

Teacher-Registered Apprenticeship Program Education Preparation Providers Informational Webinar

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Nicole Thompson, Registered Apprenticeship Coordinator
Dr. Monica Goyette, Project Coordinator, Office of the Commissioner

Alaska Department of Education and Early Development
March 2025



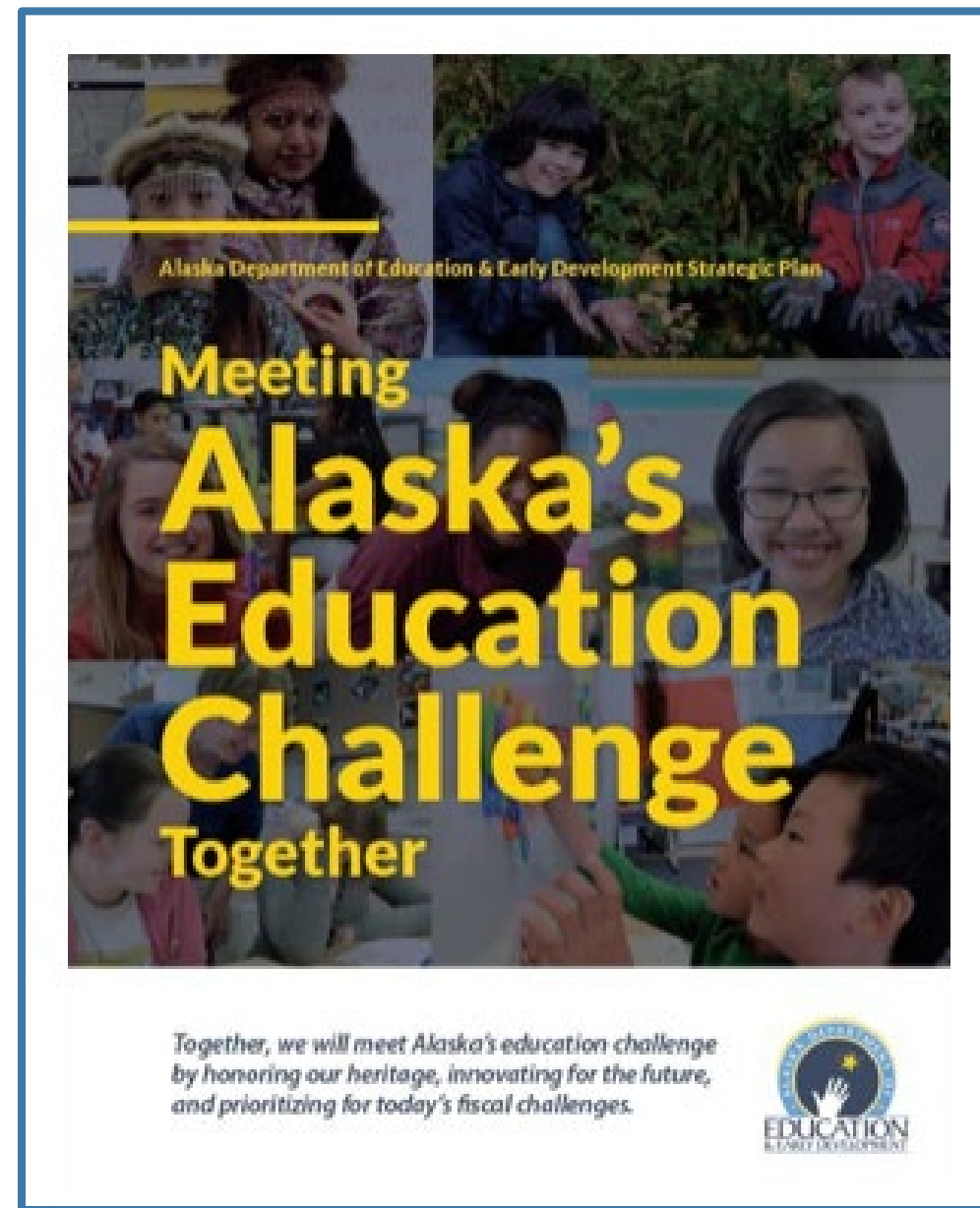
Agenda

- Alaska Pacific University
- Kodiak and University of Alaska, Anchorage
- University of Alaska, Fairbanks
- Timeline for Implementation
- Next Steps
- April T-RAP Webinar Dates and Registration

DEED Mission, Vision, and Purpose

Mission	Vision	Purpose
An excellent education for every student every day.	All students will succeed in their education and work, shape worthwhile and satisfying lives for themselves, exemplify the best values of society, and be effective in improving the character and quality of the world about them. - Alaska Statute 14.03.015	DEED exists to provide information, resources, and leadership to support an excellent education for every student every day.

Alaska's Education Challenge



Five Shared Strategic Priorities:

1. Support all students to read at grade level by the end of third grade.
2. Increase career, technical, and culturally relevant education to meet student and workforce needs.
3. Close the achievement gap by ensuring equitable educational rigor and resources.
4. Prepare, attract, and retain effective education professionals.
5. Improve the safety and well-being of students through school partnerships with families, communities, and tribes.

REGISTERED APPRENTICESHIP

Key USDOL & Education Terminology

APPRENTICE <i>Paraprofessionals, Teacher Aides, etc.</i>	An individual officially enrolled in a Registered Apprenticeship Program (RAP), receiving paid on-the-job training and related instruction.
COMPETENCIES	The essential skills and knowledge that apprentices must demonstrate to progress in the program.
EMPLOYER <i>Districts</i>	The business or organization providing apprentices with workplace experience and skill development.
JOURNEY WORKER <i>Mentor Teacher/Expert Teacher</i>	An experienced educator who provides guidance, support, and evaluates apprentices on their competencies.
ON-THE-JOB LEARNING	Hands-on classroom experience where apprentices develop practical teaching skills under the guidance of a mentor teacher.
RELATED TECHNICAL INSTRUCTION <i>Education Preparation Programs</i>	The educational component of an apprenticeship, provided by institutions like colleges, trade schools, or online programs.
SPONSOR <i>DEED</i>	An organization that has administrative oversight and responsibility for an apprenticeship program.
TEACHER-REGISTERED APPRENTICE PROGRAM <i>T-RAP</i>	Registered Apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce. Individuals can obtain paid work experience, receive progressive wage increases, complete classroom instruction, and earn a portable, nationally-recognized credential.

