



# Wyoming Teacher Apprenticeship

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

## The Role of the School District

The Wyoming Department of Education (WDE) in partnership with the Wyoming Professional Teaching Standards Board established the Wyoming Teacher Apprenticeship (WTA) in the fall of 2022. The WTA aligns leading practices in educator preparation and development with the rigors of the national registered apprenticeship process. The Wyoming Teacher Apprenticeship model provides the opportunity for districts to participate in the program design, implementation, and financial support.

The WTA starts with a strong partnership between a school district and the WDE. This partnership should be aligned on teacher recruitment and retention goals, support and contribute to the WTA's success, and demonstrates a willingness to collaborate and sustain a strong working relationship. In the partnership, school districts maintain the clearest picture of their employment needs and their team's ability to administer programming in the district.

### District Responsibilities

#### Quality Programing for Excellent Educators



**Teacher apprenticeships are driven by a school district's needs and design. In the apprenticeship model, the district's primary role is to employ teacher apprentice candidates to work and learn in the district where they will ultimately be hired. To build and launch lasting teacher apprenticeship programs, districts will:**

- Review student performance data, vacancy trends, sources of future teachers, and individual school needs. Districts will design programs that directly support talent gaps.
- Train teachers that students most need. Through job-embedded classroom training, mentor feedback, and coaching, districts develop lasting talent in real time. Teachers learn the district's culture, priorities, and best practices from mentor teachers, training in the content and specialty areas most needed by students.
- Pay teachers to earn and learn. As apprentices earn their bachelor's degree and credential, districts pay them as educational assistants in a multi-year residency structure. The progressive wages compensate for an apprentice's increasing ability, mirroring their growing responsibility and competency.

Offering essential resources, best practices, and technical / practical assistance, the WDE will continue to ensure that districts are equipped to establish strong partnerships responsive to their local contexts. Further, by bringing this work to scale, the WDE will continue to address educator challenges with high quality apprenticeships for aspiring candidates across the state.

### Wyoming Department of Education

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