



Florida Organization of Instructional Leaders

May 28, 2026



FLORIDA DEPARTMENT OF
EDUCATION
fldoe.org

Agenda

Welcome and Introductions

Setting the Stage

Teacher Apprenticeship Program

How to Apply

Recruitment Initiatives

Questions

Contact Information

Contact Information

Dr. Sarah Hall

Bureau Chief

Sarah.Hall1@fldoe.org | 850-245-9111

Betsy Williamson

Director of Educator Preparation

Betsy.Williamson1@fldoe.org | 850-245-0898



Teacher Apprenticeship Program Inbox

TeacherApprenticeship@fldoe.org

“Every Florida teacher and leader is prepared, developed, supported and supervised by educators who make teaching better.”

“Every day, in every school,
every student has a teacher
as good as the best teacher
any of us ever had.”

House Bill (HB) 1035 - Teacher Apprenticeship Program

- During the 2023 legislative session, HB 1035 created Section (s.) 1012.555, Florida Statutes (F.S.), Teacher Apprenticeship Program, administered and sponsored by the Florida Department of Education (FDOE), as an additional pathway for individuals to enter the teaching profession.
- The bill authorized a temporary apprenticeship certificate.

Purpose of Teacher Apprenticeship Program

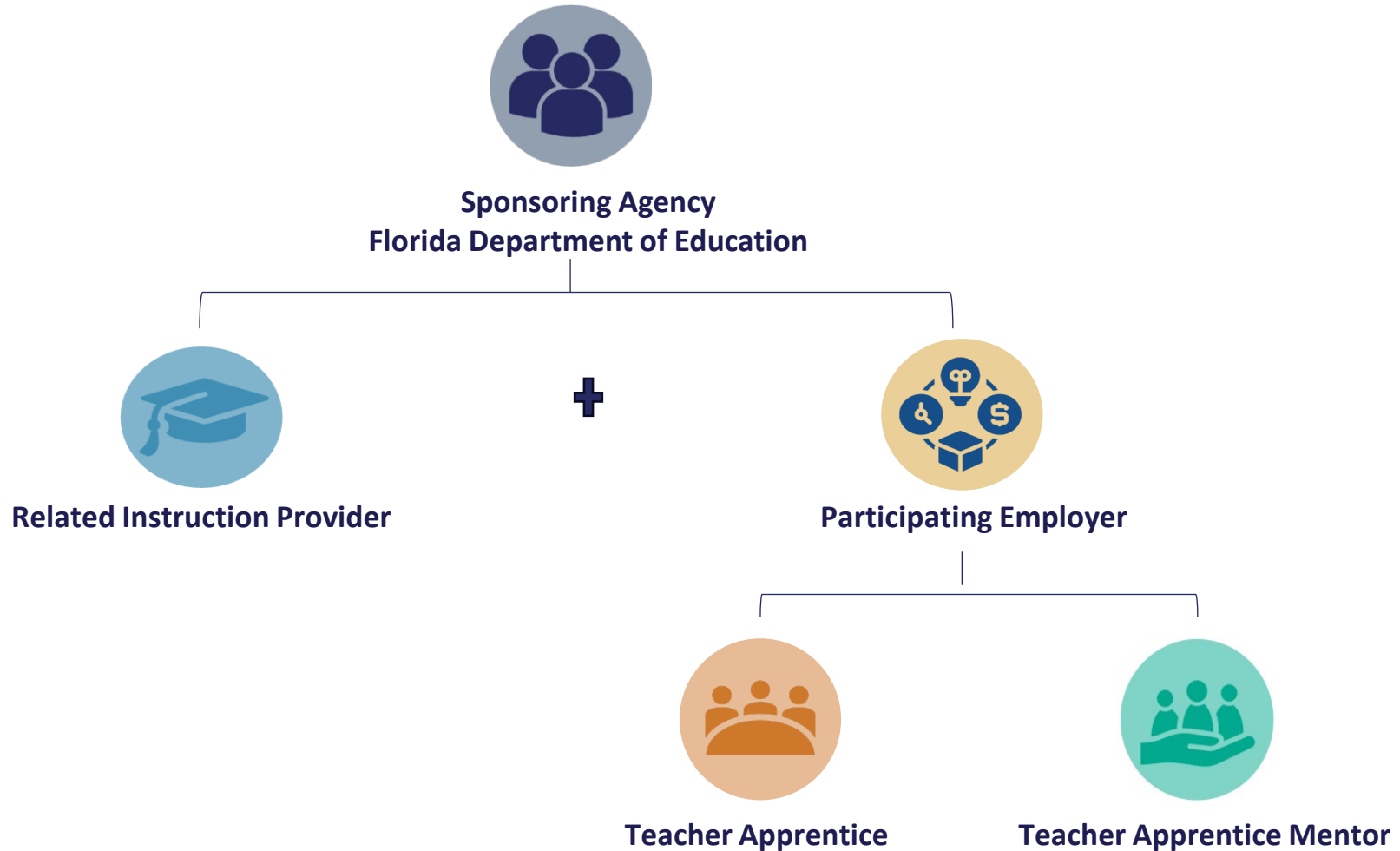
- A pathway for districts, charter schools and charter management organizations to equip apprentices with the necessary skills to serve as a classroom teacher.
- Districts, charter schools and charter management organizations recruit apprentices to engage in an innovative program that:
 - ✓ Allows teacher apprentices to earn baccalaureate credit through on-the-job training in the classroom;
 - ✓ Partners teacher apprentices with experienced mentors; and
 - ✓ Provides upper division coursework toward a baccalaureate degree that applies toward a professional educator certificate.

