



NORTH DAKOTA  
**DEPARTMENT OF  
PUBLIC INSTRUCTION**

# **NDDPI Grow Your Own Pathways**

JOINT BOARDS MEETING

September 22, 2025



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# Purpose of Presentation

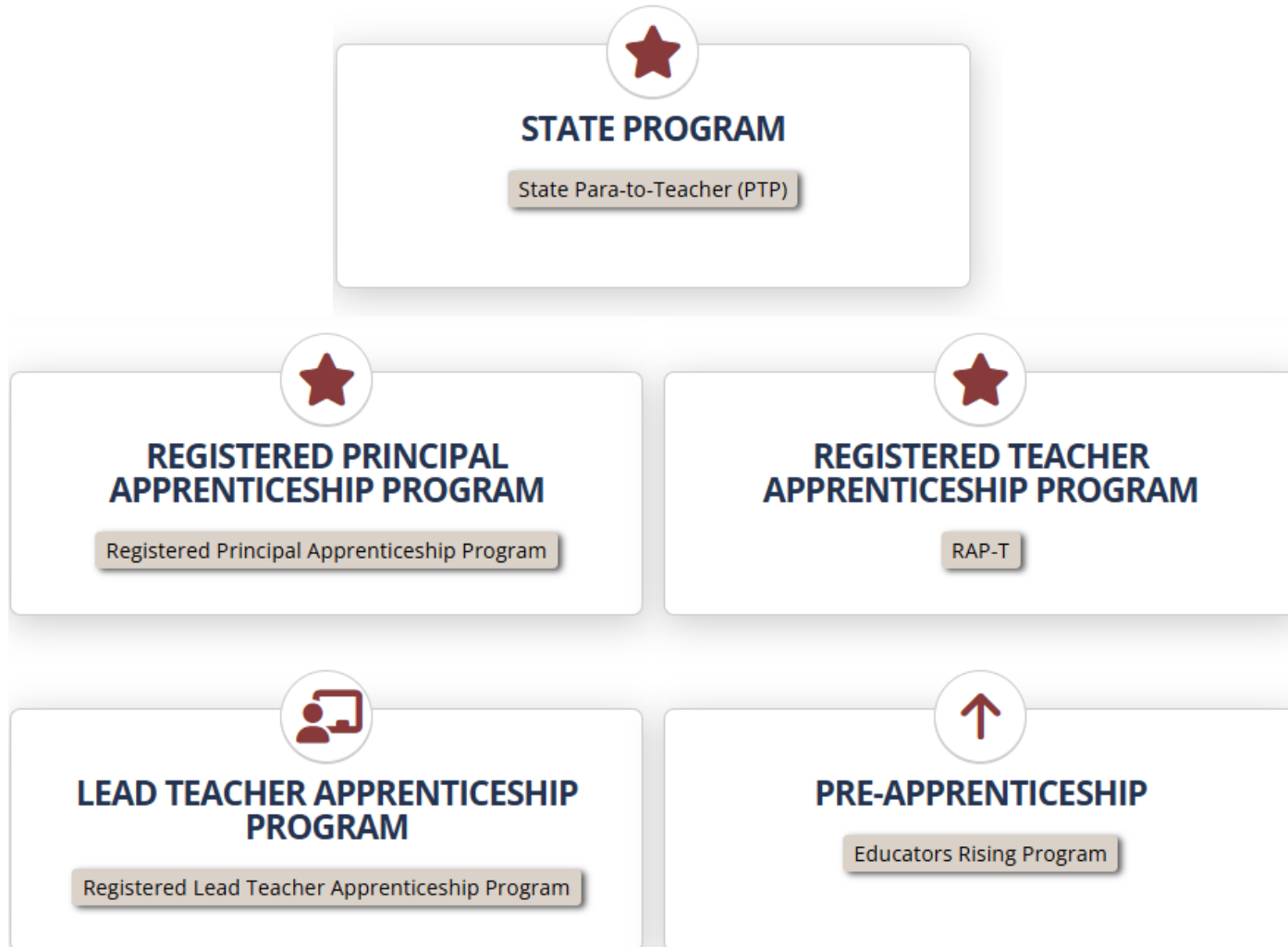
This presentation is intended to share information and highlight the many Grow Your Own (GYO) initiatives within NDDPI.

NDDPI currently administers four apprenticeships and one state Para-to-Teacher program.

# **The North Dakota Model**

Our model uses a grow-your-own approach, which allows the participants to remain in their community and continue to work in the school district and support themselves while they pursue their degree.

