Provide counseling and referral services to participants.
- Assist program participants with finding employment as a teacher when eligible.
- Reduce unemployment among veterans.
- Reduce teacher shortage.
- Ron Burton: burtonr@tcc.fl.edu

Heroes in the Classroom Bonus Program

- Subject to legislative appropriation, the Department shall provide a one-time sign-on bonus, as provided in the General Appropriations Act, to honorably discharged or retired military veterans and retired first responders, as defined in s. 112.1815(1), F.S., who commit to joining the teaching profession as a full-time classroom teacher.
- An honorably discharged or retired military veteran or retired first responder may receive an additional bonus for teaching a course in a high-demand teacher need area, as identified by the Department pursuant to paragraph (3)(e).
- [Section 1012.715 FS.](#)

Removing Barriers – Military Veterans Certification Pathway

Effective July 1, 2022, Florida may issue a 5-year Temporary Certificate for military veterans who have not yet earned their bachelor's degrees and meet the following eligibility:

- Minimum of 48 months of military service with an honorable/medical discharge
- Minimum of 60 college credits with a 2.5 grade point average
- Passing score on a Florida subject area examination for bachelor's level subjects
- Employment in a Florida school district, including charter schools

Before applying for this pathway, complete a waiver request for the Military Certification Fees Waiver (MCFW).

<https://www.fldoe.org/teaching/certification/military/#MCFW>

Discussion

- How can the Department facilitate partnerships between school districts, charter schools, institutions and colleges?



Questions?



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