What is a registered apprenticeship *really...?*

Apprenticeship is the ***best of both worlds***



Apprentice completes a **degree program**
from an EPP



Apprentice gains **hands-on experience** in a K-12
classroom, under the guidance of a **mentor teacher**



Apprentice can “**earn-and-learn**” as a full-time employee



Apprenticeship Program

Key Actors



SPONSOR | **DEED**



EMPLOYER | **School District**



RELATED INSTRUCTION PROVIDER | **College/University**
Education Preparation Providers (EPPS)

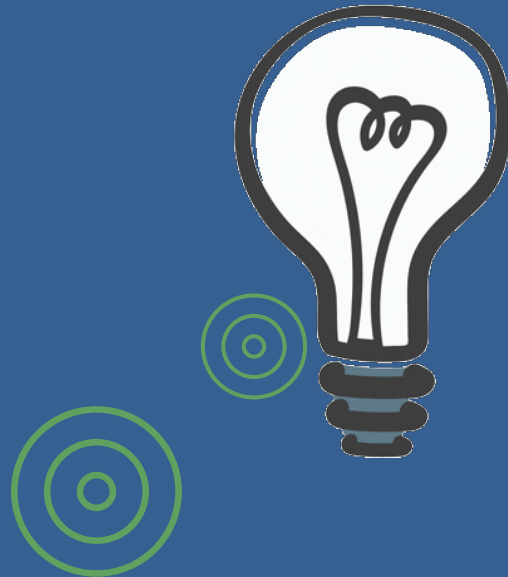


State Apprenticeship Agency
US DOL Apprenticeship Office



ACAT

**Alaska Competency
based Apprenticeship
for Teacher Education**



ACATE

- Alternative route to K-8 teacher certification through our Bachelor of Arts in Community and Place-Based Education.
- Combines K-8 education coursework, Indigenous studies, and classes designed to prepare students for leading cultural and place-based experiential learning activities. (128 credit hours)
- Apprentices engage in live online evening classes complemented by in-person intensives each semester and coordinated projects



COMMUNITY AND PLACE-BASED BA



Apprentice Teacher

- **Flexible Pacing**
- **Blended Delivery**
 - Evening Synchronous Courses (1x week 2 hours per course)
 - Face-to-Face Intensives (3-5 days a semester)
- **Small Class Sizes (8:1)**
- **Includes District and State Supported Programs**
- **Specialized University Support for Mandated State Testing (BCE & Praxis II)**
- **K-8**
- **APU - Where relationship, relevancy, respect and reciprocity are the cornerstones of teacher preparation.**



Gateway Transitions for ACATE

SELECTION AND
RECOMMENDATION
BY HOST DISTRICT
AND APPLY TO APU



1



3.0 GPA COHORT
AVERAGE 2ND
SEMESTER- SUPPORT
STRUCTURES TO
ENSURE SUCCESS

2



MEET BENCHMARK
THRESHOLD OF
STATE APPROVED
BASIC COMPETENCY
EXAM.
TRANSITION FROM
STUDENT TO
CANDIDATE

3



MEET FINAL
BENCHMARK
THRESHOLD PASS
PRAXIS II 5018



4



ACATE

Alaska Competency
based Apprenticeship
for Teacher Education

APU
Faculty

Professional Development for
Apprentices within ACATE

Expert-Mentor
Teacher

District Liaison

APU Rural Student
Support Services

Alaska Native Tribal
Health Consortium

Communities of Practice with ACATE Cohorts

Academic
Support
Services

Support Services

Cost calculation 2024-25. The university sets tuition and scholarships annually. This agreement will follow the tuition and scholarships approved for the year in which a cohort participates in a teacher education program. Changes in tuition or scholarships are announced a minimum of six months prior to implementation.

Teacher apprenticeship program assuming 12+ credits/ semester. Less than 12 credits/semester will be charged at per credit rate

Per Year Estimate:

Tuition | \$20,350

Regular Fees | \$ 510

Total | \$20,860

Estimated APU Scholarships | \$4,000-\$12,000

Total Sponsorship* | \$16,860 - \$8,860

ALL APU Scholarships require completion of FAFSA

Merit Based Scholarships- Based on GPA (only one):

Atwood Distinguished | \$7,000 (GPA 3.85+)

Atwood Performance | \$5,000 (GPA 3.5+)

Leah J. Peterson Trustee | \$2,500 (GPA 3.0+)

Leah J. Peterson Aspire | \$1,500 (GPA 2.75+)

Alaska Resident Scholarship | \$1,000 (Alaska Resident)

Shel ch’ naq’ahnilu Scholarship | \$1,000 (AK Native or Am. Indian)

Alaska Tribal Health Scholarship | \$3,000 (Tribal Health System)

Participating students must also apply for APU Donor-Based scholarships. These vary in amount, and some are specific to teacher education.

Sealaska Heritage Institute: Indigenizing Education for Alaska (IEA)





Expert Teachers

- Expert teachers will collaborate directly with Alaska Pacific University's (APU) Education Faculty to support apprentices
- Granted adjunct faculty status at APU
- Face-to-face professional development sessions with APU faculty
- Master of Arts Program opportunity through APU, allowing them to explore and address a unique problem of practice relevant to their professional interests

Quyana

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Mahsi'choo



Hahom





School of Education
UNIVERSITY *of* ALASKA ANCHORAGE



PROGRAM OVERVIEW

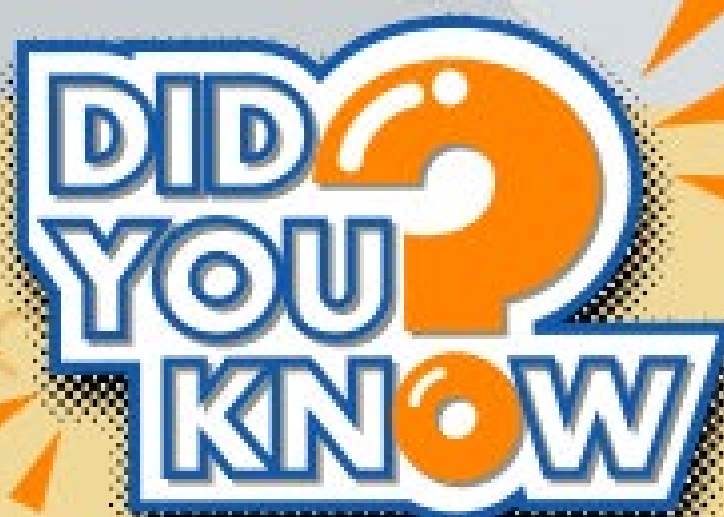
Strategic Use of Nationally Registered Apprenticeships for Educators (SUNRAE) Program

