



Principal Apprenticeship Q & A

Q: What is a registered apprenticeship?

A: A registered apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, receive progressive wage increases, classroom instruction, and a portable, nationally recognized credential.

Q: Does North Dakota have a principal apprenticeship?

A: Yes. North Dakota was approved as the first registered K-12 Principal Apprenticeship Program (P-RAP) in the nation by the United States Department of Labor (USDOL) in July 2023. A news release can be accessed [here](#).

Q: What are the benefits of a principal apprenticeship?

A: Apprenticeships have numerous benefits, some of which include:

- ✓ Apprentices gain hands-on experience as assistant principals.
- ✓ Apprentices “earn and learn” as an assistant principal.
- ✓ Apprenticeships complete a preparation program from a state-approved preparation program that leads to principal licensure.

Q: Is there funding to support principal apprenticeships?

A: Since the occupation for a K-12 principal apprenticeship was just approved, there currently is no dedicated funding through the USDOL to support principal apprenticeships. North Dakota will be using Title II funds to support this work.

Q: What does North Dakota’s principal apprenticeship plan entail?

A: North Dakota’s plan focuses on helping schools identify an assistant principal or similar position who is interested in getting a master’s in school leadership so they can serve in the role of a building principal.

Q: Which EPPs in North Dakota are part of the principal apprenticeship program?

A: Participating Educator Preparation Programs (EPPs)

- North Dakota State University
- University of Mary
- University of North Dakota

The North Dakota State University (NDSU) was awarded the Aspiring Principal's grant.

Q: What led North Dakota to apply for a registered principal apprenticeship?

A: The North Dakota Department of Public Instruction (NDDPI) received approval from the USDOL on our teacher apprenticeship application in December 2022, which then led to us applying for a principal apprenticeship.

Q: Who are the NDDPI's partners in the principal apprenticeship work?

A: NDDPI's application was co-sponsored by the National Center for Grow Your Own (NCGYO) and the Council for Chief State School Officers (CCSSO).

Other partners who submitted letters of support for the application include:

- ✓ The National Association of Elementary School Principals (NAESP)
- ✓ The National Association of Secondary School Principals (NASSP)
- ✓ The North Dakota Council of Educational Leaders (NDCEL)
- ✓ North Dakota United (NDU)

Q: Is there a resource that will provide more details and information on a registered principal apprenticeship?

A: Yes. A document highlighting a registered principal apprenticeship (RPA) created by the National Center for Grow Your Own (NCGYO) can be accessed [here](#).

Q: Where can I find information on North Dakota's principal apprenticeship?

A: The NDDPI has a [Grow Your Own \(GYO\) website](#) with information on our Registered Principal Apprenticeship program.

Q: Who can I contact with questions?

A: Laurie Matzke

NDDPI

Assistant Superintendent

lmatzke@nd.gov

(701) 328-2284