

# APPRENTICE FLORIDA

## 2023-24 Grow Your Own Registered Teacher Apprenticeship Program

*Funding Opportunities Webinar*



**A Sub-Initiative of the Pathways to Career Opportunities**

**Grant (PCOG) Program**

**August 29, 2023**



# Webinar Agenda

1. Introductions and Housekeeping
2. Background – 2023 Legislative Overview
3. Funding Purpose and General Information
4. Overview of Project Concept Requirements
5. Submission and Review of the Project Concept
6. Questions

# Webinar Purpose

- To inform potential eligible applicants about the Grow Your Own (GYO) – Pathways to Career Opportunities Grant (PCOG) program, requirements, timelines and expectations and to answer questions about the project concept solicitation posed by attendees.



# 2023 Legislative Overview

Josey McDaniel  
Division of Public  
Schools

# House Bill (HB) 1035 Teacher Apprenticeship Program

During the 2023 Legislative Session, HB 1035 established section (s.) 1012.555, Florida Statutes (F.S.) Teacher Apprenticeship Program (TAP), administered and sponsored by the Florida Department of Education (FDOE), as an alternative pathway for individuals to enter the teaching profession and authorizes a temporary apprenticeship certificate.

To participate in the TAP, an individual must have:

- Received an associate degree from an accredited postsecondary institution.
- Earned a cumulative grade point average of 3.0 or higher in that degree program.
- Successfully passed a background screening pursuant to law.
- Received a temporary apprenticeship certificate created in the bill.

# House Bill (HB) 1035 Teacher Apprenticeship Program

- As a condition of participating in the TAP, an apprentice teacher must commit to spending the first two years in the classroom of a mentor teacher using team teaching strategies as specified in law and fulfilling the on-the-job training component of the registered apprenticeship program and its associated standards.
- An apprentice teacher must receive related instruction required for the apprenticeship (upper division courses toward the award of a baccalaureate degree that prepares apprentices for initial licensure for certification from the FDOE) and complete two years in an apprenticeship before being eligible to apply for a professional certificate. However, completion of the TAP does not exempt an apprentice from earning a bachelor's degree or higher.
- A teacher apprentice must be appointed by the district school board as an education paraprofessional and must be paid in accordance with law and State Board of Education rules. A teacher apprentice may change schools or districts after the first year of participation if the hiring school or district agrees to fund the remaining year of the TAP.

# House Bill (HB) 1035 Teacher Apprenticeship Program

A teacher who serves as a mentor in the TAP must mentor the apprentice teacher using team teaching strategies and must, at a minimum, meet all the following requirements:

- Have at least seven years of teaching experience in Florida.
- Have received an aggregate score of highly effective (HE) on the three most recent available value added model (VAM) scores, as used by the FDOE, or have received an aggregate score of HE on the three most recent available performance evaluations if the teacher does not generate a state VAM score.
- Satisfy any other requirements established by the FDOE.

# House Bill (HB) 1035 Teacher Apprenticeship Program

## Implementation Status:

- FDOE Division of Public Schools (DPS) has registered its state-sponsored teacher apprenticeship program with the Office of Registered Apprenticeship (Division of Career and Adult Education).
- DPS has initiated rule development to implement s. 1012.555, F.S. A rule development workshop for new rule 6A.5067, Florida Administrative Code (F.A.C.) has been scheduled for September 1, 2023. You may register for the workshop [here](#).
- Rule 6A.5067, (F.A.C.) to be presented at the October 18 State Board of Education meeting.



# Funding Purpose and General Information

Kathleen Taylor  
Division of Career  
and Adult  
Education



# SB 2500-2023 General Appropriations Act

- **\$20 million** appropriation maintained for the Florida Pathways to Career Opportunities Grant!
- PCOG funding opportunity #1 - The funds may be used to establish new apprenticeship or preapprenticeship programs, expand existing programs, and operate existing programs (operation of existing programs is a new category this year) for non-teaching apprenticeable occupations. This funding opportunity closed on August 11.
- PCOG funding opportunity #2 - **\$5 million** is provided for a specific sub-initiative for the Grow Your Own Teacher Registered Apprenticeship Program Expansion.