Nicole Endsley, Ed.D.
*Apprenticeship & Accreditation
Coordinator*

Tonia A. Dousay, Ph.D.
Dean, School of Education

Kitty Deal, Ph.D.
Professor of Education

Early Childhood Education



YOUR JOURNEY. YOUR COMMUNITY. YOUR IMPACT.

UAA School of Education
UNIVERSITY of ALASKA ANCHORAGE

Early Childhood Education

FREQUENTLY ASKED QUESTIONS

IS UAA ACCREDITED?

Yes! UAA has been continuously accredited by the Northwest Commission on Colleges and Universities (NWCCU) since 1974.

IS THE SOE ACCREDITED?

Yes! The AAS in Early Childhood Development is accredited by the NAEYC, and the Advanced Teacher Licensure Programs are accredited by CAEP.

CAN I GET LICENSED?

Yes! The BA in Early Childhood Education is approved by DEED for PK-3 licensure in Alaska.

DO I NEED EXPERIENCE?

The New UAA SOE

May 2022

AK DEED approves the BA in Early Childhood Education (BAEC) for PK-3 Licensure

February 2024

DOL approves BBRCTE as a registered apprenticeship sponsor for teachers using UAA RTI

August 2024

UAA SOE hires an Apprenticeship & Accreditation Coordinator to support partners and students



YOUR JOURNEY. YOUR COMMUNITY. YOUR **IMPACT.**

DESIGNING A REGISTERED TEACHER APPRENTICESHIP FOR ALASKA



Flexible Entry/Exit



Culturally Responsive
Scheduling



Condensed & Stacked Courses



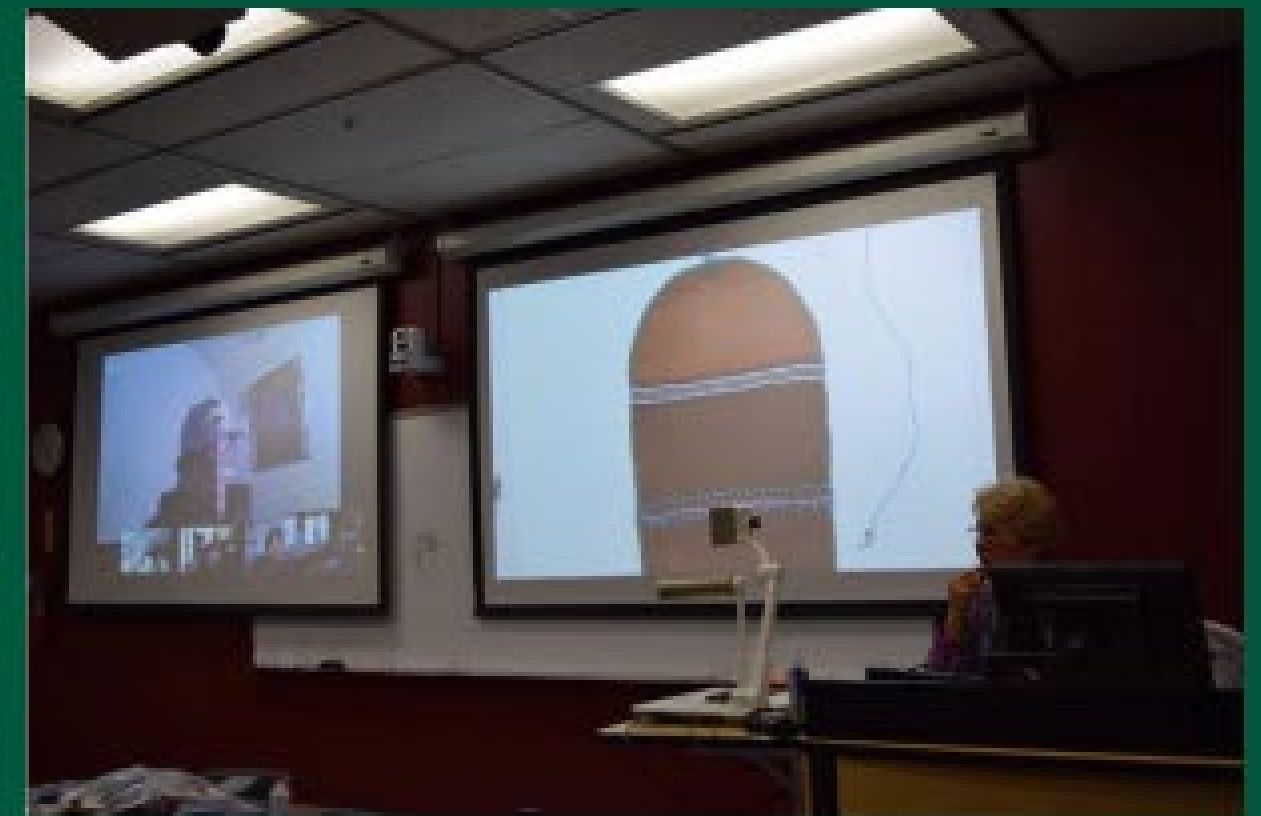
Mentoring & Performance

■■■ BUILDING A NETWORK FOR CULTURALLY RESPONSIVE TEACHER EDUCATION



Teacher Cultural Standards

Culturally-responsive educators incorporate local ways of knowing and teaching in their work. Elder Susan Malutin teaches a skin sewing project to Kodiak College's EDEC A106 and AKNS A240 students



YOUR JOURNEY. YOUR COMMUNITY. YOUR IMPACT.