# Multiple GYO Initiatives in Play



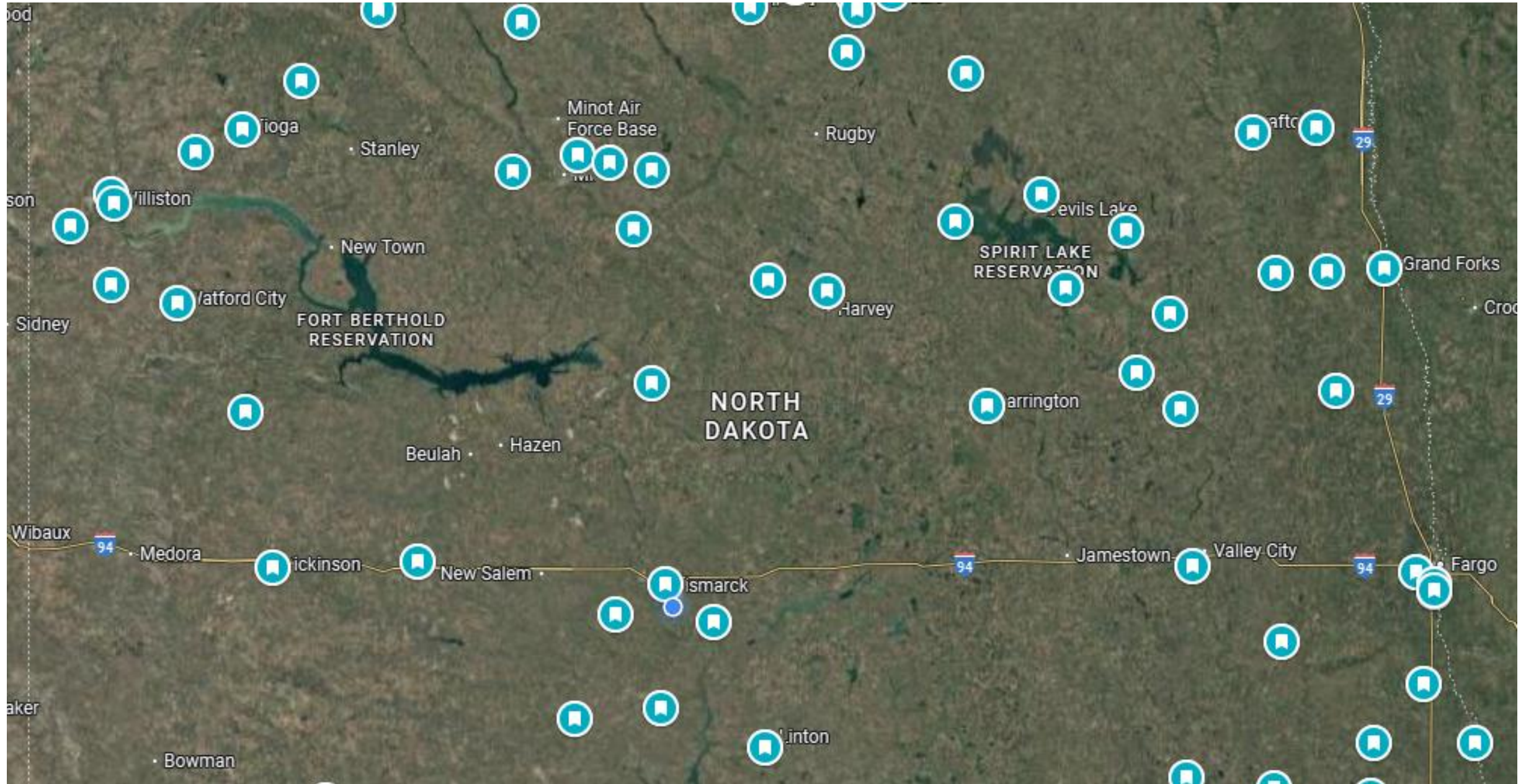
# State Para-to-Teacher Program (PTP)

During the 2023 ND state legislative session, Senate Bill 2032 appropriated \$3 million every two years to NDDPI for grants to universities to help paraprofessionals become qualified teachers.

- **2023-2025:** The program funded 230 paraprofessionals from across 60 districts.
- **2025-2027:** The program funded 208 paraprofessionals from across 66 districts.

NDDPI uses a “follow the student” approach and then collaborates with ten universities to provide scholarship funding.

