



**Tennessee Teacher Apprenticeship Application Rubric**

Recommendation	Reasons for Recommendation
<input type="checkbox"/> Approve <input type="checkbox"/> Approve Conditionally <input type="checkbox"/> Application Incomplete	

Section I: General Information	Comments
EPP Contact Information	<input type="checkbox"/> Yes <input type="checkbox"/> No
Secondary Program Contact	<input type="checkbox"/> Yes <input type="checkbox"/> No
EPP Program Standing <input type="checkbox"/> Convert Existing GYO <input type="checkbox"/> New GYO without Partner(s) <input type="checkbox"/> EPP Contact Information	

Section II: Grow Your Own Center	
Have you been in contact with the TN GYO Center?	<input type="checkbox"/> Yes <input type="checkbox"/> No

<p>If yes, for which of the following? Check all that apply</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Needs Assessment Mapping</li> <li><input type="checkbox"/> Programming and Implementation Questions</li> <li><input type="checkbox"/> Cost and Funding Support</li> <li><input type="checkbox"/> Communications, Recruiting and Marketing</li> <li><input type="checkbox"/> Impact Measurement Planning</li> <li><input type="checkbox"/> District/EPP Match Work</li> </ul>	<p><b>Additional Notes:</b></p>
--	---------------------------------

Section III. Needs Assessment					Comments
<p><b>Identifying EPP Data / Meeting the Local Need of the Community</b></p>	<p><b>Exemplary</b></p> <p>Application narrative provides significant detail to describe essential human capital needs to include each of the following:</p> <ul style="list-style-type: none"> <li>- Enrollment and graduate demographics (race, ethnicity, gender, age, experience, location, and languages of enrollees)</li> <li>- Graduate certification areas</li> <li>- Performance metrics of EPP graduates reflected in Praxis</li> </ul>	<p><b>Proficient</b></p> <p>Application narrative meets essential human capital needs to include the following:</p> <ul style="list-style-type: none"> <li>- Enrollment and graduate demographics (race, ethnicity, gender, age, experience, location, and languages of enrollees)</li> <li>- Graduate certification areas</li> <li>- Performance metrics of EPP graduates reflected in Praxis scores, certification assessments, LOE scores and other relevant metrics</li> </ul>	<p><b>Developing</b></p> <p>Application narrative provides essential human capital needs to include some of the following:</p> <ul style="list-style-type: none"> <li>- Enrollment and graduate demographics (race, ethnicity, gender, age, experience, location, and languages of enrollees)</li> <li>- Graduate certification areas</li> <li>- Performance metrics of EPP graduates reflected in Praxis scores, certification assessments, LOE scores and other relevant metrics</li> </ul>	<p><b>Beginning</b></p> <p>Application narrative does not include human capital needs and fails to capture:</p> <ul style="list-style-type: none"> <li>- Enrollment and graduate demographics (race, ethnicity, gender, age, experience, location, and languages of enrollees)</li> <li>- Graduate certification areas</li> <li>- Performance metrics of EPP graduates reflected in Praxis scores, certification assessments, LOE</li> </ul>	