An individual applicant may not receive more than 10 percent of the total amount appropriated.

# Eligible Applicants

- Florida College System (FCS) institutions
- State University System (SUS) institutions
- Independent Colleges and Universities (ICUF) institutions

Eligible applicants must have a baccalaureate-level state-approved educator preparation program (EPP) approved by the Florida Department of Education and a planned partnership with a Florida school district to create an innovative partnership for a no-cost pathway to the teaching profession for registered teacher apprentices.

# Target Population(s)

- Apprentices registered in the FDOE-sponsored teacher apprenticeship program.

# The Process

The Division of Career and Adult Education (DCAE) announced the GYO-PCOG funding opportunity on August 15, 2023, via statewide memorandum and at <https://www.fldoe.org/pathwaysgrant/>.

- Project Concept Solicitation – eligible applicants may submit high level project concepts during the solicitation period (closing at 5 p.m. EDT on September 22, 2023).
- Project Concept Internal Review – all project concepts received on or before the published deadline will be evaluated by FDOE professional staff, who will prioritize project concepts and make funding recommendations to the Commissioner. The Commissioner will identify final project concepts that will move forward for funding through the request for application process.
- Request for Application (RFA) – DCAE will publish a RFA that will include an allocation of funded project concepts. Select eligible applicants will submit the RFA (anticipated no later than November 3, 2023) in order to be awarded a grant award notification that will identify the project's performance and budget period. A separate technical assistance webinar will be held for projects selected by the Commissioner for the RFA phase.

# Funding Purpose

- The purpose of the GYO-PCOG grant is to create a teacher pipeline for Florida's school districts and to encourage innovative partnerships between EPPs and participating school districts to provide innovative, no-cost pathways to the teaching profession by increasing the supply of qualified teachers.
- The program encompasses concepts and grants to support the costs of related instruction for upper division coursework toward the award of a baccalaureate degree in education. Eligible applicants are limited to public FCS institutions, SUS institutions and ICUF institutions with baccalaureate-level state-approved educator preparation programs approved by the Florida Department of Education. This program solely encompasses support for scaling the elementary and secondary teacher occupation.

# Key Information

- The GYO-PCOG program will require commitments from both the EPP (eligible applicant) and the partnering school district(s). EPPs must include letter(s) of support from school district partner(s) that commit to participating in the FDOE teacher apprenticeship program and agree to have their identified teacher apprentices receive their related instruction from the eligible applicant at no cost to the teacher apprentice.
- This is a core condition of this grant opportunity and partnering school districts must sign participating employer agreements with the FDOE-sponsored teacher apprenticeship program within 90 days of the applicant's receipt of a grant award notification.
- As a condition of participating in this grant program, no costs for participation shall be passed along to a participating teacher apprentice (i.e., instructional materials, tuition and fees if applicable).

# Key Information (Continued)

FDOE seeks projects that emphasize the following funding priorities:

- Project plan produces qualified graduates to meet the needs of the participating school district(s).
- Project plan identifies more than one certificate subject that will prepare teacher apprentices in partnering school district(s) through this funding opportunity or targets certification in an identified high demand area.
- Project plan conveys strategic and innovative partnership between the eligible applicant and partnering school district(s).
- Project plan accounts for academic credit that will be awarded toward the baccalaureate degree for the teacher apprentice's on-the-job training.
- Project plan incorporates the use of evidence-based instructional materials that are grounded in the science of reading.
- Project plan demonstrates project sustainability after the grant period ends.
- Project plan reduces the cost of obtaining teaching certificate.
- Project plan provides flexibility to participating districts, including allowing districts to work with multiple EPP's.



