

THE RIGHT PARTNERSHIPS

The NDDPI formed key partnerships as it realized this work should not be done “top down,” and specific expertise was required for swift implementation. Of key importance is the timeliness of having official RAP programs to be eligible for anticipated U.S. Department of Labor funding for K-12 Teacher Apprenticeship Programs.

The NDDPI assembled a core team consisting of:

- ✓ NDDPI Assistant Superintendent
- ✓ Executive Director of the North Dakota Education Standards and Practices Board
- ✓ Director of the State Career and Technical Education Office
- ✓ Director of the State Office of Apprenticeship
- ✓ Contracted Liaison to facilitate communication among all partners

North Dakota’s Partners:

- ✓ The National Center for Grow Your Own (NCGYO)
- ✓ Council of Chief State School Officers (CCSSO)
- ✓ 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)

RESOURCES

[NDDPI GYO PAGE](#)

Q&A

POWERPOINTS

VIDEOS

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Recipe for Success:

NORTH DAKOTA’S
INGREDIENTS FOR
DEVELOPING REGISTERED
APPRENTICESHIPS



Superintendent Kirsten Baesler

NORTH DAKOTA'S STORY

North Dakota's shortage of teachers is the same pervasive problem across the country.

In North Dakota, there are approximately 9,000 teachers. Critical shortage areas include Special Education K-12, Career and Technical Education 9-12, Fine and Performing Arts, School Counselor, and Science 9-12.

In the past two school years, emergency licensure and teacher openings have jumped from 497 to 613. At this rate, North Dakota will be desperately short of teachers soon.

Before the COVID-19 pandemic, the North Dakota Department of Public Instruction (NDDPI) set aside grant funding for Grow Your Own formatted programs and invited North Dakota Educator Preparation Programs to apply.

Then, North Dakota saw what was happening with Tennessee's work in the new Registered Apprenticeship Program for Teachers (RAP-T) process through the U.S. Department of Labor. North Dakota caught the RAP-T fever, and new partnerships were developed.

The ND model uses a grow-your-own approach, allowing the apprentices to remain in their community, continue to work in the school district, and support themselves while they pursue their degree.

MULTIPLE GYO INITIATIVES

TEACHER APPRENTICESHIP

In December 2022, the NDDPI received approval for its Registered Apprenticeship Program for Teachers (RAP-T).

The U.S. Department of Labor awarded the NDDPI \$4.031 million in federal SAEF grant funding for teacher apprenticeships. The NDDPI is the only state education agency awarded competitive funding.

STATE FUNDING

In April 2023, the NDDPI secured \$3 million in state funding to continue the Para to Teacher program via SB2032. Eligible paraprofessionals could select the Educator Preparation Program from eligible programs. This opportunity was so well received that funds were expended in less than three months, with 230 paras funded in 60 districts across the state.

PRINCIPAL APPRENTICESHIP

On July 10, 2023, the NDDPI received official approval on the Principal Apprenticeship application submitted to the U.S. Department of Labor. North Dakota is the first state in the nation to receive approval.

HIGHLIGHTS

BRAIDED FUNDING APPROACH

We use a braided funding approach in North Dakota to maximize our resources. The following funding sources are utilized in our GYO programming:

- ✓ IDEA - Special Education
- ✓ Title II
- ✓ SAEF
 - \$311,388 in base funding
 - \$3.7 million in competitive funding
- ✓ State General Funds
- ✓ CTE-Perkins
- ✓ WIOA

IMPACT DATA

- ✓ Participating EPPs: 10
- ✓ Projected New Teachers
 - ESSER: 200
 - State: 230
 - RAP-T: 180
- ✓ Projected New Principals: 11