	<p>scores, certification assessments, LOE scores and other relevant metrics</p> <p>Application demonstrates knowledge of enrollment and graduation trends to include relocation, resignations, and non-renewals.</p>	<p>Application demonstrates their knowledge of enrollment and graduation trends to include relocation, resignations, and non-renewals.</p>	<p>Application demonstrates their knowledge of enrollment and graduation trends to include relocation, resignations, and non-renewals.</p>	<p>scores and other relevant metrics</p> <p>Application does not demonstrate knowledge of enrollment and graduation trends to include relocation, resignations, and non-renewals.</p>	
<b>Description of EPP Program Elements</b>	<p><b>Exemplary</b></p> <p>Application narrative uses significant detail to describe EPP program participant elements and explains how the proposed apprenticeship will address specified elements.</p>	<p><b>Proficient</b></p> <p>Application narrative describes EPP program participant elements and explains how the proposed apprenticeship will address specified elements.</p>	<p><b>Developing</b></p> <p>Application narrative provides minimal description of EPP program participant elements and explanation of how the proposed apprenticeship will address specified elements.</p>	<p><b>Beginning</b></p> <p>Application narrative does not describe EPP program participant elements and does not explain how the proposed apprenticeship will address specified elements.</p>	
<b>Educator Recruitment</b>	<p><b>Exemplary</b></p> <p>Application narrative uses an abundance of program data to support an increase in recruitment of</p>	<p><b>Proficient</b></p> <p>Application narrative uses program data to support an increase in recruitment of underrepresented populations to include low</p>	<p><b>Developing</b></p> <p>Application narrative uses minimal program data to support an increase in recruitment of underrepresented</p>	<p><b>Beginning</b></p> <p>Application narrative does not use program data to support an increase in recruitment of</p>	

	underrepresented populations to include low income, first generation, minority, and gender considerations.	income, first generation, minority, and gender considerations.	populations to include low income, first generation, minority, and gender considerations.	underrepresented populations to include low income, first generation, minority, and gender considerations.	
<b>Additional Response (optional)</b>	<b>Meets</b> Applicant provides additional information to inform program design.		<b>Does Not Meet</b> Applicant does not provide additional information to inform program design.		

<b>Section IV: Apprenticeship Program Design</b>					<b>Comments</b>
<b>On-The-Job Learning Hours</b>	<b>Meets</b> Applicant indicates whether the program design reflects a bachelors, masters, or certification pathway.		<b>Does Not Meet</b> Applicant does not indicate whether the program design reflects a bachelors, masters, or certification pathway.		
<b>Program Goals and Design</b>	<b>Exemplary</b> Application narrative uses significant detail to describe to define the role of the Teacher Apprenticeship program, the goals, intended outcomes, and an explanation for how the program will accomplish specified goals.	<b>Proficient</b> Application narrative defines the role of the Teacher Apprenticeship program, the goals, intended outcomes, and an explanation for how the program will accomplish specified goals.	<b>Developing</b> Application narrative provides minimal description to define the role of the Teacher Apprenticeship program, the goals, intended outcomes, and an explanation for how the program will accomplish specified goals.	<b>Beginning</b> Application narrative does not define the role of the Teacher Apprenticeship program, the goals, intended outcomes, and an explanation for how the program will accomplish specified goals.	

<p><b>Sample Schedule</b></p>	<p><b>Exemplary</b> Application narrative provides significant detail to describe adjustments made in the schedule to support on-the-job hours, program scope, and individual apprentice candidate need.</p> <p>Narrative explains whether coursework will reflect an in-person, hybrid, or remote setting and a sample schedule.</p>	<p><b>Proficient</b> Application narrative describes adjustments made in the schedule to support on-the-job hours, program scope, and individual apprentice candidate need.</p> <p>Narrative explains whether coursework will reflect an in-person, hybrid, or remote setting and a sample schedule.</p>	<p><b>Developing</b> Application narrative provides minimal description of adjustments made in the schedule to support on-the-job hours, program scope, and individual apprentice candidate need.</p> <p>Narrative explains whether an in-person, hybrid, or remote setting and a sample schedule.</p>	<p><b>Beginning</b> Application narrative does not describe adjustments made in the schedule to support on-the-job hours, program scope, and individual apprentice candidate need.</p> <p>Narrative does not explain whether coursework will reflect an in-person, hybrid, or remote setting and does not include sample schedule.</p>	
<p><b>Details on Program Size</b></p>	<p><b>Exemplary</b> Application narrative uses significant detail to describe the size of the program for starting and for future years.</p>	<p><b>Proficient</b> Application narrative describes the size of the program for starting and for future years.</p>	<p><b>Developing</b> Application narrative provides minimal description of the size of the program for starting and for future years.</p>	<p><b>Beginning</b> Application narrative does not describe the size of the program for starting and for future years.</p>	
<p><b>Selection Criteria</b></p>	<p><b>Exemplary</b> Application narrative uses significant detail to describe the selection criteria and includes prior experience, if any,</p>	<p><b>Proficient</b> Application narrative describes the selection criteria and includes prior experience, if any, is required of candidates</p>	<p><b>Developing</b> Application narrative provides minimal description of the selection criteria and prior experience, if</p>	<p><b>Beginning</b> Application narrative does not describe the selection criteria or include prior experience, if any, is required of candidates</p>	

