

# Webinar Q&A



Center on Great Teachers and Leaders

Take a Seat at the Table: The Role of Educator Preparation Programs in Teacher Apprenticeship Program (October 11, 2023)



Center on Great Teachers and Leaders



## Educator Preparation Programs (EPP) Questions & Answers

### Exhibit 1. Program Structure

Question	Ball State University Answer	Missouri State University Answer
At what point are these apprentice candidates the actual teachers of record?	Not until they are fully licensed and graduate from Ball State.	There is a possibility in Missouri for students to be a TOR during their last 15 hours of coursework. This has become more common recently.
Are the courses offered during evenings or are they in the registered apprenticeship on days where they are not in class?	Courses are offered during the day when they are in their apprenticeship placements. Students have laptops or iPads.	Missouri State's courses are offered primarily online and in the late afternoon/evening. We have found 4-6:50 Zoom classes as the most preferred time.
How has this program impacted enrollment in traditional teacher preparation programs?	Our enrollment is up since we started this program. More students are entering the pathway and are persisting. We don't yet have data on their retention rates at Ball State.	This has significantly impacted our traditional teacher training programs in Missouri. We have found that many students who start the traditional route transition to the apprenticeship model.
Are these apprenticeship programs applicable to Art Education teacher preparation?	Applicants can apply to create a registered apprenticeship in any teaching specialty.	

Question	Ball State University Answer	Missouri State University Answer
How are teachers' unions involved in apprenticeship programs?	There is no union in Muncie. Ball State manages the school district.	We do not have teacher union involvement in Missouri.
Are the students returning to the same schools in their final year?	Yes- ideally, they are returning to their home high school district.	

### Exhibit 2. Mentoring

Question	Ball State University Answer	Missouri State University Answer
Are apprentices paired with mentors/ classroom teachers throughout the entire apprenticeship?	They have a mentor for all 5 years.	In Missouri, it is all years they are a student.
How many years do students apprentice under a veteran teacher before becoming a teacher of record?	Three years at a minimum. It depends upon where they are placed for their T-RAP.	
Is student teaching a dedicated semester, and what are the parameters of the law that have maybe presented a challenge?	Student teaching must be 10 weeks long in Indiana. Our program is 16 weeks long.	In Missouri, Student teaching is 12 weeks long and must be done within the area in which individuals are seeking certification. At times individuals have had to change their employment for this semester, but this has been rare.

### Exhibit 3. Funding

Question	Ball State University Answer	Missouri State University Answer
Can you explain how the apprentices are paid? From the districts? Grants?	During their junior and senior year in high school, students are hired as Instructional Assistants (IA's) and paid for their work in the role of an IA. When they transition on to BSU,	

Question	Ball State University Answer	Missouri State University Answer
	<p>apprentices fill a role that is in most cases already budgeted.</p>	
<p>Who is the 'owner' or 'sponsor' of the registered apprenticeship?</p>		<p>The university, Missouri State, is the sponsor of the apprenticeship in Missouri.</p>

**Exhibit 4. General Questions**

Question	Ball State University Answer	Missouri State University Answer
<p>Students of color are traditionally shut out of opportunities such as AP classes. How do you ensure they have access to the credits needed to follow your pipeline in the time you recommend?</p>	<p>In Indiana, we have a singular statewide community college system, so students who do not have access to AP courses (those vary by school district) are enrolled in core coursework at Ivy Tech Community College. These courses are transferable to 4-year institutions across the state. Most schools offer more dual credit from the statewide community college system than AP courses for this reason. Schools are moving away from AP and toward community college courses taught by their own high school teachers.</p>	<p>In Missouri (at Missouri State) any in-state student that qualifies for free and reduced lunch is eligible to take AP courses and have the cost of the assessment and credit waived if transferred to Missouri State. (<a href="#">Learn more</a>)</p>

