



JUNIOR YEAR OF HIGH SCHOOL (YOUTH APPRENTICESHIP)

(College Credit Year 1)

Students enroll in the county Grow Your Own (GYO) WV Teaching Pathway and register into the Department of Labor (DOL) Youth-Apprenticeship program prior to the start of the junior year in high school. Students successfully complete:

- ▶ Two (2) Dual Credit Foundational Education Courses = 6 credit hours
- ▶ A minimum of two (2) Dual Credit/Advanced Placement (AP) General Education Courses = 6 credit hours
- ▶ 15 hours of paid Field Experience. Additional hours may be acquired through summer employment opportunities.



SENIOR YEAR OF HIGH SCHOOL (YOUTH APPRENTICESHIP)

(College Credit Year 1)

Students continue enrollment in the county Grow Your Own (GYO) WV Teaching Pathway and remain registered into the DOL Youth-Apprenticeship program for the senior year of high school. Students successfully complete:

- ▶ Remaining two (2) Dual Credit Foundational Education Courses = 6 credit hours
- ▶ A minimum of two (2) additional Dual Credit/Advanced Placement (AP) General Education Courses = 6 credit hours
- ▶ Voucher for Praxis Core Exam (\$150.00 value)
- ▶ Exempt from Praxis Core Exam if student meets ACT/SAT Benchmarks in West Virginia Licensure Directory.
- ▶ 100 hours of paid Field Experience. Additional hours may be acquired through summer employment opportunities.
- ▶ Completion of one (1) year (24-30 college credits)
- ▶ Application to College of Education
- ▶ Upon high school graduation and completion of the Youth Apprenticeship, pathway completers certify as Teacher Aide by the Department of Labor
- ▶ Pathway completers certify as Teacher Apprentice by the Department of Labor.



SOPHOMORE AND JUNIOR YEAR OF COLLEGE

(Years 2 and 3)

Pre-service teacher registers in the DOL Pre-Apprenticeship program and completes college content coursework

- ▶ 125 hours of paid Field Experience.

Per WVBE Policy 5100, all teacher candidates completing a WVBE-approved EPP for initial teacher licensure must complete a minimum of 125 clock hours of field experience under the direction of a teacher licensed to teach in the state, by the state's authorized agency, or their university supervisor in which the field experience is occurring, in each area in which they are seeking an endorsement.



SENIOR YEAR OF COLLEGE

(Year 4)

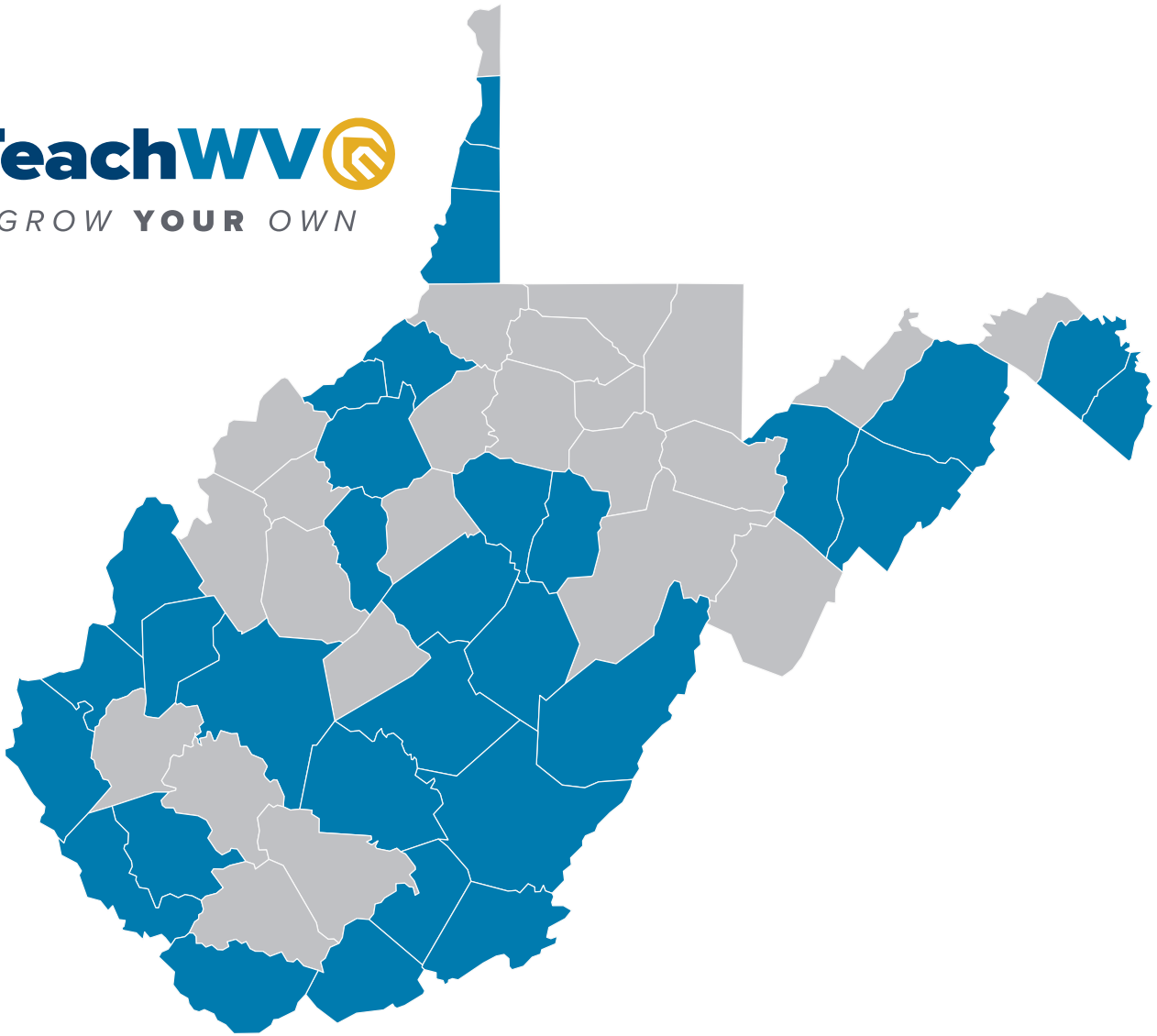
Pre-service teacher remains enrolled in the DOL Pre-Apprenticeship program.

