



Quality Teacher Registered Apprenticeship Agreement

Core Principles	Rationale
1. A state agency is best positioned to serve as the sponsor for educator registered apprenticeship programs.	A state agency (i.e., an SEA) is in the best position to uphold quality control, build robust data collection processes, and ensure economies of scale are leveraged to lower costs of tuition.
2. An aspiring educator should not accumulate any tuition debt while participating in an educator registered apprenticeship program.	Becoming a teacher should be free of financial barriers for apprentices.
3. An apprentice should not serve as a teacher-of-record, full-time substitute, or any non-classroom role.	Apprentices are learners preparing to do the job, not yet performing the full responsibilities of a teacher. Setting up positional guardrails ensures that the apprentice has an uninterrupted and complete preparation experience.
4. A registered educator apprenticeship should include at least one year of a gradual release model under a mentor teacher. The mentor teacher should be the person serving as the teacher-of-record, not the apprentice.	A full year of student teaching ensures that the apprentice receives structured mentorship and practices hands-on learning under the guidance of a skilled educator. Related technical instruction offered to apprentices should be relevant, rigorous, and connected to on-the-job experiences.
5. The sponsor should promote opportunities for educator apprentices to graduate with a dual endorsement in special education and another certification area, based on district and state priorities.	Whether you teach special education or not, being certified in it leads to longer retention. More importantly, imagine a world where every teacher is a special education teacher!

The Arizona Department of Education agrees with the Quality Teacher Registered Apprenticeship Agreement and is committed to abiding by its core principles.

A handwritten signature in purple ink that reads "Jamie L. Wilber".

Jamie Wilber | Deputy Associate Superintendent
Educator Preparation, Certification, Recruitment and Retention
Arizona Department of Education