THE SUNRAE PROGRAM EXPERIENCE

Personalized Support

- Dedicated Support Team
- Proactive Outreach
- Early Intervention
- Coaching & Advising

Program Navigation & Communication

- Step-by-Step Guides
- Registration Support
- Monthly Apprentice Newsletters
- Monthly Apprentice Webinars

Academic Monitoring & Progress

- Individualized RTI Plans
- Schedule Optimization
- Real-Time Dashboards
- Sponsor Collaboration



UAA's Bachelor of Arts, Early Childhood Education
Licensure Track includes required courses for
DEED licensure (Alaska Studies & Multicultural)

YOUR JOURNEY. YOUR COMMUNITY. YOUR **IMPACT.**

Active UAA Apprentices

Since its launch, UAA's apprenticeship program has supported 48 active apprentices, with steady growth despite 8 withdrawals and 6 unenrolled participants.

48

Completion Rate

68% of apprentices successfully completed all their enrolled courses in Fall 2024, demonstrating the program's overall effectiveness in supporting student success.

68%

Registered Sponsors

Six sponsors, including DEED, ASCF, and SHI, fuel the program's success, with ASD soon joining the ranks.

6

Apprentice Employers

Apprentices work with 14 employers statewide, including major partners like Northwest Arctic Borough and Southwest Region districts.

14

Alaska Native

Thirty apprentices identify as Alaska Native or American Indian, representing 13 different ethnic identities.

30

Male Apprentices

Four (9%) male apprentices are part of the program, reflecting the continued need to increase male participation in education fields.

4



24-25 PROGRAM

METRICS & OUTCOMES

Strategic Use of Nationally Registered Apprenticeships for Educators

Courses Attempted

Apprentices collectively attempted 96 courses during Fall 2024, with 69 successfully passed, resulting in an overall pass rate of 72%.

96

Classes per Apprentice

Each apprentice enrolled in an average of 2 to 3 classes during Fall 2024, reflecting the balance between coursework and on-the-job training.

2.4

Alaska Native Pass Rate

Alaska Native apprentices attempted 68 courses and passed 47, achieving a 69% pass rate and contributing significantly to the program's overall success.

47

Male Pass Rate

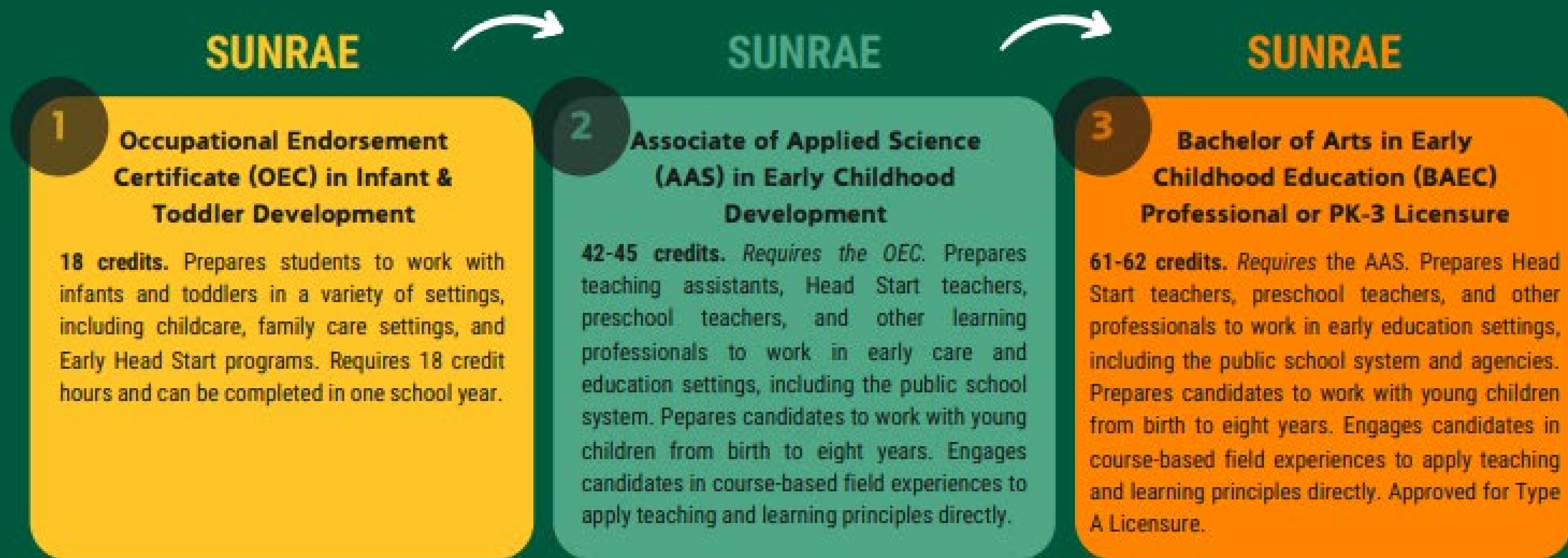
Male apprentices attempted 16 courses during Fall 2024, with 8 successfully passed, highlighting both progress and opportunities for additional support.

50%

TEACHER APPRENTICESHIP PATHWAYS

ENTRY LEVEL PATHWAYS

UAA's flexible Pathways 1, 2, and 3 meet students at various academic stages. Whether starting with prior college credits or beginning fresh, students can join at multiple entry points. The journey is fully remote and customizable - students can celebrate success at key milestones by earning an OEC, advancing to an AAS degree, or continuing through to a bachelor's degree. The choice belongs to each individual.



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TEACHER APPRENTICESHIP PATHWAYS

KODIAK COLLEGE PATHWAYS



The Kodiak College/UAA Associate of Arts degree in general studies provides students with a versatile foundation applicable for transfer to numerous institutions. While broadly applicable, this program was specifically designed to align with the University of Alaska Southeast's bachelor's degree programs in Special Education (Grades K-12) and Elementary Education (Grades K-8) with teacher licensure. This intentional alignment allows graduates to transition seamlessly into these UAS programs without loss of credits or academic momentum. The Kodiak College AA program features fully remote classes and 8-week accelerated courses to enhance student success. Learn more about Kodiak College's Compass Career Pathways Program.