Eligibility Requirements

To participate in the Teacher Apprenticeship Program, an individual must have:

- ✓ Received an associate degree from an accredited postsecondary institution.
- ✓ Earned a cumulative grade point average of 2.5 or higher in that degree program.
- ✓ Successfully passed a background screening pursuant to law.
- ✓ Received a temporary apprenticeship certificate.

Teacher Apprenticeship Program



Teacher Apprentice

- The teacher apprentice must commit to spending at least the first two years in the classroom of a teacher apprentice mentor teacher using team teaching strategies. In addition, the teacher apprentice must:
 - ✓ Fulfill the on-the-job training component of the registered apprenticeship program;
 - ✓ Be appointed as an education paraprofessional;
 - ✓ Be paid in accordance with s. 446.032, F.S., and rules adopted by the State Board of Education; and
 - ✓ Receive related instruction toward the baccalaureate degree that prepares apprentices for the professional educator license.

Teacher Apprentice Mentor

- A teacher who serves as a teacher apprentice mentor must use team teaching strategies and, at a minimum, must meet all of the following requirements:
 - ✓ Hold a valid professional certificate issued pursuant to s. 1012.56 (7), F.S.;
 - ✓ Have earned at least three (3) years of teaching experience in prekindergarten through grade 12;
 - ✓ Have earned an effective or highly effective rating on the prior year's performance evaluation under s. 1012.34, F.S.;
 - ✓ Completion of district, charter school or charter management organization clinical educator training program; and
 - ✓ Beginning in August 2026, be certified or endorsed in reading when assigned to an individual providing instruction to students in kindergarten through grade 3 or an individual enrolled in a teacher preparation program for a certificate area identified pursuant to s. 1012.585(3)(f), F.S.

High Demand Teacher Need Areas by Ranking

Rank	2025-26	2024-25	2023-24	2022-23	2021-22	2020-21	2019-20
1	ESE	ESE	ESE	English	Science-General	ESOL	Science-General
2	Math	English	English	ESE	English	Science-General	English
3	English	Science-General	Science-General	Science-General	ESE	English	Math
4	Science – General	Math	ESOL	Reading	Science-Physical	ESE	ESOL
5	Science – Physical	Science-Physical	Reading	ESOL	Reading	Science-Physical	Science-Physical
6	Science – Earth & Space	ESOL	Science-Physical	Math	Technical Education	Math	Reading
7	ESOL	Science-Earth & Space	Math	Science-Physical	Science-Earth & Space	Technical Education	Technical Education
8					ESOL	Reading	ESE
9					Math		

