



NORTH DAKOTA
**DEPARTMENT OF
PUBLIC INSTRUCTION**

NDDPI Grow Your Own Pathways

JOINT BOARDS MEETING

September 22, 2025



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Purpose of Presentation

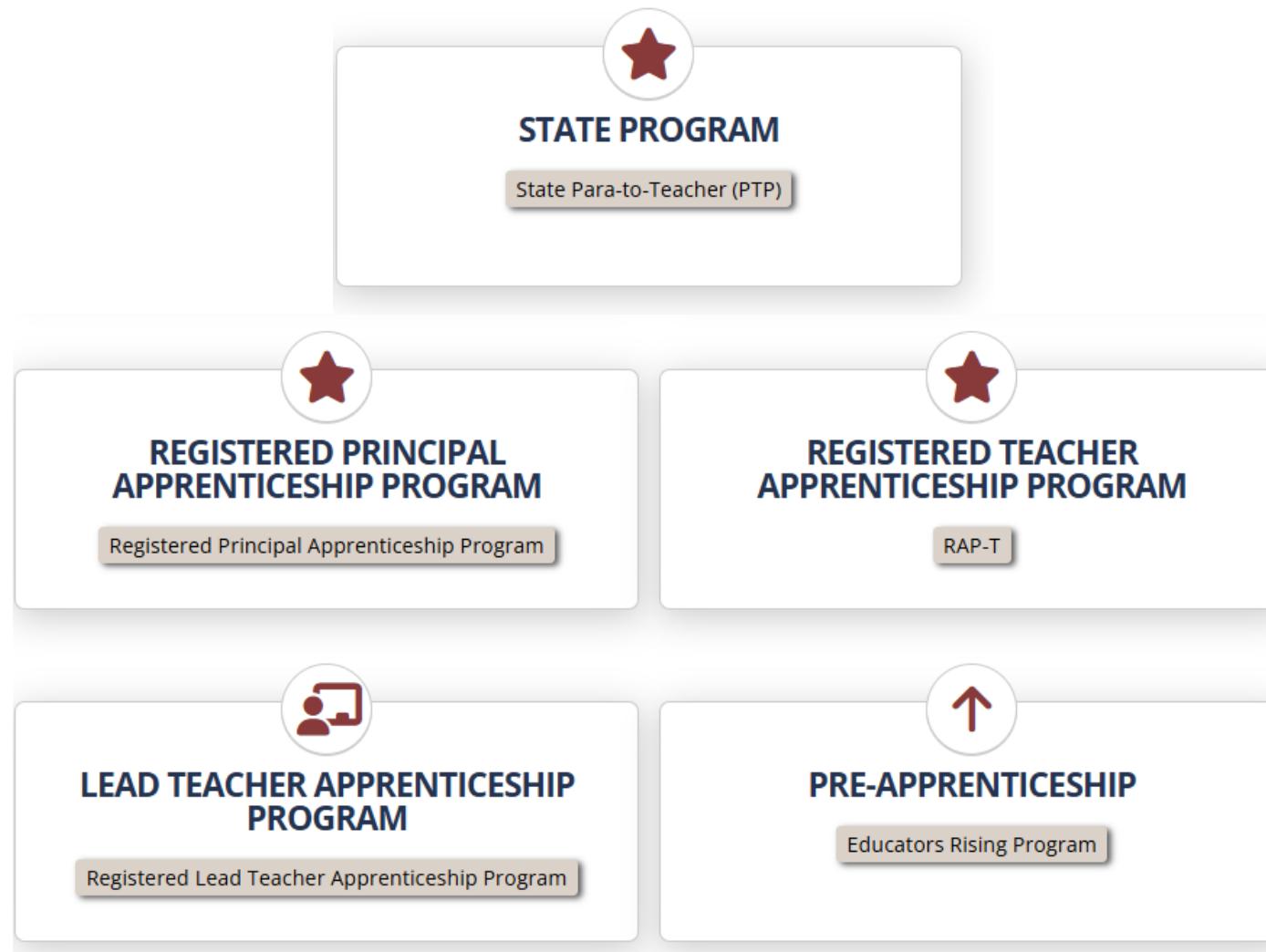
This presentation is intended to share information and highlight the many Grow Your Own (GYO) initiatives within NDDPI.