SUNRAE

4

Associate of Arts (AA) General Studies (Transfer Track)

62 credits. Provides an academic foundation for success in multiple pathways, including life, career preparation, continued study, and engaged citizenship for Alaska's diverse peoples. Seamlessly transfers to earn a [BA in Elementary Education](#) or [Special Education](#) from UAS.

Bachelor of Arts in Elementary Education or Special Education

60-62 credits. Requires the AA. UAS offers BAs in Elementary Education and Special Education. SUNRAE 4 prepares candidates to transfer into those programs easily, having completed 62 of the required 120 credits.

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TEACHER APPRENTICESHIP PATHWAYS

POST BACCALAUREATE CERTIFICATE

The Post-Baccalaureate Certificate in Early Childhood Education provides a pathway for bachelor's degree holders to obtain PreK-3 teacher licensure. This specialized credential program is structured for professionals in the education sector, offering comprehensive preparation for instructing children from birth through age eight within public education systems. The curriculum transforms existing academic credentials into professional qualifications, facilitating entry into classroom instruction roles.

Already have
a bachelor's
degree?

5

SUNRAE

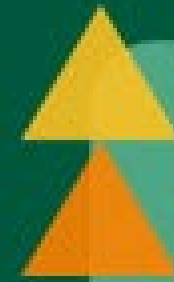
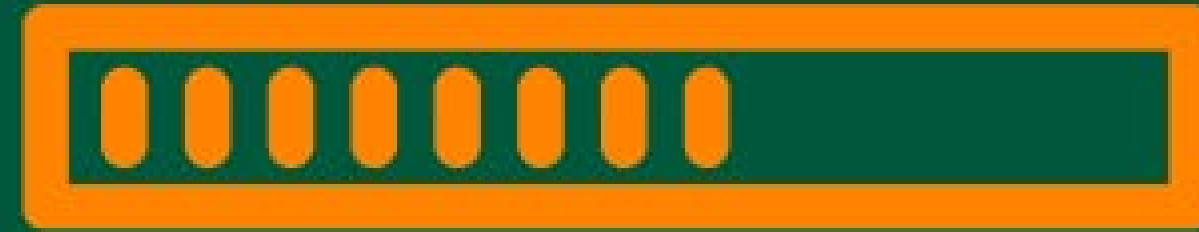
Post-Baccalaureate Certificate in Early Childhood Education Pre-K - Third Grade

42 credits. Requires a Bachelor's Degree (in any subject). The Post-baccalaureate (PBCT) in Early Childhood Education prepares PK-3 licensed teachers and other learning professionals to work in the public school system. The program prepares candidates with an existing baccalaureate degree to work with young children from birth to eight years. Approved for Type A Licensure through DEED.

TEACHER APPRENTICESHIP PATHWAYS

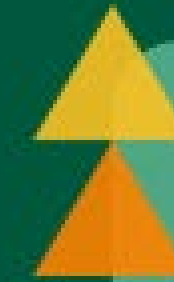
ON THE HORIZON

LOADING ...



SUNRAE 5b

Post-Baccalaureate
Certificate, Professional
Track



SUNRAE 6

Education
Leadership, With
Type B Certification

REGISTERED APPRENTICESHIPS

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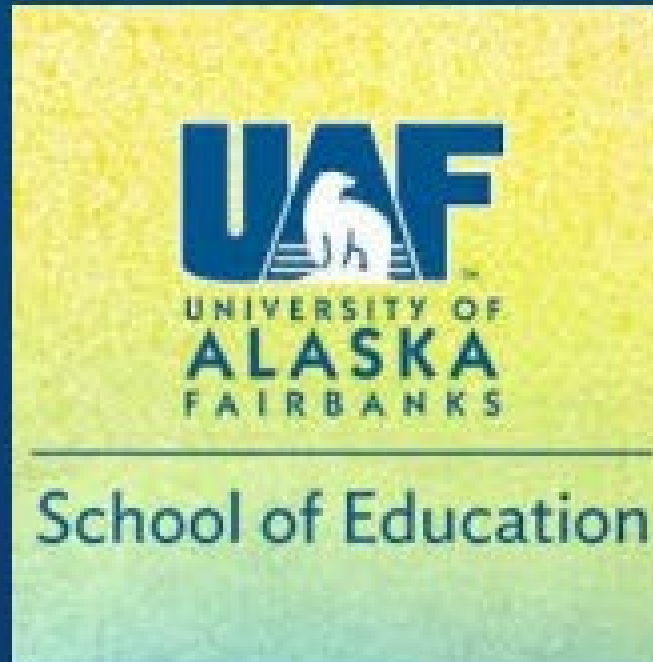
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School of Education
UNIVERSITY of ALASKA ANCHORAGE



UAF School of Education + School District= Registered Apprenticeship Partnerships _____

Dr. Douglas Cost
Dean UAF-SOE
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March 3, 6 and 19, 2025