Teacher Apprenticeship Programs in Florida

District or Charter	Participating Institutions
Brevard County Public Schools	Daytona State College
Duval County Public Schools	University of North Florida
Florida Scholars Academy	Miami Dade College
Gadsden County Public Schools	Florida Agricultural and Mechanical University
Lake County Schools	Lake-Sumter State College
Lee County School District	Florida Gulf Coast University
Leon County Public Schools	Florida Agricultural and Mechanical University
Leon County Public Schools	Tallahassee State College
Miami-Dade County Public Schools	Miami Dade College
Pinellas County Schools	St. Petersburg College

Teacher Apprenticeship Programs in Florida

District or Charter	Participating Institutions
Charter Schools of Excellence	Broward College
Hive Preparatory School	Miami Dade College
Imagine Schools	Florida SouthWestern State College
South Florida Autism Charter School	Miami Dade College
True North Classical Academy	Miami Dade College
Polk County Public Schools	Polk State College
Seminole County Public Schools	Seminole State College
Volusia County Public Schools	Daytona State College
Wakulla County Public Schools	Tallahassee State College

Teacher Apprenticeship Programs Graduates

Congratulations to the first graduates of TAP!

- Brevard County Public Schools - 1
- Miami-Dade County Public Schools - 52
- Pinellas County Schools - 17
- Seminole County Public Schools - 2
- Volusia County Schools - 1

Total – 73 Graduates



Teacher Apprenticeship Program: How to Apply



FLORIDA DEPARTMENT OF
EDUCATION
fldoe.org

Step One

- To begin the process, each district, charter school or charter management organization in Florida may partner with an institution, authorized in s. 1004.04, F.S., to offer a Teacher Apprenticeship Program.
- If a district, charter school or charter management organization is interested in registering for this program, the Superintendent/President/Chief Executive Officer should email the following information to TeacherApprenticeship@fldoe.org:
 - District, Charter School or Charter Management Organization Name
 - Primary Program's Contact Name, Email Address and Phone Number
 - Participating institution
 - Subject Area(s)
- [Registering a Teacher Apprenticeship Program](#)



Application

- After we receive the Intent to Submit email, the following application forms will be sent to you to complete:
 - Apprenticeship Participating Employer Agreement Form
 - Participating Employer Assurance Form
 - Related Instruction Provider Assurance Form
 - Standards of Apprenticeship Appendix
- Please ensure that all completed documents are emailed to TeacherApprenticeship@fldoe.org.



Recruitment Initiatives



FLORIDA DEPARTMENT OF
EDUCATION
fldoe.org

Teacher Candidate Contact Information

- Daily list of potential teacher candidates along with their contact information
- This list includes candidates with an initial professional certificate or eligible statement of status of eligibility issued by the FDOE the prior day.
- Contact edrecruit@fldoe.org if you would like to receive this daily email.

Great Florida Teach-In

- Annual, statewide educator job fair that highlights statewide teacher vacancies.
- Provides districts and charter schools with the opportunity to recruit teachers seeking employment in Florida.
- All Florida districts and charter schools are invited to participate.

Date: *To be determined*

Location: *Central Florida*

Florida Future Educators of America (FFEA)

- Program Goal is focused on supporting efforts to grow your own teachers.
 - Administrative support is critical to a sustained program.
- FDOE hosts the Annual FFEA state conference for high school chapters.
 - Inspire students to move forward with a career in teaching
 - Exposure to teaching strategies
 - Student competitions
 - Keynote speakers and workshops