# Key Information (Continued)

GYO-PCOG funds may be used for the following:

- Instructional costs such as curriculum design, development and delivery.
- Academic and professional supports to ensure teacher apprentice success.
- Teacher apprentice onboarding and orientation.
- Credentialed faculty to teach the course work.
- Florida Teacher Certification Examination (FTCE) costs.
- FCS, SUS or ICUF institution-developed boot camps for FTCE licensure preparation for teacher apprentice candidates identified by partnering school districts.
- Authentic assessment and alignment of on-the-job training (OJT) competencies and related technical instruction to identify the amount of college credit that will be awarded for OJT toward the award of a baccalaureate degree.
- Funds may be used to cover the cost of instruction for teacher apprentices as well as textbooks. Registered apprentices are exempt from the payment of tuition and fees under s. 1009.25, F.S.
- EPP-developed professional development for teacher apprentice mentors.

Funded projects may be required to use grant funds for technical assistance and support available through the National Center for Grow Your Own, a 501(c)(3) non-profit organization which provides technical assistance to entities interested in launching “Grow Your Own” programs in partnership with EPPs.

# Overview of Project Concept Requirements



# Project Concept

The project concept excel workbook may be downloaded from:

<https://www.fldoe.org/pathwaysgrant/>

**Pathways to Career Opportunities – Grow Your Own Teacher Apprenticeship Program Request for Application (RFA) Documents**

- [PCOG: Grown Your Own Teacher Apprenticeship Program Concept Workbook](#) (Excel)
- Submit Your Project Concept to [PCOG@fldoe.org](mailto:PCOG@fldoe.org)

# Project Concept

## GYO Instructions Tab

Provides instructions for filling out the applicable tabs and submission of the workbook.

- Calibri – Font (Size – 12)
  - Excel Workbook only
- Written responses should be brief, clear and concise.
  - The maximum cell size in Excel equates to a maximum of **4,000** characters per narrative box.
  - Do not use excessive spaces or bullet points.
  - Attachments for specific narrative prompts may be accepted.

# Project Concept (Continued)

## Key Terms Tab

- Carefully read over the definitions and provisions provided on this tab.

# Project Concept (Continued)

## GYO-PCOG Concept Information Tab

- Complete the summary for the proposed project.
- There are seven prompts requesting general program information.
- Be sure to include information in all the provided narrative boxes.
  - Any cell that requires the input of information is color-coded gray like below.



# Project Concept (Continued)

## GYO-PCOG Concept Information Tab

- Applicant Name
- Contact Name
- Identify the program code, program level, program title and expiration date for each baccalaureate-level state-approved EPP program that is a part of this project concept.
- Identify the corresponding certificate subject(s) a teacher apprentice will qualify for at the completion of the teacher apprenticeship program.
- Identify the school district partner(s) that will participate in the state-sponsored teacher apprenticeship program in accordance with s. 1012.555, F.S. and agree to have their teacher apprentices receive the education-related baccalaureate coursework (related technical instruction) from the applicant. (A minimum of one letter of attestation from each partnering school district(s) must be included with this project concept and submitted as an attachment.)

# Project Concept (Continued)

## GYO-PCOG Concept Information Tab

- Primary region to be served by this concept pitch (using the regional map on the "GYO-PCOG Instructions" tab of this application).
- Additional region(s) to served by this concept pitch (if applicable).



# Project Concept (Continued)

## Program Summary – Part 1 Tab

There are seven narrative prompts that require the following:

- Applicant's qualifications and any current or past non-apprenticeship teacher preparation arrangements with its partnering school district(s).
- Proposed project goals and intended outcomes to be achieved during the GYO-PCOG grant period.
- Timeline of project implementation and anticipated course schedule to include descriptions of how courses will be delivered (synchronous online, asynchronous online, in-person, hybrid), and where courses will be offered. (Additional attachment permitted.)

# Project Concept (Continued)

## Program Summary – Part 1 Tab

There are seven narrative prompts that require the following:

- Support plan to provide academic and professional supports to the registered apprentices of partnering school district(s) to ensure success. (Additional attachment permitted.)
- Sustainability plan for the apprenticeship program after the grant period ends. (Additional attachment permitted.)
- Plan to award academic credit toward the award of a baccalaureate degree for a portion of the OJT learning component of an apprenticeship; the anticipated amount of credit to be awarded and the names of the courses credit will be awarded based on the local credit evaluation and assessment. (Additional attachment permitted.)
- Describe any planned sub-contractors of the eligible applicant (If applicable); the role the sub-contractor will play in carrying out components of the project concept; and the anticipated amount and percentage of grant funds to be allocated to the sub-contractor(s).