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



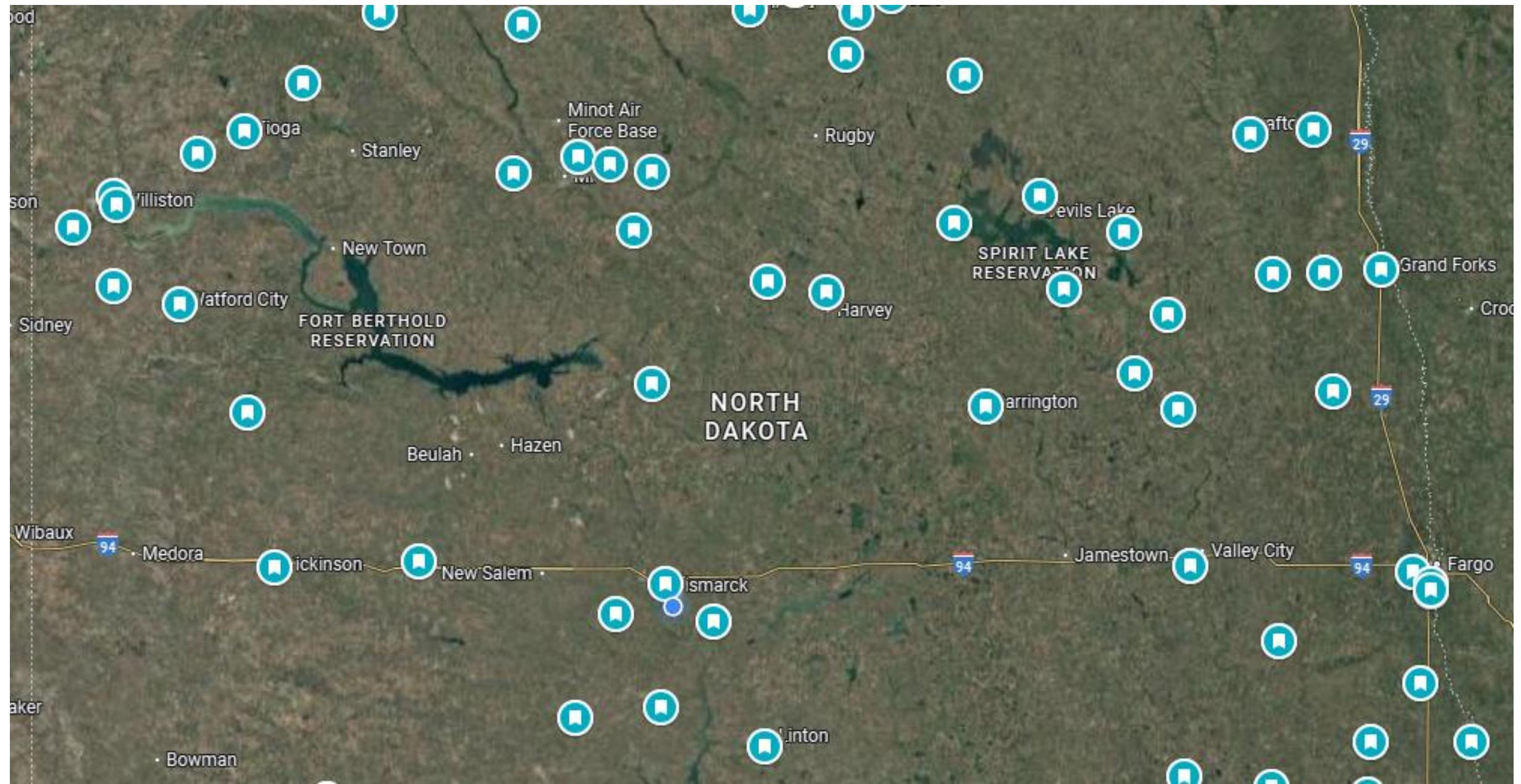
State Para-to-Teacher Program (PTP)

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

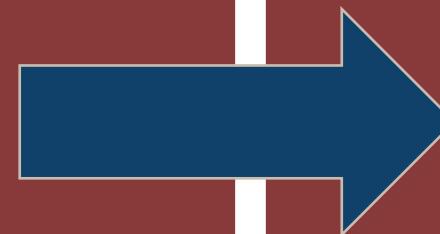
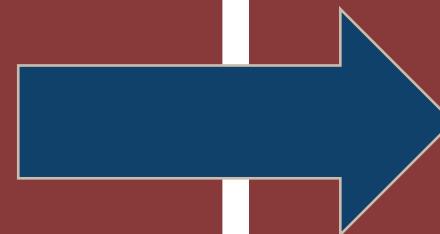
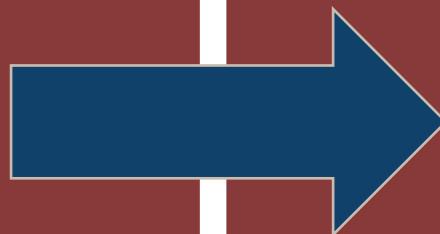
A Continuum for Registered Apprenticeships

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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