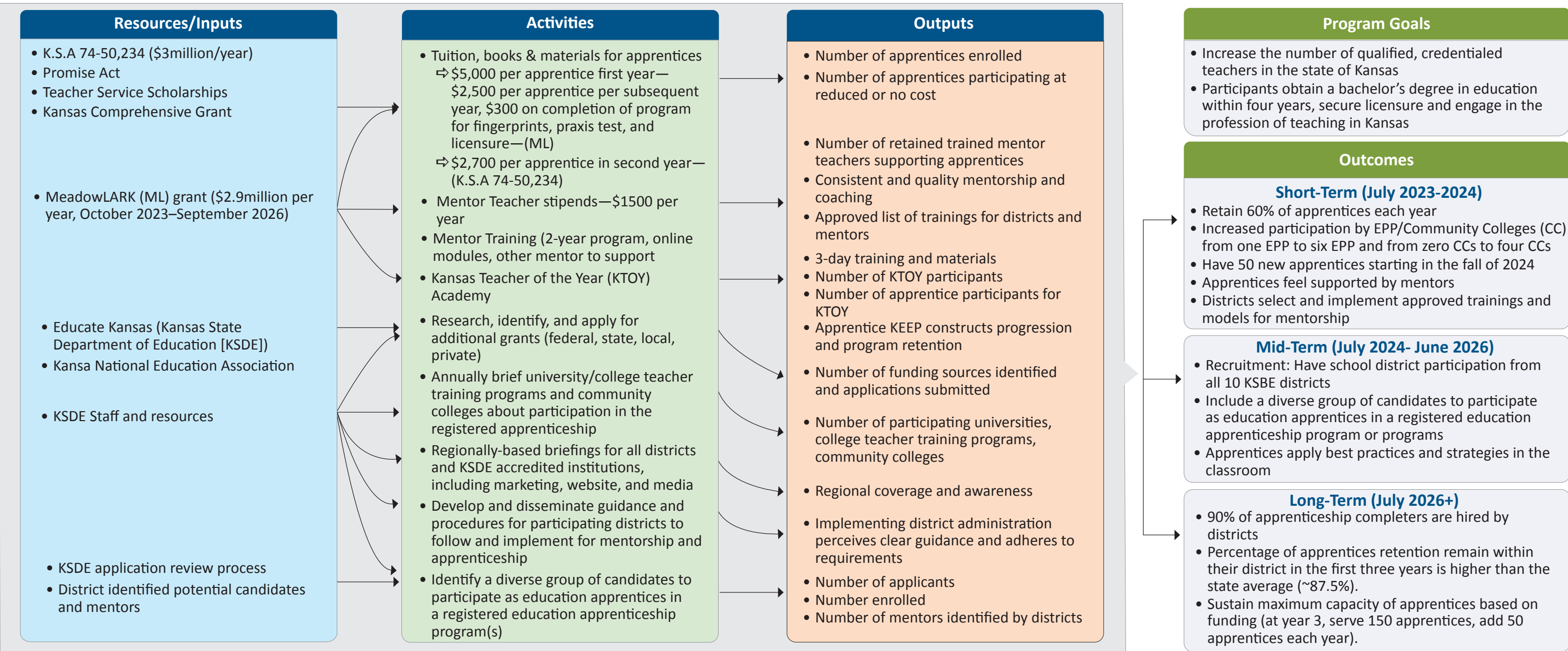


Registered Teacher Apprenticeship (RTA) Logic Model

There is a shortage of qualified teachers within Kansas school districts, echoing the nationwide struggle to fill teaching positions, with around 1,100 elementary to secondary teaching position vacancies, nearly 500 of which are in elementary, putting strain on Kansas' efforts to provide quality education to support student learning and performance. This crisis arises partially from Kansas teacher training program enrollment not keeping up with attrition rates. Of the teachers exiting Kansas teaching positions between 2018–v2023, 15% moved to teaching positions out-of-state, and 31% left the profession altogether. Over this time, the difference between the number of teachers added to the workforce from Kansas Educator Preparation Program (EPPs) and those exiting has steadily grown, with 1,220 more teachers exiting than entering; a net attrition of 244 teachers per year on average. Kansas has also hired an average of 550 out-of-state educators per year over the last five years. It is also due to growing attrition rates among new educators, with the average rate of attrition between each academic year in the first two years significantly increasing with each new cohort, from 3.5% (57 teachers) each year on average for the 2011–12 cohort to 5.5% (90 teachers) for the 2020–21 cohort.



Theory of Change Assumptions

- RTA will give districts the opportunity to be involved in training teachers in collaboration with EPPs. The program will strengthen ties between districts and EPPs to better support teachers. Outcomes include better prepared teachers who can adapt to specific district cultures.
- RTA is a partnership between different state agencies to work on teacher vacancy as an economic driver through reducing barriers and developing pathways.