

NH REGISTERED EDUCATOR APPRENTICESHIP PROGRAM RESPONSIVE TO LOCAL SCHOOL DISTRICTS



New Hampshire Colleges & Universities

WHAT CHALLENGES ARE YOU FACING?

- Staffing Challenges?
- What innovative staffing solutions has your district implemented or encountered?
- What barriers are you facing?

AGENDA

- Introductions and Welcome
- NH Registered Educator Apprenticeship Program
 - Why?
 - What?
 - How?
- Educator Pre-Apprenticeship Options
- Discussion/Questions/Concerns

NH REGISTERED EDUCATOR APPRENTICESHIP PROGRAM

We offer technical assistance to schools and school districts to provide a pathway for paraeducators to become certified teachers.

- Our work
 - Supports paraeducators
 - to determine the approved NH EPP aligned with their career goals
 - to access the financial resources to support the cost of the academic program
 - Weekly Study Group Support
 - Supports school districts by
 - Building capacity of current paraeducators
 - Providing a pathway for paraeducators to work in district, complete an approved NH EPP, and become a certified teacher
 - **Recruiting** option to bring potential para applicants to district
 - Providing linkage from Pre-Apprenticeship to Apprenticeship Programs for Careers in Education
 - Accessing 'On-the-Job Reimbursement' (\$2000/apprentice)
 - Mentor Training

WHY REGISTERED EDUCATOR APPRENTICESHIP PROGRAM?

Critical Shortage of teachers and paraeducators in NH

- Manchester School District, 3/19/24
 - Support Staff/Para Openings – 44
 - Teacher Openings – 19
- Nashua School District, 1/17/24
 - Support Staff/Para Openings – 77
 - Teacher Openings – 65
- Rochester School District, 3/19/24
 - Support Staff/Para Openings – 40
 - Teacher Openings – 26
- Farmington School District, 3/19/24
 - Support Staff/Para Openings – 3
 - Teacher Openings – 14

WHY REGISTERED EDUCATOR APPRENTICESHIP PROGRAMS?

- Enrollments in Educator Preparation Programs across the state are down from 30-60%
- The Pipeline for future teachers is diminishing
- Need to grow regional Registered Educator Apprenticeship Cohorts & Collegiate Partnerships to meet regional and local needs

