

## **South Dakota Registered Teacher Apprenticeship Pathway**

### **Cohort 2: FAQ's**

#### **What is the program?**

- South Dakota is a two-year registered teacher apprenticeship pathway to provide paraprofessionals employed in an accredited school system the opportunity to earn a teaching certificate.
- Participants will earn a bachelor's degree in elementary education, special education, or secondary education while gaining hand-on experience in the classroom and receiving support from experienced mentors.
- The South Dakota Department of Education is leading this effort in partnership with Dakota State University, Northern State University, the South Dakota Board of Regents, the South Dakota Department of Labor, and local districts.

#### **Who is eligible for the program?**

- All classified/support staff in the district may apply for the program, but selected participants must be employed as a paraprofessional (also known as an "aide", "educational assistant", or "teacher's aide") during the apprenticeship until the beginning of student teaching.
- Participants will continue to be compensated at rates determined by the district.
- A paraprofessional will be considered a full-time school employee with a minimum of 950 hours.
- The program will accommodate up to 90 participants.

#### **How is coursework delivered?**

- Classes will be held in an online format or in the evenings, on weekends, and during the summer.
- Courses will be offered online or Hy-flex. A Hybrid-Flexible (Hy-Flex) course design enables flexible participation. Students may choose to attend face-to-face synchronous class sessions in-person, via Zoom, or they can complete the course learning activities online without physically attending class. Collaborative opportunities will be offered via Zoom.
- Participants will need computer and internet access to complete course requirements.
- Expected time to complete is two years, assuming a full course load each term.

#### **What kind of support will participants receive?**

- 1:1 mentoring will be provided by a local primary mentor in your district.
- Secondary mentoring will be provided remotely and assigned by the university.

### **What is the cost for participants?**

- Participants will be responsible for up to \$1,000 per year to assist with tuition, along with the cost of required books and course materials, and state-designated assessments, such as the Praxis test.

### **How does someone apply?**

- The link to the application will be posted in the near future as the application will go live later in the week of April 1, 2024.
- The application will request background information, post-secondary credits, character and fitness questions (information needed when applying for a teaching certificate), and the name of an assigned primary mentor approved by the accredited district.

### **What are a school district's responsibilities?**

- The district must complete the statement of assurance and paraprofessional recommendation upon receipt.
- The district should provide information to interested employees of the district.
- The district must include the board president or administrative signature on the application.
- The district must provide a local primary mentor who is a certified teacher for the apprentice. The district will be responsible for a financial payment of \$1,000 per year per participant enrolled in the program. More details are provided in the grant agreement upon selection.
- The district must provide a laptop or similar technology (if needed) to the apprentice.
- The district will submit the mentoring log, invoice, and proof of payment to the primary mentor to SD Department of Education as directed in the grant agreement.
- The apprentice will continue to serve as a paraprofessional paid by the district until the applicant's move to student teaching status. During student teaching, the applicant will no longer serve as a paraprofessional but will continue to be paid at a district determined rate throughout their student teaching period. It was not anticipated that the para-apprentice would lose any benefits they had been receiving.
- The South Dakota Teacher Apprenticeship Pathway is a registered apprenticeship with the US Department of Labor. Federally, the para-apprentices are required to receive pay and benefits during the apprenticeship. Local control references the amount the para-apprentice is paid, not if the para-apprentices would be paid during the student teaching experience.
- The district is not obligated to hire the apprentice as a certified teacher.
- The district is not obligated to retain an individual's para position following student teaching. Unless paraprofessionals are given specific rights by their local school board, the paraprofessional is an at-will employee. Therefore, it is strictly a local decision on how a district handles the para position following student teaching and the completion of the apprenticeship program.