# PTP Participants By District





# Registered Teacher Apprenticeship Program

- Registered Teacher Apprenticeship application
  - ✓ Approved in December 2022
- SAEF Grant funding awarded in June 2023
  - ✓ \$700,999 base funding
  - ✓ \$3.7 million in competitive funding
- Awardees announced
  - ✓ Round One – January 2024 (50)
  - ✓ Round Two – April 2024 (15)
  - ✓ Round Three – July 2024 (57)
  - ✓ Round Four – November 2024 (31)
  - ✓ Round Five – March 2025 (5)
- Apprentices
  - ✓ This program is funding 158 apprentices
  - ✓ Program ends June 30, 2027
- Working with six universities
  - ✓ Certification Central
  - ✓ Dickinson State University
  - ✓ Mayville State University
  - ✓ University of Mary
  - ✓ Valley City State University
  - ✓ Western Governors University

# Registered Principal Apprenticeship Program

- North Dakota becomes the first state in the nation to receive approval on a Registered Principal Apprenticeship program in July 2023.

|             |                  | University | Apprentices | Districts |
|-------------|------------------|------------|-------------|-----------|
| Spring 2023 | Year One Grant   | NDSU       | 11          | 3         |
| Spring 2024 | Year Two Grant   | UND        | 11          | 4         |
| Spring 2025 | Year Three Grant | NDSU       | 11          | 7         |
|             |                  | UND        | 9           | 6         |

- Using Title II dollars to fund these grants.
- Created a Principal Apprenticeship Playbook in collaboration with NCGYO.



# Lead Teacher Apprenticeship Program

- On Aug. 26, 2025, NDDPI received official notification from the USDOL that our Lead Teacher Apprenticeship application was approved.
- North Dakota is the first state in the nation to get approved for the Lead Teacher occupation.
- The program emphasizes a team-based approach, with teachers sharing a roster of students in lieu of the historical one-teacher, one-classroom model.
- Secured a \$140,000 grant through the Burgum Foundation.
- Partnering with ASU.
- Developed 10 training modules.
- Two pilot districts:
  - ✓ Fargo Public School District
  - ✓ Northern Cass School District
- There are 15 teachers within the two districts who will receive specialized training this fall.

# Pre-Apprenticeship Program – Educators Rising

- Educators Rising is a professional organization dedicated to supporting students interested in education-related careers. It provides middle and high school students with opportunities to explore teaching as a career path, helping to cultivate future educators.
- In the 2025–26 school year, five North Dakota high schools will pilot the Educators Rising program:
  - Hazen Public School District
  - Williston Public School District
  - Fargo Public School District
  - Northern Cass School District
  - Watford City School District
- We are using federal apprenticeship dollars to support this program.
- Staff from the five school districts participated in training in August to prepare for implementation this fall.
- A new [website](#) has been created to share information.

# How We Leverage Multiple Funding Sources

North Dakota utilizes many funding sources in our GYO programming:

- IDEA – Special Education
- SAEF grant funding through USDOL
- State General Funds
- Title II
- WIOA (Job Service)
- Philanthropic funding

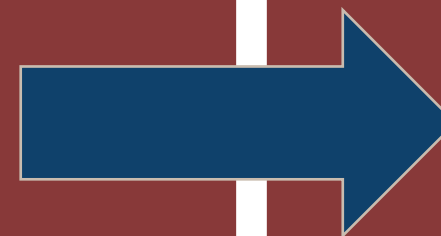
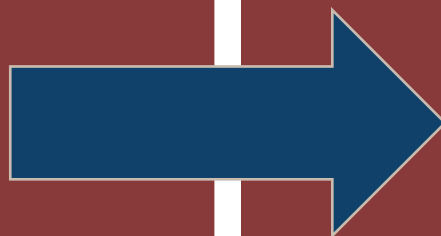
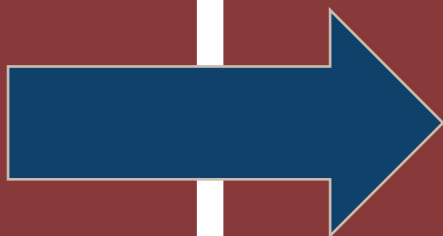
## A Continuum for Registered Apprenticeships

Pre-Apprenticeship  
Educators Rising

Para-to-Teacher  
Apprenticeship

Lead Teacher  
Apprenticeship

Principal  
Apprenticeship



# Resources

The NDDPI has created a website to share information on our Grow Your Own programming:

- [Grow Your Own | North Dakota Department of Public Instruction](#)



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