# Project Concept (Continued)

## Program Summary – Part 2 Tab

There are four narrative prompts that require the following:

- Project plan to produce qualified graduates to meet the needs of the participating school district(s). (Additional attachment permitted.)
- Project plan to reduce the costs of obtaining educator certification.
- The strategic and innovative nature of the partnership between the applicant and the partnering school district(s) that demonstrates an assurance the partnering school district(s) will participate in the FDOE teacher apprenticeship program. (Additional attachment permitted.)
- The program will incorporate the use of evidence-based instructional materials that are grounded in the science of reading.

# Project Concept (Continued)

## Enrollment Tab

- Identify the anticipated enrollment outcomes for participating registered apprentices by certificate subject that your program will prepare teacher apprentices for that will be offered utilizing this funding opportunity.

# Project Concept (Continued)

## Graduates/Completers Tab

- Identify the anticipated number of graduates for participating registered apprentices by certificate subject.

# Project Concept (Continued)

## Budget Tab

- Present a budget that reflects the objectives and proposed costs of the program.
  - ***Separate salary from fringe benefits.***
  - Be detailed and specific in the narrative.
    - The cells will expand to accommodate text length (no character limit here).
    - If you need additional space, contact the grant manager.
  - No ***Indirect*** or ***Administrative Costs***.

# Project Concept (Continued)

## Budget (continued)

- Proposed expenditures must meet the following criteria to be considered for approval:
  - The proposed expenditures must be reasonable, necessary and allocable.
  - The proposed expenditures must follow the allowable/unallowable guidance.

# Unallowable Expenditures

## Unallowable Expenses

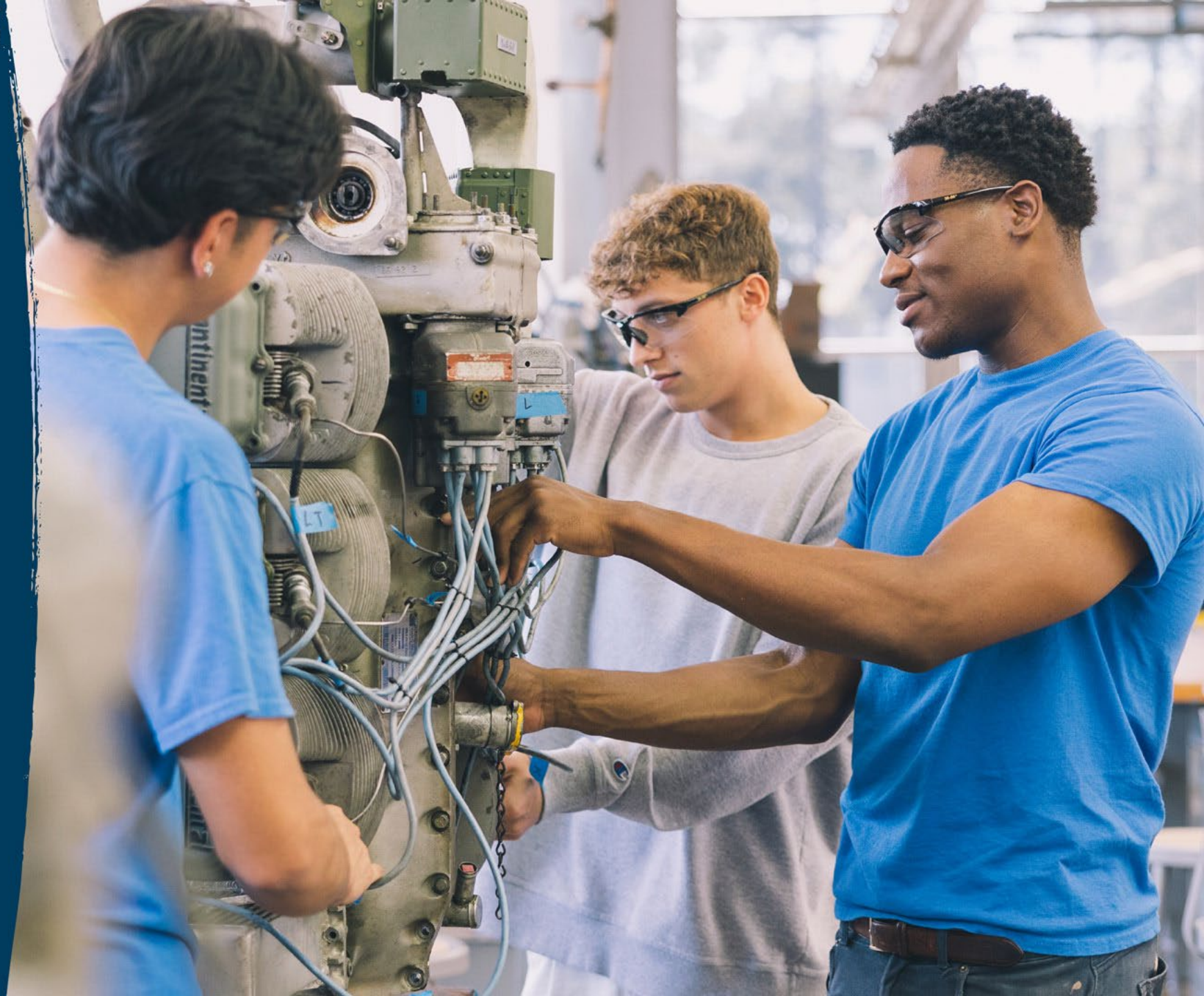
- Funds may not be used for *indirect or administrative costs*.