PARTNERS

U.S. and NH Department of Labor

U.S. and NH Department of Education

Community College System of New Hampshire

Baccalaureate and Graduate Granting Institutions

National Education Association & NEA NH

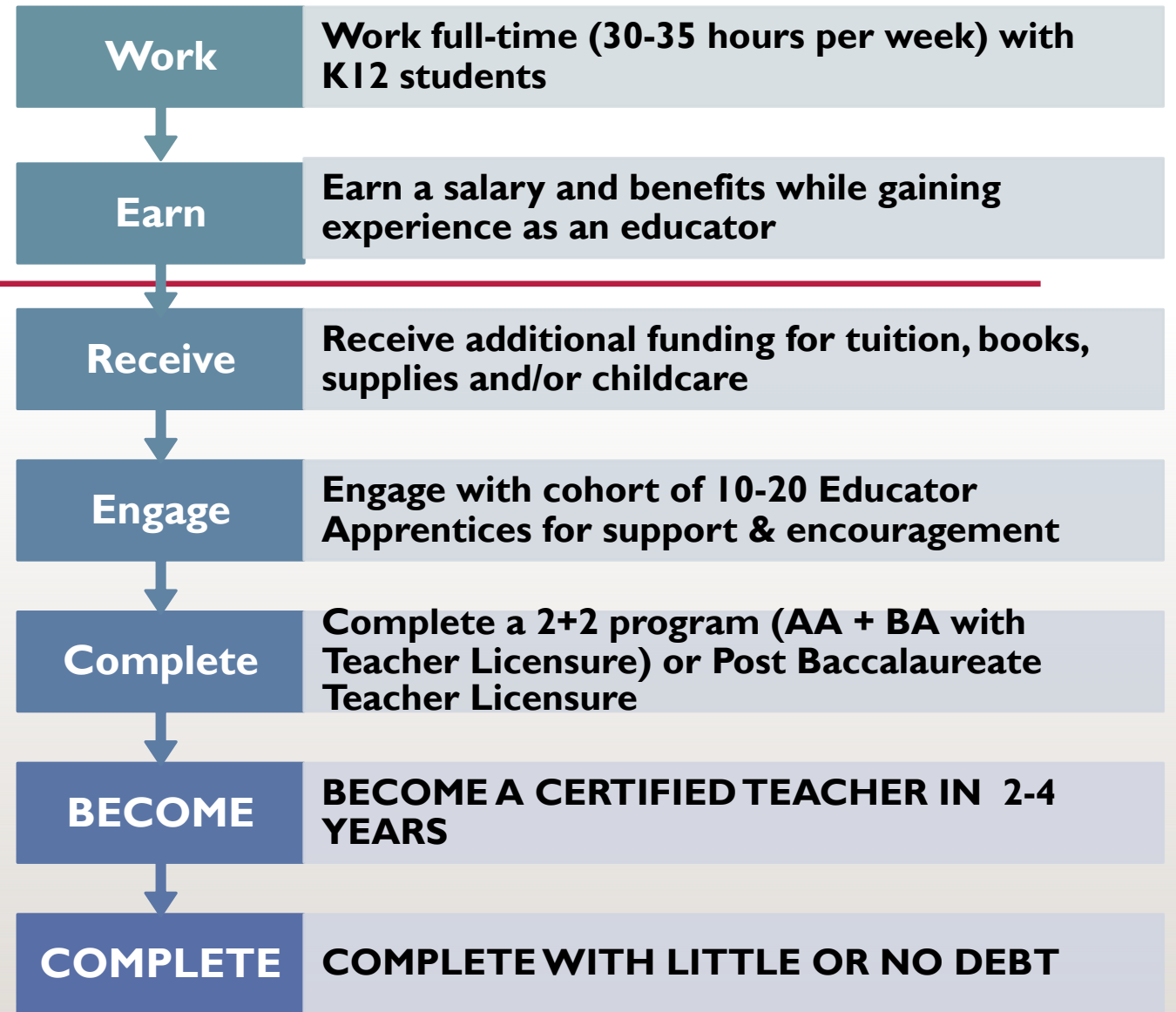
Southern New Hampshire Services

NH DHHS/Welcoming NH/IINE

Local School Districts



A REGISTERED APPRENTICE:



NH REAP DEMOGRAPHICS – 3/12/24

Manchester School District - 38 Apprentices

- 20 are enrolled in AA Degree Programs
- 7 are enrolled in capping BA Programs with Teacher Certification
- 11 are enrolled in Post Baccalaureate Programs with Teacher Certification
- 10 of the above are New Americans
- 11 People of Color
- 90% of the above apprentices are in this program because it is an affordable pathway to a college degree with teacher certification, which was previously out-of-reach for these individuals.

Concord School District/Lebanon School District/SAU 21/North Country -60

- 27 are enrolled in AA Degree Programs
- 18 enrolled in capping BA Program with Teacher Certification
- 15 are enrolled in Post Baccalaureate Programs with Teacher Certification
- 4 are 2023 High School Graduates who participated in CTE Program
- 3 People of Color
- 100% of the above apprentices are in this program because it is an affordable pathway to a college degree with teacher certification, which was previously out-of-reach for these individuals.

WHAT WILL NH REAP LOOK LIKE IN YOUR SAU

- Recruitment & Registration of NH REAs – appendix B
- SAU Commitment – Appendix D
- Mentor
 - I:I Assignment
 - Training – NH REAP
 - On-the-Job Reimbursement - Apprenticeship NH
- Weekly Study Group Support – NH REAP Paid
 - Academic
 - Social-Emotional

WHAT WILL THE ACADEMIC PROGRAM LOOK LIKE?

Collegiate Neutral – Healthy Competitive Environment

- Reduced tuition at 3 institutions of Higher Education
- Online and Hybrid option w/weekly f2f support
- 5 + 3 Option
- 2 + 2 Program
 - Associate Degree
 - Capping BA Degree with Teacher Certification OR
 - Capping BA with Education Major
 - Seamless Transfer
- BS/BA
- Post Baccalaureate Program
 - Para-educators with BA/BS degree
 - Teachers on EA or Site Based Plans