Question	Ball State University Answer	Missouri State University Answer
<p>In Virginia, the related technical instruction provided by the university is expected to be 288-400 hours (divided across 2 years). How have your programs changed their courses to reflect significantly fewer contact hours—or is this not a requirement?</p>		<p>We have not reduced hours as part of this model.</p>

## Program-Specific Questions

### Exhibit 5. Ball State University: Cardinal Pathways to Teaching

Question	Answer
<p>Are there stipulations for engaging in this type of apprenticeship in IN? Do the students have to complete some years within a local district or if not pay back any portion of tuition?</p>	<p>With the districts I work with, there are no requirements to work for a specific period. The districts pay for the 11th and 12th-grade apprenticeship experience that is fully funded by CTE reimbursement, so the district is not “out” any money. They are paid for their work (in most cases) as Instructional Assistants (IA), which are positions that have already been budgeted, and often go unfilled.</p>
<p>How long does it take from start to initial implementation with your first cohort?</p>	<p>2 years</p>
<p>Do students need to pass a college entrance exam to take classes at Ball State to demonstrate college readiness?</p>	<p>There is no exam. They must be in the top 20% of their class, have a 3.0 GPA, and be recommended by a teacher.</p>
<p>Doesn't the Advanced Placement requirement limit the field of possible candidates?</p>	<p>Most of the dual credit comes from courses offered through our statewide community college system—not AP. Schools are moving away from AP and toward dual credit.</p>
<p>What is the breakdown of hours spent in a registered apprenticeship prior to Year 3 Post-High school?</p>	<p>On-the-Job Training (OJT)-            Grade 11: 375 hours            Grade 12: 375 hours            (Post Secondary)            Year 1: 500 hours            Year 2: 500 hours            Year 3: 700 hours            Roughly 2,500 hours of OJT and 2,000 hours of Related Instruction (RI), totaling 4,500 hours minimum.</p>
<p>Are the students returning to Hancock County (same schools) in their final year?</p>	<p>Yes- ideally, they are returning to their home high school district.</p>

Question	Answer
How can I learn more about the collaboration between Ball St and the IDOE (and others) on the development of a mentor micro-credential?	If you send me an e-mail at stancock@bsu.edu I will let you know when the micro-credentials are available through our Lifetime Learning platform.
How did you find the funding for the 4th year - which you noted was essentially free?	This is a program through the Indiana Commission for Higher Education to lower the cost of earning a teaching license. Each candidate is allocated \$1500. Some of it is used to pay the mentor (\$2500).

### Exhibit 6. Missouri State University: Pathways for Paraprofessionals

Question	Answer
What is the retention rate for your programs?	In Missouri, our retention rates thus far have been in the 90+ percentiles but we attribute this to the school district support and our additional resources and supports. We are however only 2 years into the process.
Can you talk about how this integrates with your program accreditation?	Our program accreditation standards were incorporated into the apprenticeship standards so they are directly aligned.

## Other Questions

### Exhibit 7.

Question	Answer
Is there anything from an alternative certification program EPP perspective?	Our alternative programs are all aligned with apprenticeships in Missouri. We have found that this assists with ensuring mentorship and support within the first years of teaching.

Question	Answer
<p>I am a Pennsylvania Ed Prep. Provider. What are we waiting for in PA to move forward? Are we waiting for some action from the PA Dept. of Ed.?</p>	<p>An EPP and local K-12 partner(s) can apply. Having state support is definitely helpful -- and you'd want to make sure graduates will qualify for licensure and your program design will meet state requirements for EPPs -- but state sponsorship is not an absolute requirement.</p>



**American Institutes for Research®**  
 1400 Crystal Drive, 10th Floor  
 Arlington, VA 22202-3289  
 +1.202.403.5000 | <https://www.air.org/centers/GTL-CENTER>

Copyright © 2023 American Institutes for Research®. All rights reserved. No part of this publication may be reproduced, distributed, or transmitted in any form or by any means, including photocopying, recording, website display, or other electronic or mechanical methods, without the prior written permission of the American Institutes for Research. For permission requests, please use the Contact Us form on AIR.ORG.