#### **Implementation, Funding, and Sustainability Plans**

### **Implementation Phases**

#### **Planning**

* Coordination between LEA and EPP to establish program expectations, roles, and responsibilities.
* Development of apprentice recruitment, selection, and evaluation criteria.
* Creation of implementation timelines and program materials.

#### **Recruitment**

* Outreach campaigns to recruit journeyworkers and apprentices.
* Collaboration with community partners to ensure diverse applicant pools.

####  **Selection**

* Screening and selection of journeyworkers and apprentices based on pre-established criteria.
* Notification of selected candidates and initiation of onboarding processes.

#### **Journeyworker Orientation and Training**

* Orientation sessions to introduce program goals, role expectations, and available resources.
* Comprehensive training and ongoing support to prepare for and be effective in the role.

#### **Program Launch and Orientation**

* Foundational training to introduce program goals, role expectations, and available resources.
* Introduction to culturally responsive teaching and learning strategies.
* Placement with journeyworkers.

#### **Related Technical Instruction and On-the-Job Training**

* Apprentices enroll in and complete EPP coursework.
* LEA/EPP monitor coverage and development of required skills and competencies.

#### **Mid-Point Evaluation**

* Formative evaluations to assess apprentice progress and alignment with program goals.
* Data-driven feedback provided to apprentices and journeyworkers for continuous improvement.

#### **Summative Evaluation**

* Comprehensive evaluation of apprentice performance using CAP.
* Analysis of journeyworker and program effectiveness.

### **Data Collection and Reporting**

**Methods to Track Progress**

* Regular documentation of apprentice and journeyworker activities, including attendance, completion of key milestones, and performance in field-based experiences.
* Surveys to collect qualitative and quantitative feedback from key stakeholders, including, but not limited to apprentices, journeyworkers, and program supervisors.
* Regular feedback sessions between LEA and EPP coordinators.

**Reporting to DESE**

* Quarterly reports submitted to DESE summarizing progress, challenges, and key outcomes.
* End-of-year report submitted to DESE highlighting program metrics, impact, and lessons learned.

### **Ongoing Program Evaluation**

**Continuous Improvement**

* Implementation of feedback loops to adjust training, support, and resources as needed.
* Periodic review of program alignment with RTAP goals and requirements.
* Analysis of program success against defined metrics, such as workforce diversity, apprentice retention, and impact on teaching quality.
* Recommendations for scaling and sustaining the program.

**Implementation Plan and Timeline**

Provide a detailed implementation plan and timeline, inclusive of the expectations outlined above.

*Response should not exceed 800 words.*

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Describe the systems and structures that will be in place to **track apprentice progress, collect broader programmatic data,** **and report to DESE**.

*Response should not exceed 500 words.*

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Describe the strategies for **ongoing program evaluation** **and improvement** towards increasingly equitable apprentice experiences and outcomes.

*Response should not exceed 500 words.*

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#### **Funding Plan**

Complete the tables below to detail the proposed RTAP’s anticipated funding sources and demonstrate viability. All required expense categories must have at least one funding source listed per year. Additional expense categories may be added if desired.

Potential funding sources may include, but are not limited to, federal funds, state funds, grants, and scholarships. [AIR’s RTAP Funding Guide](https://www.air.org/sites/default/files/2023-10/Registered-Teacher-Apprenticeship-Funding-Guide-CEEDR-GTL.pdf) provides information regarding specific funding sources that may be relevant for the expense categories below.

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| **Expense** **Categories** | **Funding Sources** |
| **Year 1** **(2025-26)** | **Year 2** **(2026-27)** | **Year 3** **(2027-28)** |
| **Required**: Journeyworker stipends | Individual journeyworker stipend amount:Funding Source(s): | Individual journeyworker stipend amount:Funding Source(s): | Individual journeyworker stipend amount:Funding Source(s): |
| **Required**: EPP tuition and fees | Estimated amount per apprentice:Funding Source(s): | Estimated amount per apprentice:Funding Source(s): | Estimated amount per apprentice:Funding Source(s): |
| **Required**: MTEL prep and fees | Estimated amount per apprentice:Funding Source(s): | Estimated amount per apprentice:Funding Source(s): | Estimated amount per apprentice:Funding Source(s): |
| **Required**: DESE licensure fees | Estimated amount per apprentice:Funding Source(s): | Estimated amount per apprentice:Funding Source(s): | Estimated amount per apprentice:Funding Source(s): |
| **Optional**: Journeyworker substitutes | Estimated amount per apprentice:Funding Source(s): | Estimated amount per apprentice:Funding Source(s): | Estimated amount per apprentice:Funding Source(s): |
| **Optional**: Wraparound supports(e.g., transportation, childcare, books) | Estimated amount per apprentice:Funding source(s): | Estimated amount per apprentice:Funding Source(s): | Estimated amount per apprentice:Funding Source(s): |

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| **Expense****Categories** | **Funding Sources** |
| **Annual Salary Individual Amount** | **Year 1** **(2025-26)** | **Year 2** **(2026-27)** | **Year 3** **(2027-28)** |
| **Required**: 1st year apprentice salaries |  |  |  |  |
| **Required, if relevant**: 2nd year apprentice salaries |  |  |  |  |
| **Required, if relevant**: 3rd year apprentice salaries |  |  |  |  |

#### **Sustainability Plan**

Describe the long-term plan to maintain and/or expand the proposed RTAP, focusing on the strategies that will ensure its sustainability and continued impact.

*Response should not exceed 500 words.*

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