Date: *To be determined*

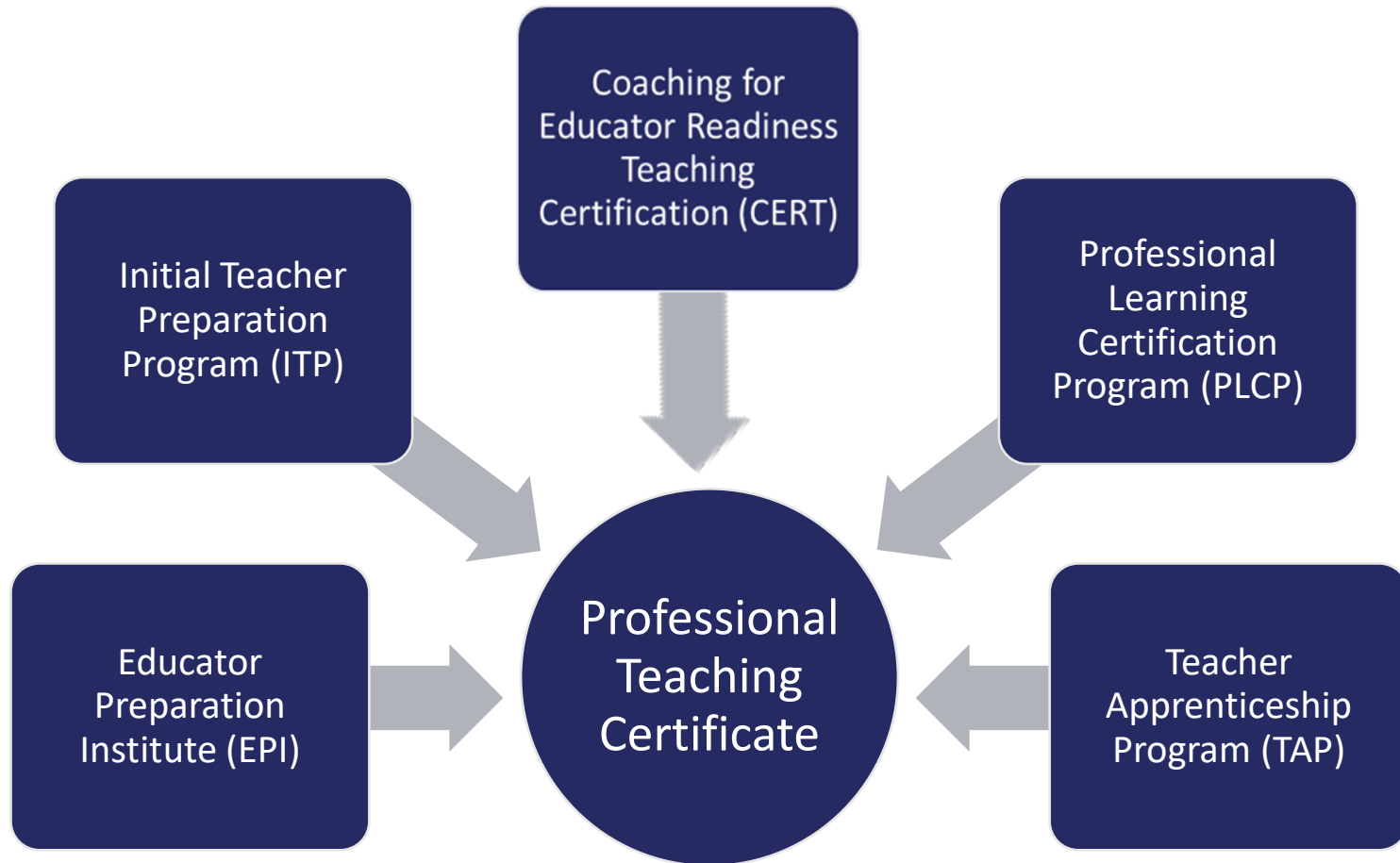
Location: *Orlando, FL*

Statewide Educator Recruitment Database PowerSchool

- Educator recruitment service available for Florida K-12 school districts and charter schools.
- Provides school districts and charter schools assistance with the recruitment of qualified teachers and related service providers.
- Job posting integration with the Florida state SchoolSpring job board.

Currently 67 school districts, charter schools and charter management organizations are participating!

- [SchoolSpring Job Board](#)



High-Quality Teachers for Every Florida Student

Partnership Opportunity

Teacher Preparation Programs

- Powerful pipeline for recruitment
- Encourage strong partnerships between districts and colleges
- Are you marketing to your local Florida College or State University seniors?





Questions?

Bureau of Educator Recruitment, Development and Retention

Educator Preparation Contacts

Dr. Sarah Hall

Bureau Chief

Sarah.Hall1@fldoe.org

Betsy Williamson

Director of Educator Preparation

Betsy.Williamson1@fldoe.org

Teacher Apprenticeship Program

TeacherApprenticeship@fldoe.org



www.FLDOE.org