BRAIDED FUNDING

FAFSA

WIOA -SNHS

ApprenticeshipNH

New Hampshire Charitable Foundation

School District PD monies

Possible future grant support

BRAIDED FUNDING SOURCES & COST OF DEGREE

Source Fundings – <u>Undergraduate Educator Preparation Programs</u>		Not Needs Based	Needs Based	Minimum Total	Maximum Total
Undergraduate Programs – Potential Funding sources					
• WIOA – one time		\$6,500	\$1,500	\$8,000	\$8,000
• Apprenticeship NH		\$2,000	\$1,500	\$3,500	\$3,500
• FAFSA/Pell Grant – annual (\$0-\$7,395) x 4			\$0-29,580	\$0	\$29,580
• NH Charitable Foundation Scholarships (\$0-\$3500)			\$0-\$3,500	\$0	\$3,500
• SAU Course Reimbursement (\$500 x 4)				\$1,800	\$2,000
				\$13,300	\$46,580
Undergraduate Programs – Cost Approximation					
• AA – \$215 x 60 credits = \$12,900	\$12,900	\$12,900	\$12,900		
• BA Cost per Credit	\$252/credit	\$495/Credit	\$640/Credit		
• BA – Cost per credit ranging from \$300 - \$495 - \$640	\$15,120	\$29,700	\$38,400		
Total	\$30,900	\$42,600	\$51,300		

BRAIDED FUNDING SOURCES & COST OF DEGREE

Source Fundings - <u>Post Baccalaureate Educator Apprenticeship Programs</u>		Not Needs Based	Needs Based	Average Total
Programs – Potential Funding sources				
• WIOA – one time		\$6,500	\$1,500	\$8,000
• Apprenticeship NH		\$2,000	\$1,500	\$3,500
• FAFSA/Pell Grant – annual (\$0-\$7,395) x 4			\$0-29,580	\$0
• NH Charitable Foundation Scholarships (\$0-\$3500)			\$0-\$3,500	\$0
• SAU Course Reimbursement (\$450 x 2)				\$900
				\$12,400
Post Baccalaureate Programs – Cost Approximation				
• Average # of PB credits for range of Certifications	39 credits	39 credits	39 credits	
• Cost per credit	\$215/credit	\$340/Credit	\$495/Credit	
• Average cost of PB Certification	\$8,385	\$13,260	\$19,305	

EDUCATOR PRE-APPRENTICESHIP OPTIONS, PART I

Expansion of current Career and Technical Education offerings

- Optimize current Careers in Education Pre-Apprenticeship Programs via the
 - CCSNH running start courses
 - extended learning opportunities
 - regional CTE offerings.
- Further develop careers in education, Pre-Apprenticeship options. This expansion may include:
 - the addition of concurrent college credit courses
 - internship/work-based learning opportunities
 - paid summer internship opportunities
 - intensive college readiness experiences.
 - the goal is to expedite earning the first 30 credits of the AA prior to the NH REAP

EDUCATOR PRE-APPRENTICESHIP OPTIONS, PART II

- **Extensive English Language Learning opportunities for new Americans**
 - Immigrants and refugees may need additional English Language Learning (ELL) opportunities to fully participate in the NH Registered Educator Apprenticeship Program.
 - Additional programming needs to be developed, offered and regularly scheduled so that the working NH Registered Educator Apprentices can participate in the ELL opportunities after apprenticeship hours.

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QUESTIONS/CONCERNS/COMMENTS

- Student Teaching Dilemma for Apprentices working as Paras
- How do the Title monies work to support professional development of school paras, teachers and staff?

SUMMARY

The Registered Educator Apprenticeship Program provides an inclusive career pathway, which honors individuals from diverse backgrounds, and understands the value diverse apprentices bring to addressing the needs of America's multicultural K-12 student body. The Teacher Registered Apprenticeship Program changes lives and builds capacity so America can meet the needs of K-12 students!

- **Teacher Apprentices complete a high quality, affordable program leading to a living wage job and a meaningful career**
- **K-12 students are inspired and supported by apprentices learning their craft, committed to supporting their K12 students to meet their potential**
- **K-12 schools become vibrant and engaging learning communities for the K-12 students, the apprentices, their supervising teachers/mentors and their school community.**

QUESTIONS/CONCERNS/MORE INFORMATION

Mary J. Ford, Ed.D.

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OUTREACH TO SCHOOL DISTRICTS

- Educator Apprenticeship Programs currently in the following School Districts
 - SAU 37, Manchester
 - SAU 88, Lebanon
 - SAU 21, Hampton, North Hampton, Hampton Falls, Seabrook & Winnacunnet Cooperative School District
 - SAU 8, Concord School District
 - SAU 55, Hampstead
 - SAU 33, Raymond
 - SAU 7 Colebrook
 - SAU 84, Littleton
 - SAU 23, Haverhill
 - SAU 58, Groveton
 - SAU 3, Berlin

BENEFITS FOR THE SCHOOL COMMUNITY

- Recruitment
- Professional growth
- Partnerships with IHEs
- More!

WHAT IS IT LIKE TO BE A APPRENTICE?

- Workload
- Field based experience
- Other