## Examples (this is not an exhaustive list):

- Building Construction
- Proposal Preparation (cost to develop, prepare or write the proposal)
- Clothing or Uniforms (non-instructional)



# Submission and Review of the Project Concept



# Submitting the Project Concept

- Review the entire Project Concept workbook including the instructions and key terms tab prior to submission. Correct submission of the Project Concept workbook will consist of:
  - All narrative boxes are completed.
  - All drop-down lists are completed.
  - A minimum of one letter of attestation from partnering school district(s) must be included with this project concept and submitted as an attachment.
  - Any permitted attachments.
- If there are technical difficulties with the form, reach out to the Grant Manager at [Julie.Nichols@fldoe.org](mailto:Julie.Nichols@fldoe.org).

# Submitting the Project Concept (Continued)

The completed project concept must be emailed to:

[PCOG@fldoe.org](mailto:PCOG@fldoe.org) by close of business

**5PM (EDT), Friday, September 22, 2023**

# Method of Review

- Pre-screening will be done by FDOE staff to ensure conditions for acceptance are addressed and determine eligibility.
- Proposals that meet the conditions for acceptance will be evaluated and the programs which are selected by the Commissioner will be invited to submit an application.
- Awards are subject to the availability of funds.

# Frequently Asked Questions

**•Q: If our Project Concept is chosen, will we have to submit a formal grant application?**

•A: Yes. A formal grant application will need to be completed by those Project Concepts selected to move forward. A separate technical assistance webinar will be held to explain the application process.

**•Q: What is the start and end date of this grant opportunity?**

•A: Regardless of the award date, the grant period for this funding opportunity is July 1, 2023 through June 30, 2024. Pre-award costs dating back to July 1, 2023 are permitted and must be accounted for in your budget.

# Program Performance Period

- July 1, 2023, to June 30, 2024
- Recipients awarded for the 2023-24 program period are **NOT** guaranteed any additional funds beyond the 2023-24 grant year.
- Programs should anticipate operating within the grant period ending June 30, 2024; an extension is **NOT** guaranteed.

# Payment Methods

- Up to 25 percent of the total award may be advanced for the first payment.
- In order to receive subsequent payments, the partnering school district(s) must sign participating employer agreements with the FDOE teacher apprenticeship program within 90 days of the applicant's project award notification.

Questions?

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