University of Alaska Fairbanks – School of Education

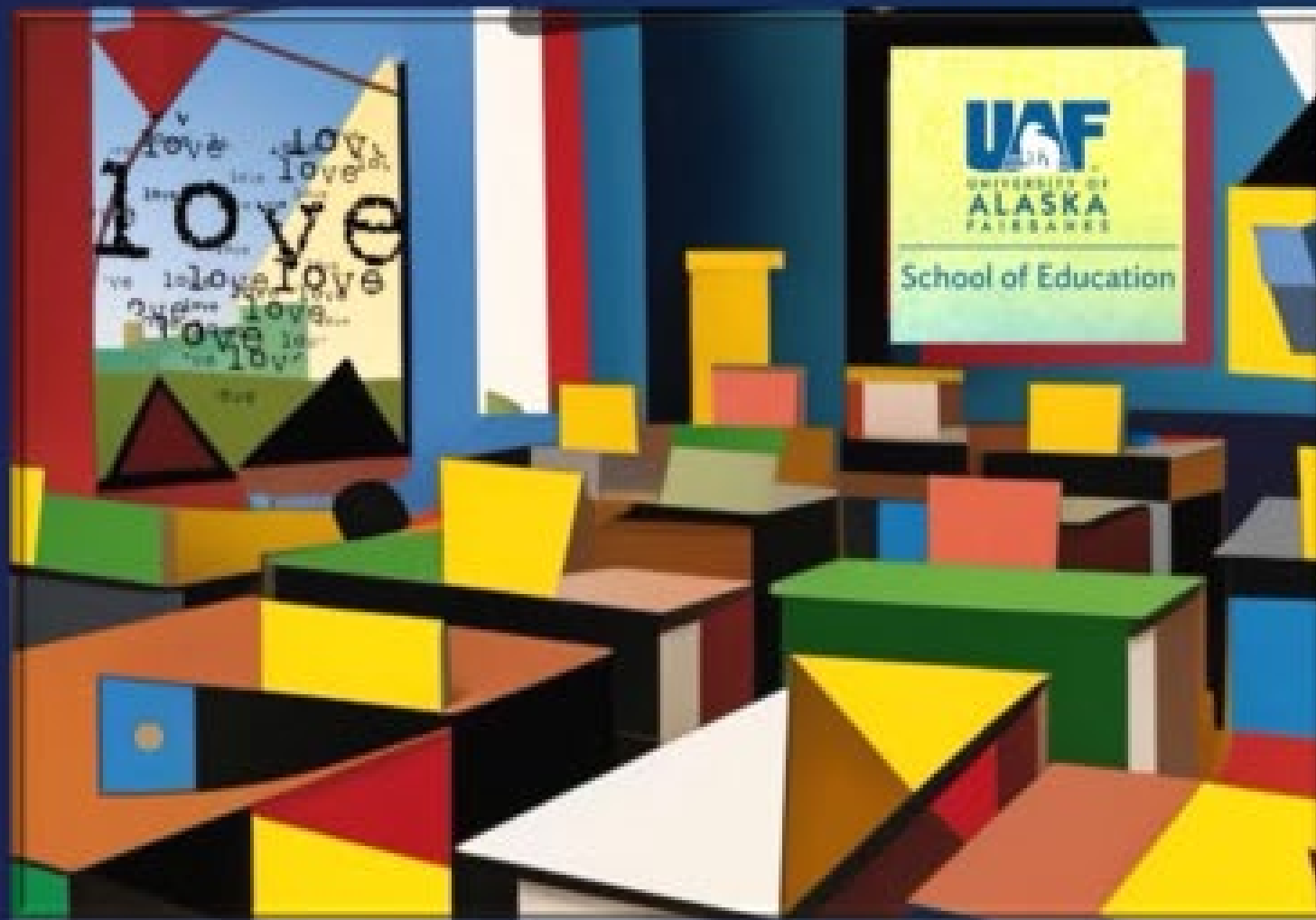
Ingredients of a useful collaborator:

The UAF School of Education faculty and advisors prepare **future** teachers and education leaders with **expertise in Alaska's** unique educational landscape. We emphasize **culturally responsive** teaching, Indigenous knowledge **integration**, and **both rural and urban** education. Through **personalized advising**, **field-based** learning, and certification support, they foster **student success, workforce development, and community engagement** statewide.



UAF SOE Mission

The UAF School of Education is dedicated to **culturally responsive, place-based teaching, counseling, research, and service for Alaska's communities.**



UAF SOE Vision

The vision of schooling in Alaska shared by the faculty of the UAF School of Education is of schools that function as an integral part of the community; schools in which children, teachers, school administrators, school counselors, parents, elders, and other community members work together.

New Opportunities & New Challenges

A highly qualified educator is one who not only has a deep understanding of academic and pedagogical knowledge, but also has a deep understanding of the cultural, environmental, and emotional context of the children for whom they share responsibility with the family and the community.



School of Education

UAF SOE Elementary 2-year apprenticeship pathway

Apprenticeship Admission

- High school diploma
- GPA 2.5 cumulative
- 78 credit hours
- Application packet*

Year 1- Apprenticeship teacher level 1

- F/T classified
- One paid early release day
- 25% classified job responsibilities, 50% working w/ mentor teacher, 25% coursework
- Fall- 11 credits, 4 courses, 165 hours
- Spring- 12 credits, 4 courses, 180 hours
- Summer- 9 credits, 3 courses, 135 hours

Year 2- Apprenticeship teacher level 2

- Teacher -of-record- Emerg Cert
- No release time needed
- Ongoing mentor support
- 10 flexible credits to complete to apply for Type A license
- AK Reads endorsement

Apprenticeship **Success** Defined

Our Graduates:

- ★ Meet the state requirements for a Type A certificate
- ★ Complete Bachelor's degree or Master's Degree
- ★ Complete program efficiently and on-time
- ★ Immediately employable by their sponsor district
- ★ Well-prepared, culturally sustaining educators with a current understanding of the science of teaching and learning

Undergraduate Paths to Elem Degree (BAE)

01

Local Knowledge Educator Certificate

30 credits leading to BAE degree

02

AA Degree

60 credits leading to BAE Degree when advised carefully

03

BA in Elem (BAE)

121 credits leads to Type A K-8 Teaching Certification and AK Reads Act Endorsement

04

Special Ed & Early Childhood Minors available with BAE Degree

Sped.minor = 133 credits, leads to license & endorsement

Early Childhood minor = 130 credits, leads to license and endorsement

Post-Bac/Grad Student Route to Elementary License

M.Ed Elem Education

1 year

45 credits

Type A Teaching Certificate

Graduates receive AK Reads
Act Endorsement

Post-Bac Elem Licensure

1 year

39 credits

Type A Teaching Certificate

Graduates receive AK Reads
Act Endorsement

Secondary BA in Education

BA degree in Secondary Education
and BA/BS degree in a subject area
finishing with the teaching internship.

Post- Baccalaureate Licensure

Teacher licensure with or without M.Ed.
option.

Program enrollment **qualifies** students for the
**initial teacher licensure when hired by an
Alaska School District** (DEED -Licensure
through concurrent program enrollment).

All programs available completely online.

