

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

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Assistant Superintendent

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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