

A Community Framework for Teacher Apprenticeship

Bullitt County Public Schools

Ohio Valley Educational Cooperative

Jefferson Community & Technical College

UofL CEHD Office of Educator Excellence



Introductions



- ♦ **Dr. Kathy House:** OVEC Chief of Educator Success
- ♦ **Dr. Charles Rains:** UofL Program Manager & Instructor
- ♦ **Dr. Lee Barger:** BCPS Director of College & Career Readiness
- ♦ **Dr. Stefanie Wooten-Burnett:** UofL Assistant Dean of Educator Preparation & Program Director



Core Themes

- ♦ Our Pathway to Apprenticeship
- ♦ Framework Design & Infrastructure
- ♦ Entry Points, Options, & Opportunities
- ♦ Clinical Practice, Proficiencies, & Monitoring
- ♦ Flexible Scheduling, Supports, Benefits, & Sustainability

The BCPS T&L Journey



2014
BCPS College & Career Centers

2020
Collaborative
Clinical
Experience

2016
T&L Career
Pathways

2015
Director of
College & Career
Readiness
and
Innovative Programs

2021-2022
Grants Secured

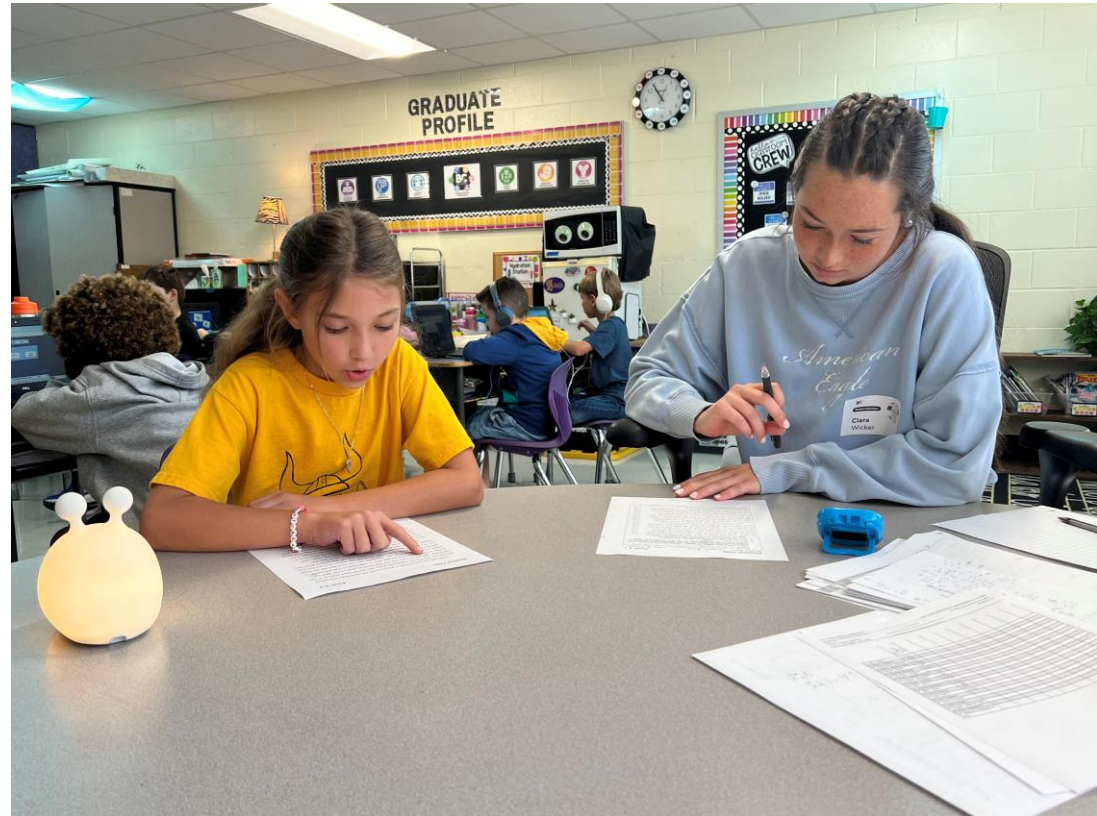


2024
Teacher
Apprenticeship



Teacher Apprenticeship Overview

- ♦ **Progress-Based Training:** Apprentices advance by demonstrating mastery of essential teaching skills.
- ♦ **Experiential Learning:** Blends classroom instruction with authentic training.
- ♦ **Workforce Development:** A *Grow Your Own* approach to recruit, train, & retain quality teachers.
- ♦ **Nationally Recognized:** Registered with the US Dept. of Labor leading to an industry-recognized credential.



Why Teacher Apprenticeship?

Theme	Key Data & Insights
Kentucky's Challenge	• 13% of Kentucky teaching positions remained unfilled in 2023-2024. • 25% teacher turnover rate across OVEC districts in 2024-2025.
Support Staff Gaps	• 1, 766 support staff vacancies statewide as of September 2024.
Critical Need Areas	• Early Childhood • Special Education • Middle & Secondary Science • Middle & Secondary Mathematics
Declining Pipeline	• Over the last 5 years, Kentucky has seen an 11.6% in teacher preparation program completers.

Starting Points & Needs Assessment



Certification Options

Single Certification

Early
Childhood

Elementary
Education

Moderate to
Severe
Disabilities

Dual Certification

- ♦ Elementary & Early Childhood
- ♦ Elementary & Learning Behavioral Disorders
- ♦ Elementary & Moderate to Severe Disabilities

Upcoming Certification Options