University of Alaska Fairbanks

01

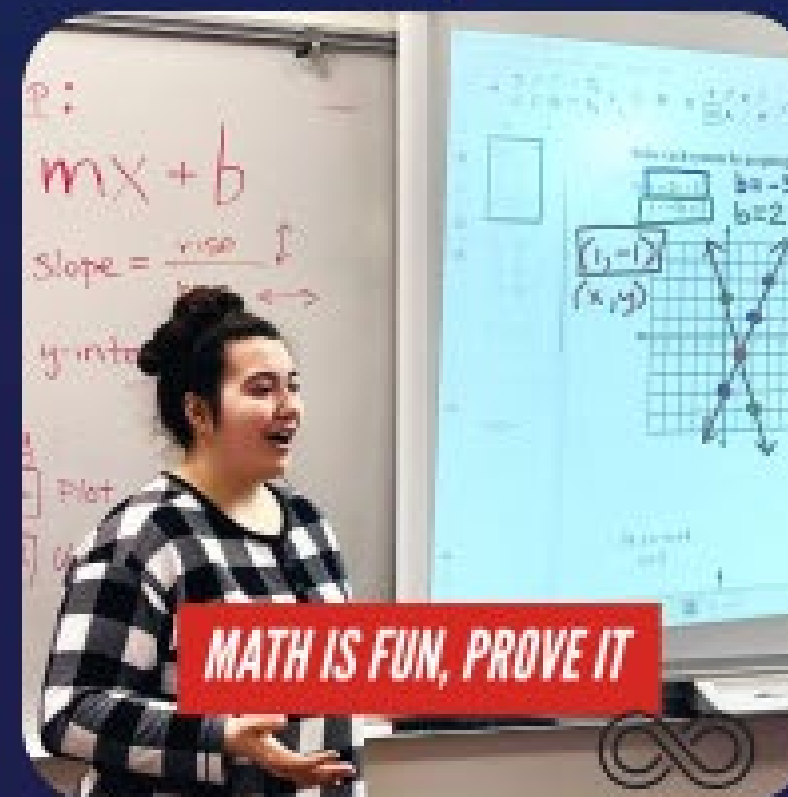
Secondary BA + BA/BS
content-area degree at UAF

02

Post- Bac : Accelerated with
flexible entry and completion
options

03

**Collaboration with School
Districts and stakeholders**



Masters Degree in Education (M.Ed.) with Secondary Licensure



Degree

Graduates earn M.Ed. with Secondary Teaching Licensure 6-12



Prerequisite

Baccalaureate Degree (BA/BS)



Time

1 Year or flexible entry and completion
Fully Online available



36 Credit Hours

Mentor Support during Internship or working for a school district



Accelerated Pathway

Program enrollment **qualifies** students for the **initial teacher licensure** when hired by an **Alaska School District** (*DEED -Licensure through concurrent program enrollment*).



Collaboration with School Districts and Stakeholders



Alaska Indigenous Teacher Corps (AITC) and Alaska Indigenous Teacher Network (AITN)

- AITC
- Pre-service teacher support
- Cohort gatherings online and at conferences, i.e. Fairbanks Fly-in
- Sharing and support for scholarship opportunities
- Building communities of learners who are educators

- AITN
- In-service teacher alumni support network
- Mentoring of AITC teachers
- Cohort gatherings to meet and present at conferences
- Building leadership capacity
- Supporting ongoing professional development

Alaska Statewide Mentor Program



Early Career Teachers

ASMP supports early career teachers through the difficult first few years of entering the classroom



ASMP Vision...

Every student in Alaska has the benefit of a great teacher.



New to Alaska Educators

ASMP supports experienced educators new to the state and Alaska's unique school environments



ASMP Mission...

Give new teachers the support they need to succeed.



T-RAPS

ASMP is working with T-RAPs around the state to build a cadre of 'journey teachers' supporting apprentices working to become educators.



Research-based Outcomes

ASMP mentoring improves... 1) student learning, 2) teacher retention, and 3) teacher quality.

UAF SOE resources to support apprentices



Distance Delivery

All programs available by distance to students across the state of Alaska



District Partnerships

Long standing partnerships with school districts throughout AK



AITN/AITC + Cohorting

Students support each other and build community of learning



Individual Advising

Support from experienced and highly knowledgeable advisors



Scholarships & Financial Aid

SOE designated advisor to support identifying and merging financial aid from different streams



UAF Support Systems

Writing Center, Math Labs, Speaking Center, individual tutors, UAF Student Success Center

What you should know as you choose...

Homegrown teachers have larger contributions to student achievement and higher retention rates than other novice teachers.

Clewell & Villegas, 2001; Papay et al., 2012, Edwards et al., 2022

Teachers who complete a high quality preparation program prior to being hired as a teacher of record are 3x more likely to remain in the profession.

