An Overview of Grow Your Own (GYO) in North Dakota
Why Grow Your Own?

• Teacher Shortage is a pervasive problem
• Affecting all states nationwide
• North Dakota’s Story
  • Approximately 9,000 teachers in North Dakota
  • Critical Shortage Areas
    • Special Education K-12
    • CTE 9-12
    • Fine and Performing Arts
    • Counselor
    • Science 9-12
  • Emergency Licensure/Teacher Openings
    • 2021-2022: 497
    • 2022-2023: 613
How We Got Started

• Pre-Pandemic: Severe Shortage in Special Education
• Special Education Discretionary Funding
• Created First Para-to-Teacher Program
Teacher Shortage Grant Opportunities

- **Round One – Minot State University (Fall 2020)**
  - Focus on special education
  - Tuition fully funded
  - Round one – 10
  - Round two – 20
  - Currently enrolled – 108

- **Round Two – University of Mary (Spring 2022)**
  - Focus on general education and rural districts
  - Tuition partially funded (one-third)
  - Currently enrolled – 44

- **Round Three – Valley City State University (Fall 2022)**
  - Focus on dual licensure
  - Tuition fully funded
  - Spring 2023 – 25
  - Fall 2023 - 50
Potential Fourth Pathway

• Current three pathways are all at the elementary level
• There is a need for a high school program
• Collaborative effort – Governor’s Office and the North Dakota Department of Public Instruction (NDDPI) – GEER Funding
Teacher Apprenticeship Fever

- Tennessee’s approval spurs nationwide interest
- NDDPI decision to utilize ESSER funding
- A partnership develops
  - David Donaldson – National Center GYO (August 2022)
A Collaborative Effort

- Small SEA
- Separate Entities
- North Dakota’s Team
  - NDDPI – Laurie Matzke, Assistant Superintendent
  - ESPB – Dr. Becky Pitkin, Executive Director
  - CTE – Wayde Sick, State Director
  - Office of Apprenticeship – Barry Dutton, State Director
  - Contracted Liaison – Dr. Lynn Hammonds
  - NCGYO – David Donaldson
Utilizing Apprenticeship Dollars for Teachers

• Grow Your Own Apprenticeship – North Dakota
• Additional Pathway for Aspiring Educators
• Using a Tiered Process – Leveraging Existing Programs
  • Started with Minot State University – 1st grant approved
    • 8 North Dakota LEAs
    • Help the other two grant recipients get registered
• North Dakota’s Registered Teacher Apprenticeship Application
  • Submitted in Mid-December 2022
Additional Teacher Recruitment and Retention Efforts

- Office of Special Education Projects
- State Teacher Loan Forgiveness Program
- State Teacher Shortage Summit Held
- Teacher Innovation Grant
Sustainability Plan

• Developing a sustainability plan is critical
• North Dakota’s plan
  • Secure state funding through the legislative session
  • Utilize current federal funding (special education, Perkins, etc.)
  • Pursue grant opportunities
Next Steps

• 2023 GYO Plans
  • Implement the fourth pathway program
  • Secure state funding – Legislative Session (January 2023)
  • Apply for USDOL funding for teacher apprenticeships
  • Look into creating a pre-apprentice program
Questions?

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<th>Dr. Rebecca Pitkin</th>
<th>Dr. Lynn Hammonds</th>
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