## **Program of Study**

## **Overview**

The program of study should outline all coursework, seminars, workshops, field-based experiences, and any other program components that will be required for RTAP completion. It should be designed to support all apprentices to successfully meet the requirements for RTAP completion and Massachusetts Initial Teacher licensure, including:

* Required coursework for the specific license (150 hours of related technical training per year)
* Required field-based experiences for the specific license (minimum of 2000 hours of on-the-job training)
* Demonstrated readiness on a performance assessment (e.g., CAP for Initial Teacher licenses)
* Passing scores for all assessments for the specific license (MTELs and/or approved alternative(s))
* Sheltered English Immersion credential (SEI endorsement or equivalent)

## The program of study and related technical instruction must ensure that apprentices develop and ultimately demonstrate both fluent content knowledge (as articulated in the [Subject Matter Knowledge Guidelines](https://www.doe.mass.edu/edprep/resources/guidelines-advisories/)) and evidence-based pedagogical skills (as articulated in the [Guidelines for the Professional Standards for Teachers](https://www.doe.mass.edu/edprep/resources/guidelines-advisories/teachers-guide/highquality-feedback-qrg.docx)).

## **Program of Study**

Please attach a complete program of study for the proposed RTAP. If proposing more than one licensure area, a separate program of study must be submitted for each area.

Within the program of study:

* Required courses should be clearly differentiated from electives
* The options should be clear if candidates may select between courses to meet a requirement
* Any specifications for course sequencing should be evident

Program of study is attached for each licensure area

Describe how core components of the program of study are designed to build apprentices’ [fluent knowledge](https://www.doe.mass.edu/edprep/domains/instruction/smk-guidelines.docx) and [evidence-based pedagogical skills,](https://www.doe.mass.edu/edprep/resources/guidelines-advisories/pst-guidelines.pdf) such that apprentices are positioned to be deemed “Ready to Teach” on the [Candidate Assessment of Performance](https://www.doe.mass.edu/edprep/cap/cap-guidelines.pdf) by the conclusion of the program.

If multiple programs of study are included, please identify any key distinctions between licensure areas.

*Response should not exceed 500 words.*

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Describe how the required 150 hours of related technical instruction will be covered during each year of the program.

If multiple programs of study are included, please identify any key distinctions between licensure areas.

*Response should not exceed 300 words.*

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## **Culturally and Linguistically Sustaining Instructional Practices**

Explain how the program(s) of study will promote culturally and linguistically sustaining instructional practices and provide educators with the knowledge and skills to both enhance their own ability to advocate for equity, justice, and liberty in their communities, and to empower students to do the same. Please reference specific courses that will advance this priority that are included in the program of study.

*Response should not exceed 500 words.*

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Optional - Relevant course descriptions or syllabi are attached

## **Structure, Supports, and Flexibilities**

RTAPs grow and strengthen the educator pipeline by providing multiple entry points into the profession, including pathways for paraprofessionals, career changers, and college students. RTAP apprentices are also employed full-time, allowing them to earn income while enrolled in related technical instruction.

Describe how your program is designed to **reduce potential barriers to entry *and* completion** (e.g., tuition, licensure exams, transportation, childcare).

*Response should not exceed 500 words.*

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Describe how your program of study is designed to **support all apprentices to successfully complete** the RTAP (e.g., orientation, advising structures, additional supports and flexibilities specific to target population of apprentices).

*Response should not exceed 500 words.*

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Describe how your program of study is designed to support **full-time employees** to successfully complete the related technical instruction and required field-based experiences (e.g., course schedules, course formats, additional supports and flexibilities specific to apprentices).

*Response should not exceed 500 words.*

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**Credit for Prior Experience**

Describe the process that will be used to award credit for prior course or work experience. All decisions should be based on fair and equitable criteria, using consistent methods to assess the individual's previous learning, work history, and/or present skills.

*Response should not exceed 300 words.*

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**Program Supervisors**

Describe how the EPP will support program supervisors to understand and integrate into the RTAP model and work with RTAP journeyworkers.

*Response should not exceed 500 words.*

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