

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.

Resources/Inputs Activities Outputs K.S.A 74-50,234 (\$3million/year) Tuition, books & materials for apprentices Number of apprentices enrolled Promise Act ⇒\$5,000 per apprentice first year— • Number of apprentices participating at \$2,500 per apprentice per subsequent • Teacher Service Scholarships reduced or no cost year, \$300 on completion of program Kansas Comprehensive Grant for fingerprints, praxis test, and licensure—(ML) Number of retained trained mentor teachers supporting apprentices ⇒\$2,700 per apprentice in second year— Consistent and quality mentorship and (K.S.A 74-50,234) MeadowLARK (ML) grant (\$2.9million per coaching • Mentor Teacher stipends—\$1500 per year, October 2023-September 2026) Approved list of trainings for districts and • Mentor Training (2-year program, online modules, other mentor to support • 3-day training and materials • Number of KTOY participants Kansas Teacher of the Year (KTOY) • Number of apprentice participants for Academy KTOY • Research, identify, and apply for • Educate Kansas (Kansas State Apprentice KEEP constructs progression additional grants (federal, state, local, Department of Education [KSDE]) and program retention private) Kansa National Education Association Number of funding sources identified Annually brief university/college teacher and applications submitted training programs and community colleges about participation in the KSDE Staff and resources Number of participating universities, registered apprenticeship college teacher training programs, Regionally-based briefings for all districts community colleges and KSDE accredited institutions, including marketing, website, and media Regional coverage and awareness • Develop and disseminate guidance and procedures for participating districts to Implementing district administration follow and implement for mentorship and perceives clear guidance and adheres to apprenticeship requirements KSDE application review process Identify a diverse group of candidates to Number of applicants • District identified potential candidates participate as education apprentices in Number enrolled and mentors a registered education apprenticeship • Number of mentors identified by districts program(s)

Program Goals

- Increase the number of qualified, credentialed teachers in the state of Kansas
- Participants obtain a bachelor's degree in education within four years, secure licensure and engage in the profession of teaching in Kansas

Outcomes

Short-Term (July 2023-2024)

- Retain 60% of apprentices each year
- Increased participation by EPP/Community Colleges (CC) from one EPP to six EPP and from zero CCs to four CCs
- Have 50 new apprentices starting in the fall of 2024
- Apprentices feel supported by mentors
- Districts select and implement approved trainings and models for mentorship

Mid-Term (July 2024- June 2026)

- Recruitment: Have school district participation from all 10 KSBE districts
- Include a diverse group of candidates to participate as education apprentices in a registered education apprenticeship program or programs
- Apprentices apply best practices and strategies in the classroom

Long-Term (July 2026+)

- 90% of apprenticeship completers are hired by districts
- Percentage of apprentices retention remain within their district in the first three years is higher than the state average (~87.5%).
- Sustain maximum capacity of apprentices based on funding (at year 3, serve 150 apprentices, add 50 apprentices each year).

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.