

North County Charter School, Inc.
POLICY ON THE TEACHER APPRENTICESHIP PROGRAM

Adopted and Effective: __November 15, 2023__

This policy adopted by North County Charter School, Inc. (the “School”) and pursuant to section 1012.555 Florida Statutes and State Board of Education Rule 6A- 5.067 provides the policy for the School to participate in the Teacher Apprenticeship Program.

1. Definitions.

- a. “*Initial Teacher Preparation Program*,” also known as ITP, means a program offered by Florida postsecondary institutions to prepare instructional personnel under Section 1004.04, F.S., and Rule 6A-5.066, Florida Administrative Code (F.A.C.).
- b. “*On-the-Job Training*” means a formalized system of job processes, which must be augmented by related instruction, that provides the experience and knowledge necessary to meet the training objective of learning the occupation of teaching. The on-the-job training must be delivered through structured, supervised work experience under the tutelage of a teacher-apprentice mentor.
- c. “*Related Instruction*” means an organized and systematic form of instruction designed to provide the teacher apprentice with knowledge of the theoretical subjects related to the apprentice’s specific occupation. For the purposes of the Teacher Apprenticeship Program, the Related Instruction must consist of upper-division coursework applied toward the award of a baccalaureate degree that prepares the teacher apprentice for initial teacher preparation and a professional certificate as set forth in Section 1012.56, F.S.
- d. “*Teacher Apprentice*” means an individual who holds a temporary teacher apprenticeship certificate in accordance with Section 1012.56(7)(d), F.S., and Rule 6A-4.004, F.A.C., and who is employed by the School and placed in the classroom of a teacher apprentice mentor using team teaching strategies to fulfill the on-the-job training component of the registered Teacher Apprenticeship Program.
- e. “*Teacher Apprentice Mentor*” means a teacher who is employed by and has been selected by the School to serve as a mentor in the Teacher Apprenticeship Program for the on-the-job training component of the Teacher Apprenticeship Program.

2. Requirements for a Teacher Apprentice.

- a. A Teacher Apprentice must hold a temporary teacher apprenticeship certificate as provided in S. 1012.56(7)(d) F.S. and subject to Rule 6A-4.004(4) F.A.C. In order to be issued a certificate, a potential Teacher Apprentice must meet the following requirements:

- i. Be at least 18 years old;
 - ii. File an affidavit that the applicant subscribes to and will uphold the principles incorporated in the Constitution of the United States and the Constitution of the State of Florida and that the information provided in the application is true, accurate, and complete. This affidavit is subject to additional requirements found in S. 1012.56(2)(b) F.S.;
 - iii. Submit to background screening pursuant to S. 1012.56(2)(d) F.S.;
 - iv. Be of good moral character;
 - v. Be competent and capable of performing the duties, functions, and responsibilities of an educator;
 - vi. Completes the subject area content requirements specified in state board rule or demonstrates mastery of subject area knowledge as provided in S. 1012.56(5) F.S.;
 - vii. Meet the requirements for a certificate in Rule 6A-4.004(4) F.A.C.
- b. A Teacher Apprentice who is issued a temporary certificate must be assigned a Teacher Apprentice Mentor for a minimum of two school years after commencing employment. A temporary teacher apprenticeship certificate is valid for 5 school years, may be issued only once, and is non-renewable.
- c. A Teacher Apprentice will be appointed by the School as an education paraprofessional and must commit to spending the first two years in the classroom of a Teacher Apprentice Mentor using team teaching strategies and fulfilling On the Job Training requirements. A Teacher Apprentice must complete Related Instruction, the Initial Teacher Preparation Program, and all other assignments and maintain accurate records of such for submission on request.

3. **Requirements for a Teacher Apprentice Mentor.**

- a. A Teacher Apprentice Mentor selected by the School must meet the following requirements:
 - i. Hold a valid professional certificate;
 - ii. Have at least 7 years of teaching experience in Florida,
 - iii. Received an aggregate score of highly effective on the three most recently available value-added model (VAM) scores as calculated by the department based upon Rule 6A-5.0411, F.A.C., or received an aggregate score of highly effective on the three most recently available performance evaluations in accordance with Section 1012.34, F.S., if the teacher did not generate a state VAM score calculated based upon Rule 6A-5.0411, F.A.C.;
 - iv. Complete Charter School clinical educator training;
 - v. Mentor his or her Teacher Apprentice using team-teaching strategies;
 - vi. Observe, verify, and submit to the Related Instruction provider supporting evidence of demonstrating on-the-job training requirements in accordance with Rule [6A-23.004\(2\)\(c\)-\(d\), F.A.C.](#)

4. **School Responsibilities.**

- a. The School will meet the Teacher Apprenticeship Program standards and will only select Teacher Apprentices who meet the following minimum requirements:
 - i. Have received an associate's degree from an accredited postsecondary institution;
 - ii. Have earned a cumulative grade point average of 3.0 in that degree program;
 - iii. Have successfully passed a background screening pursuant to S. 1012.32 F.S.;
 - iv. Have been accepted by the Florida postsecondary institution that is offering the related instruction component of the program; and
 - v. Have received a temporary teacher apprenticeship certificate from the Department as provided in S. 1012.56(7)(d) F.S. and Rule 6A-4.004(4), F.A.C.
- b. The School will pay a Teacher Apprentice at least the minimum paraprofessional salary wage in accordance with Rule 6A-5.067 F.A.C.
- c. The School will provide the Teacher Apprentice with job duties to ensure that On the Job training is provided and will monitor and ensure that the Teacher Apprentice is acquiring knowledge and skills for instructional practice which must include the following:
 - i. The practice, demonstration, and mastery of the Florida Educator Accomplished Practices as specified in Rule 6A-5.065, F.A.C.; and
 - ii. All other requirements of professional preparation as specified in Rule 6A-4.006(2), F.A.C.
- d. The School will allow a Teacher Apprentice to switch schools pursuant to Rule 6A-5.067 F.A.C. after their first year if the hiring school has agreed to fund the remaining year of the apprenticeship and has been approved by the Department.
- e. Subject to legislative appropriation, the School must provide the teacher Apprentice Mentor with a bonus. Upon completion of the first year of the apprenticeship half of the bonus will be awarded to the Teacher Apprentice Mentor with the remainder of the bonus being awarded at the conclusion of the apprenticeship. The bonus will only be awarded at the end of the apprenticeship if the Teacher Apprentice is hired by a school district or charter school in the state of Florida.
- f. The School will submit all required data to the Department.

Board Secretary Certificate

I hereby certify that the foregoing Policy on the Teacher Apprenticeship Program was adopted by a majority vote of a quorum of the Governing Board of Directors at a duly noticed meeting held on November 15, 2023.

Board Secretary

 Maria Smith

Printed Name