	is required of candidates (whether bachelor's, associates, one-year on the job, etc.).	(whether bachelor's, associates, one-year on the job, etc.).	any, is required of candidates (whether bachelor's, associates, one-year on the job, etc.).	(whether bachelor's, associates, one-year on the job, etc.).	
<b>Recruitment and Marketing</b>	<p><b>Exemplary</b></p> <p>Application narrative uses significant detail to describe the recruitment and marketing of potential apprentice candidates.</p>	<p><b>Proficient</b></p> <p>Application narrative describes the recruitment and marketing of potential apprentice candidates.</p>	<p><b>Developing</b></p> <p>Application narrative describes minimal efforts to recruit and market potential apprentice candidates.</p>	<p><b>Beginning</b></p> <p>Application narrative does not describe the recruitment and marketing of potential apprentice candidates.</p>	

<b>Section V: Budget Model</b>					<b>Comments</b>
<b>Costs Covered for Candidate</b>	<p><b>Exemplary</b></p> <p>Application narrative uses significant detail to describe the expenses covered for the candidate and includes information to support a sustainable funding source to ensure no cost to the apprentice candidates.</p>	<p><b>Proficient</b></p> <p>Application narrative describes the expenses covered for the candidate and includes information to support a sustainable funding source to ensure no cost to the apprentice candidates.</p>	<p><b>Developing</b></p> <p>Application narrative provides minimal description of the expenses covered for the candidate and includes little information to support a sustainable funding source to ensure no cost to the apprentice candidates.</p>	<p><b>Beginning</b></p> <p>Application narrative does not describe the expenses covered for the candidate and does not include information to support a sustainable funding source to ensure no cost to the apprentice candidates.</p>	
<b>Funding</b>	<b>Meets</b>		<b>Does Not Meet</b>		

<b>Sources</b>	Applicant identifies sources of funding that will be used or considered to eliminate candidate costs.	Applicant does not identify sources of funding that will be used or considered to eliminate candidate costs.	
----------------	---	--	--

<b>Section VI: Impact Measurement</b>					<b>Comments</b>
<b>Impact and Effectiveness Assessment</b>	<b>Exemplary</b> Application narrative provides significant detail to describe how the program will collect data to assess impact and effectiveness.	<b>Proficient</b> Application narrative describes how the program will collect data to assess impact and effectiveness.	<b>Developing</b> Application provides minimal description of how the program will collect data to assess impact and effectiveness.	<b>Beginning</b> Application does not describe how the program will collect data to assess impact and effectiveness.	

<b>Section VII: District Partnerships (omit if scoring non-partnered applications)</b>					<b>Comments</b>
<b>District Contact Info</b>	<b>Meets</b> Application includes contact information for each LEA partner.		<b>Does Not Meet</b> Application does not include contact information for each LEA partner.		
<b>Needs Assessment</b>	<b>Exemplary</b> Application narrative describes district staffing needs and explains how the apprenticeship model will address localized needs to include all of the following: - Demographics - Vacancies - Retention	<b>Proficient</b> Application narrative describes district staffing needs and explains how the apprenticeship model will address localized needs to include most of the following: - Demographics - Vacancies - Retention	<b>Developing</b> Application narrative describes district staffing needs and explains how the apprenticeship model will address localized needs to include some of the following: - Demographics - Vacancies - Retention - Retirement/Resignation/N	<b>Beginning</b> Application narrative does not describe district staffing needs or explain how the apprenticeship model will address localized needs failing to include: - Demographics - Vacancies - Retention	