Middle Grades Single Certification



Science



Mathematics



Social Studies



Language Arts

Middle Grades Dual Certification

- ♦ Mathematics & Science
- ♦ English & Social Studies
- ♦ Mathematics & Social Studies
- ♦ Mathematics & Language Arts
- ♦ Mathematics & Learning Behavioral Disorders
- ♦ Social Studies & Learning Behavioral Disorders
- ♦ Language Arts & Learning Behavioral Disorders

Entry Points & Processes

Entry Point	Candidate Profile	Processes
1	10-11 th Grade TLP DC	- Identify DC options and plan future courses with JCTC & UofL. - Complete Cardinal Core, Content, and Pre-Professional courses. - Transition to UofL and finish degree in 2-3 years.
2	12 th Grade TLP DC	- Review prior credits & align courses with JCTC and UofL. - Complete Cardinal Core, Content, and Pre-Professional courses. - Transition to UofL and finish degree in 2-3 years.
3	Adult Learners Internal & External	- Review prior college, AP, or dual credit. - Create an individualized degree plan. - Transition to Option 9 and complete degree on a flexible timeline.

Competencies & Training Processes



Progress Monitoring



Competencies include defined objectives apprentice must master to earn degree & certification.



Objectives are mapped on our approved Department of Labor Work Process Document to align with the three training phases: Field, Fundamental, and Proficiency.



Evaluation is conducted by District Leaders, Mentor Teachers, TLP Instructors, OVEC, & UofL.



This collaborative approach to evaluation is designed to support apprentice growth and ensures program quality.

Competency Examples

Professionalism

- Adhere to Code of Ethics
- Follow School & Classroom Schedule
- Attend P/T Conferences & Faculty Meetings
- Implement Policies, Procedures, & Routines

Environment

- Engage in positive student interactions
- Reinforce Classroom Rules & Procedures when appropriate
- Assist Mentor Teacher creating & maintaining a positive classroom culture

Planning

- Review and prepare curriculum documents
- Engage in standards-based unit & lesson design
- Create a classroom level assessment with Mentor Teacher guidance

Instruction

- Deconstruct & introduce learning targets to class
- Replicate established transitions commonly used by Mentor Teacher
- Utilizes learning target as anchor throughout teaching

