



# Wyoming Teacher Apprenticeship

an initiative of the Wyoming Department of Education and the Wyoming Professional Teaching Standards Board

## High-Quality, Well-Trained Educator Professionals

The Wyoming Teacher Apprenticeship (WTA) is an educator preparation strategy focused on developing and retaining teachers from local Wyoming communities. The WTA is one of the strategies the Wyoming Department of Education and the Wyoming Professional Teaching Standards Board are using to impact teacher shortages by effectively addressing the financial, recruitment, and preparation challenges facing Wyoming's educator workforce.

### High-Quality Programing for Excellent Educators

At the core of Wyoming's initiative is the rigorous approach to educator preparation and development. In the model each candidate will:



#### Streamline Essential Coursework, Earning a Bachelor's Degree

Participants receive 2,000-6,000 (depending on previously earned hours) on-the-job learning hours while they earn their bachelor's degree.

#### What does this mean?

Since apprentices work full-time in the district, the WTA streamlines essential coursework and facilitates alternative schedules for online, summer, and evening classes. The model supports best practice and pedagogy, mirroring Educator Preparation Provider coursework with a candidate's real-time job experience. The WTA ensures meaningful immersion, deep understanding, and quality performance.



#### Receive On-the-Job, Competency-Based Learning

The WTA ensures prospective educators learn on-the-job. The federally registered model is a competency-based apprenticeship that focuses on the apprentice's ability to demonstrate skills in an observable and measurable way. Under the training and direct

coaching of a mentor teacher, apprentices move through related programming upon proficiency. To advance in the program, apprentices are required to demonstrate full proficiency in all areas of Curriculum, Instruction, and Assessment; Learning Environment; and Professional Collaboration and Growth.

### What does this mean?

Apprentices experience comprehensive training while being paid for working full-time in the district. They receive real-time feedback and daily coaching from an assigned mentor teacher while in the classroom.



### Experience Deep District Involvement in the Training Process

Employers are the foundation of every apprenticeship program, and with the WTA school districts play an active role to ensure that participants meet the district's needs and expectations – both during the program and for future employment.

### What does this mean?

Apprentices train and grow in the district – and often at the school – they are ultimately hired into. Upon completion, when apprentices step into the classroom for their 'first year,' they already have years of experience to speak for.

The WTA is federally recognized, nationally approved, and state administered. The quality training, educator performance, and professional longevity of apprentice teachers is better supported by the programming and intentional design of the apprenticeship model. Ultimately, WTA educators receive stronger training and support to ensure they are best equipped to accelerate their students' academic achievement and future readiness.

## Wyoming Department of Education

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