	<ul style="list-style-type: none"> <li>- Retirement/Resignation/Non-renewals</li> <li>- Certification subject area(s)</li> <li>- Teacher effectiveness ratings</li> </ul>	<ul style="list-style-type: none"> <li>- Retirement/Resignation/Non-renewals</li> <li>- Certification subject area(s)</li> <li>- Teacher effectiveness ratings</li> </ul>	<ul style="list-style-type: none"> <li>on-renewals</li> <li>- Certification subject area(s)</li> <li>- Teacher effectiveness ratings</li> </ul>	<ul style="list-style-type: none"> <li>- Retirement/Resignation/Non-renewals</li> <li>- Certification subject area(s)</li> <li>- Teacher effectiveness ratings</li> </ul>	
<b>Pay Scale Artifact</b>	<b>Meets</b>		<b>Does Not Meet</b>		
	Application includes a salary schedule demonstrating the apprentice pay scale throughout their year(s) in the program.		Application does not include a salary schedule demonstrating the apprentice pay scale throughout their year(s) in the program.		
<b>Mentor Selection Process</b>	<b>Exemplary</b>	<b>Proficient</b>	<b>Developing</b>	<b>Beginning</b>	
	<p>Application includes the stipend amount mentors will receive.</p> <p>Application narrative or an artifact includes significant detail to reflect mentor selection, preparation, training, and ongoing support as referenced in the Grow Your Own Teacher Apprenticeship Playbook.</p>	<p>Application includes the stipend amount mentors will receive.</p> <p>Application narrative or an artifact includes some reflection of mentor selection, preparation, training, and ongoing support as referenced in the Grow Your Own Teacher Apprenticeship Playbook.</p>	<p>Application includes the stipend amount mentors will receive.</p> <p>Application narrative or an artifact includes minimal reflection of mentor selection, preparation, training, and ongoing support as referenced in the Grow Your Own Teacher Apprenticeship Playbook.</p>	<p>Application includes the stipend amount mentors will receive.</p> <p>Application narrative or an artifact does not include reflection of mentor selection, preparation, training, and ongoing support as referenced in the Grow Your Own Teacher Apprenticeship Playbook.</p>	
<b>On-the-Job Learning</b>	<b>Meets</b>		<b>Does Not Meet</b>		
	Applicant includes a schedule of competencies		Applicant does not include a schedule of competencies		



<b>Competencies</b>	that should be mastered each semester during their apprenticeship.	that should be mastered each semester during their apprenticeship.	
<b>Memorandum of Understanding (MOU)</b>	<b>Meets</b> Applicant includes signed MOUs and supplemental materials that may be beneficial for the reviewer's consideration.	<b>Does Not Meet</b> Applicant includes signed MOUs and supplemental materials that may be beneficial for the reviewer's consideration.	
<b>Mentor Selection Process Assurance Statement</b>	<b>Meets</b> Application includes Superintendent signed assurance.	<b>Does Not Meet</b> Application does not include Superintendent signed assurance.	
<b>Workforce Partner</b>	<b>Meets</b> Applicant includes workforce board partner contact information.	<b>Does Not Meet</b> Applicant does not include workforce board partner contact information.	
<b>Local Workforce Partners Assurance Statement</b>	<b>Meets</b> Applicant includes workforce board partner signed assurance.	<b>Does Not Meet</b> Applicant does not include workforce board partner signed assurance.	

<b>Section VIII: EPP Assurances</b>			<b>Comments</b>
<b>Assurances Statement</b>	<b>Meets</b> Applicant signs assurance statement.	<b>Does Not Meet</b> Applicant does not sign assurance statement.	