Carver-Thomas, 2018; Ingersoll et al, 2012; Sorensen and Ladd 2020

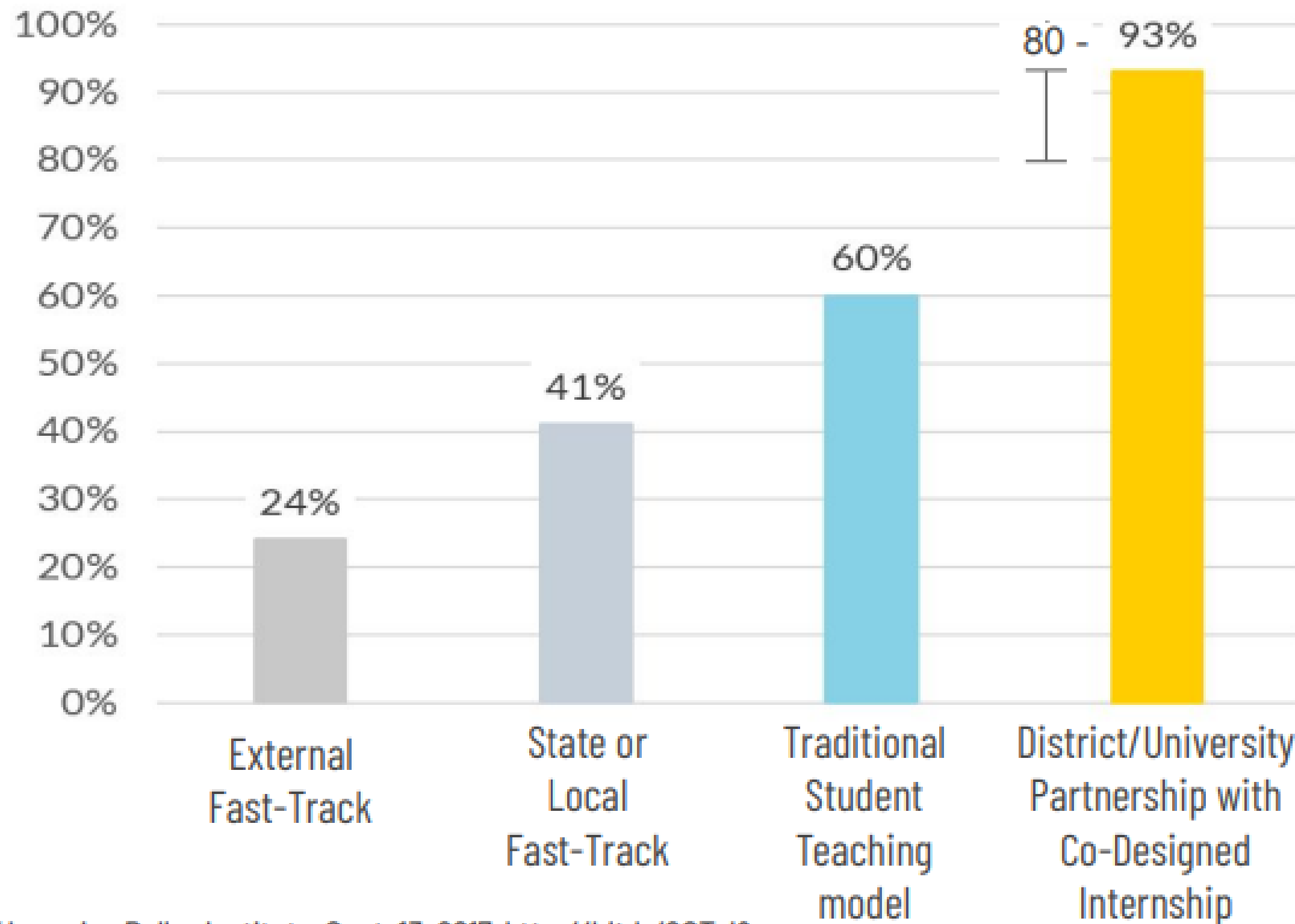


#4: QUALITY PREPARATION

Not all certification pathways lead to long-term workforce stability



3 Year Retention Rates



UAF SOE Strengths & Flexibilities



High-quality teacher prep

Depth of classroom and classroom experience across faculty and staff



UAF SOE Research

Develop robust, relevant, collaborative research agenda



Faculty teaching experience

Utilizing individual strengths and promoting collaboration, Supporting P & T



Flex timelines & entry points

Working with school districts to find what works best for students, pathways, and districts



Flexibility to innovate

Adapting schedules and courses for apprenticeship/coursework coexistence



Urban and rural roots to Ed prep

Strong focus on recruitment and support of teachers in their community

Improvement-Individual Support- Innovation

Improvement



- Guided by data & evidence
- Continuous monitoring
- Foundational to all of our programs

Individual Support



- Each student receives:
- Dedicated faculty mentor
 - Dedicated advisor
 - Dedicated experienced mentor in the classroom
 - Cohorts of student teachers

Innovation



- SILKAT
- DFI- LbSD
- Annual conference attendance for faculty and advisors
- Professional development
- Faculty Research

Evidence of our success

01

Employer Satisfaction w/ UAF grads

89% of employers agree that UAF SOE graduates as effectively teaching subject matter

02

Alumni Satisfaction w/ Programs

100% would recommend our prog to prospective teacher, 20/20

03

Employer Satisfaction w/ UAF grads

96% of employers agree that UAF SOE graduates account for students' prior knowledge or exp in instructional planning

04

Alumni Satisfaction w/ Programs

95% agree- My teacher Ed prog prepared me to be successful in my current teaching position. 19/20

2022-23 completers NeXT survey program data

UAF SOE Faculty

Joan Hornig



Robin Child



Tara Maltby



Michael Angaiak



Samantha Royer



Joe Kenney



Elizabeth Greninger



Ute Kaden



Leah Brown



Brooke Freeburg



Angie Alston



Olga Skinner



UAF Staff Profiles- Program Advising, Coordination, Data & Grants

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TJ



Salena Bias



Dana Lindauer





**Thank you.
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University of Alaska Fairbanks



IMPLEMENTATION TIMELINE

DEED will host monthly informational webinars and office hours to support districts with each step

	T-RAP INFORMATIONAL WEBINAR TOPIC
FEBRUARY	DEED Sponsored Registered Apprenticeship 101
MARCH	DEED T-RAP Approved Education Preparation Providers (EPPs)
APRIL	T-RAP Employer (District) Application Process & Funding
MAY/JUNE	Employer Mentor and Apprentice Recruitment
JUNE/JULY	EPP Apprentice Enrollment Processes
AUGUST	T-RAP Launch, Processes, and Documentation
SEPTEMBER/OCTOBER	Mentor and Apprentice Annual Professional Development



EMPLOYER (DISTRICT) NEXT STEPS

MARCH

Select the EPP or EPPs you would like to partner with.
Register for April Webinar

APRIL

Identify a district office T-RAP point of contact. Complete the required paperwork (Appendix D) to become an approved employer under the DEED sponsorship.

MAY

Identify mentors and recruit apprentices. Identify potential district funding sources (vacancies, Title 6b, Title 2a).

JUNE/JULY

Apprentices enroll with EPPs and in T-RAP.

AUGUST

Launch T-RAP

SEPTEMBER/OCTOBER

Optional: Mentors attend annual ASMP professional development.

T-RAP EMPLOYER (DISTRICT) APPLICATION PROCESS & FUNDING

Informational Webinars

WEBINAR TOPICS INCLUDE;

- Becoming a T-RAP Employer Under DEED Sponsorship
- Application Process & Required Documents
- Funding & Financial Support
- Employer Benefits

- Wednesday, April 2 - 10am to 11am
- Tuesday, April 8 – 8am to 9am
- Monday, April 14 – 11am to Noon

Click [here](#) for the registration form.

Contact Information

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Stay Connected

Find us online:

- Our website: education.alaska.gov
- Facebook and Twitter: @AlaskaDEED

Give us a ring:

- Main line: 907 465 2800
- Teacher Certification: 907 465 2831