Apprentice	School	Track
Ireland McGinty	Bullitt East	Elementary Education Single
Alyssa Hurst	North Bullitt	Moderate Severe Disabilities
Paityn Lindsey	North Bullitt	Elementary Education
Olivia White	Bullitt Central	Elementary & Early Childhood
Sophia Heeke	Bullitt Central	Elementary & Moderate Severe Disabilities
Zoie French	Bullitt Central	Elementary & Learning Behavior Disorders
Laurynn Smith	Bullitt Central	Elementary Education
Clara Wicker	Bullitt Central	Elementary Education

2025-2026 Teacher Apprentices (Seniors)







Year 2 Apprentice Chloe Whitaker

- ♦ Elementary Education – Single Certification
- ♦ **Fall 25:** Completing Pre-Professional Education Coursework
- ♦ **Spring 26:** Admission to the Professional Education Program

Collaborative Clinical Experience Pipeline



KDE-aligned model serving as an early teacher pipeline, providing authentic experiences that help students understand the expectations of becoming a Teacher Apprentice.



Offers a supportive alternative for apprentices who demonstrate potential but need additional supports.



9 prospectives are in the pipeline for the 26-27 AY with expected growth with the upcoming Middle Grades Certification options.

Sample Apprentice Class Schedule

Elementary Education Single Certification High School Experience (Related Technical Instruction)

This is an example but will be customized based on student needs

Grade 9	Grade 10	Grade 11	Grade 12
English I	English II	ENG 101 (JCTC)	ENG 102 (JCTC)
Algebra I	Geometry	MAT 150 (JCTC)	MAT 205 (JCTC)
Earth and Space Science	Chemistry I	Bio 112 and 113 (JCTC)	MAT 206 (JCTC)
Social Studies Credit	Social Studies Credit	HIS 108 <u>or</u> 109 (JCTC)	EDU 240 (JCTC)
Physical Education		GEO 130 (JCTC)	EDP 260 (JCTC)
Health	EDTP 215 (UofL)	EDTP 107 (UofL)	Apprenticeship
EDTP 201 (UofL)	Arts and Humanities (PHI 100 or ART 100 or HUM 120) (JCTC)	EDSP 240 (UofL)	Time with CCE Teacher
CIT 105 (JCTC)	Algebra II		Personal Finance
			COM 181 (JCTC)

Wages – Benefits – Supports

Wages	Benefits	Supports
• Year 1 - \$7.25 Per Hour • Year 2 - \$7.50 Per Hour • Year 3 - \$7.75 Per Hour • Year 4 - \$7.75 Per Hour	• Cohort Model • Discounted Cost • On the Job Training • Relationship Building • Income-Based Training • Accelerated Graduate Date	• School Level Support Apprenticeship Coordinator, Mentor Teacher, T&L DC Instructor, & Counselor • District Level Support Director of College & Career Readiness and Innovation & BCPS District Leadership • JCTC Support Academic Advising • University of Louisville Academic Advising, Progress Monitoring, & Classroom Observations

Reflection Points

Lessons Learned



Strong collaboration is critical & requires ongoing coordination.



Mentor Teacher matching greatly influences Apprentice success.



Institutional Infrastructure must evolve with growth.



Financial & Structural Supports will determine long-term viability.

Looking Ahead

- ♦ Expand Certification Pathways for Middle Grades in the 26-27 AY.
- ♦ Strengthen Financial Infrastructures by securing donor funding & support.
- ♦ Increase visibility and advocacy for this new model of Educator Preparation.
- ♦ Enhance Data & Progress Monitoring Systems via a one-stop-shop approach.

Questions – Discussion – Contacts

Dr. Kathy House: khouse@ovec.org

Ohio Valley Educational Cooperative
Chief of Educator Success

Dr. Lee Barger: lee.barger@bullitt.kyschools.us

Bullitt County Public Schools
Director of College & Career Readiness & Innovation

Dr. Stefanie Wooten-Burnett: stefanie.wootenburnett@louisville.edu

UofL CEHD Office of Educator Excellence
Assistant Dean of Educator Preparation & Program Director

Dr. Charles Rains: charles.rains@louisville.edu

UofL CEHD Office of Educator Excellence
Program Manager & Instructor