- ▶ Complete the yearlong residency as the teacher of record with high level of support from both the university and the county system at a salary no less than 65% of the State Aid Formula; or
- ▶ If no vacancies available, complete traditional yearlong residency under the direction of a cooperating teacher at an hourly rate determined by the local board of education.

Upon college graduation, students earns:

- ▶ Bachelor of Arts in Education
- ▶ DOL Certified Teacher
- ▶ If pre-apprenticeship completed as the teacher of record, apprentice earns one year experience and benefits

Grow Your Own WV Pilot Counties



- Berkeley
- Braxton
- Brooke
- Cabell
- Calhoun
- Fayette
- Grant
- Greenbrier
- Hampshire
- Hardy
- Jefferson
- Kanawha
- Lewis
- Logan
- Marshall
- Mason
- McDowell
- Mercer
- Mingo
- Monroe
- Nicholas
- Ohio
- Pleasants
- Pocahontas
- Putnam
- Ritchie
- Summers
- Tyler
- Upshur
- Wayne
- Webster

GROW YOUR OWN (GYO) West Virginia TEACHING PATHWAY PLANNING TEMPLATE

“Creating Local Pipelines into the Profession”

2022-2023



The following course menu is a guidance template for students participating in the Grow Your Own teaching pathway with the goal to exit high school with a minimum of one year of college credit (24-30) hours toward a Bachelor’s Degree in education. Highlighted courses are guaranteed transferable between participating institutions in the Grow Your Own WV Teaching Pathway network. Students should consult with their chosen post-secondary educational institution when choosing other course options and electives. For specific information, refer to individual county plans.

Grades 9-12	*English/Language Arts (4 Courses)	*Math (4 Courses)	*Science (4 Courses)	*Social Studies (4 Courses)	*Other (4 Courses)	Required Dual Credit Core Courses for GYO WV (4 Courses)
9	» English 9	» Math I or Algebra 1	» Earth and Space Science	» World Studies or AP Social Studies	» World Languages Elective	1306 Introduction to Education and the Classroom*
10	» English 10	» Math II or Geometry	» AP or Dual Credit Biology	» AP/Dual Credit U.S. Studies Comprehensive or U.S. History	» The Arts	1307 Introduction to Child Development*
11	» English 11: AP or Dual Credit English	» Math III or Algebra II	» Chemistry; or AP or Dual Credit Chemistry	» Civics or AP Government and Politics	» Physical Education	1308 Introduction to Educational Psychology*
12	» English 12: AP or Dual Credit English	» Dual Credit College Algebra; or AP Calculus	» Dual Credit Physical Science	» AP or Dual Credit Psychology	» Health » BCA 1 (Business Computer Application) » Other AP or Dual Credit Course	1309 Introduction to Social Emotional and Behavioral Wellness* *or equivalent courses as determined by county plan

A Minimum of 22 total credits are required for high school graduation per WVBE Policy 2510 (some counties may require additional credits)

*AP or Dual credit can replace any course

- » This course menu serves as a planning guide for the Grow Your Own (GYO) WV Teaching Career Pathways and aligns with required course work according to WVDE Policy 2510.
- » Completion of the GYO WV Teaching Career Pathway should be listed on the final transcript.
- » Support for Praxis Preparation (practice tests and financial support to cover costs of tests)

“Grow Your Own (GYO) West Virginia provides early exposure to the field of education and support in college to prepare for a teaching career.”

Goals of the Teaching Pathway Pilot Partnership:

Grow Your Own Programs are designed to harvest promising local high school students and facilitate a career path for them to pursue a career in education. This template for a Grow Your Own (GYO) West Virginia Teaching Pathway is designed to address West Virginia's critical teacher shortage. It will enable high school students who want to become classroom teachers to fast-track into their careers through a combination of dual enrollment/Advanced Placement courses, and an accelerated pathway. Through this pathway, these students can graduate from (partner institution of higher education (IHE)) with a bachelor's degree in three years.

Sample timeline for a Grow Your Own Pathway

How it works:

High school: Participating K-12 counties identify/recruit students to participate in the "Grow Your Own West Virginia Pathway to Teaching" program. High School counselors and partnering institution faculty advisors assist students with scheduling, financial aid, testing requirements, etc. Students graduate from their high schools with a goal of a minimum of 30 hours of dual enrollment/AP credits, including the four introductory education courses (or course equivalents as defined in county plan), from partnering institution of higher education, entering the IHE classified as a 'sophomore'. During the junior and senior years of high school, students participate in county coordinated field placements in county schools. WVDE will provide vouchers and instructional staff will prepare students to successfully complete the Praxis Core exam.

Year 1 at IHE: Students are admitted into the education program and begin classes the fall after they graduate from high school. They take fall and spring classes at IHE.

Year 2 at IHE: Students complete coursework and required testing at IHE in the fall, spring, and summer (if needed) semesters.

Year 3 at IHE: Students are placed in a yearlong residency as the teacher of record with high levels of support from both the university program and the county. The Grow Your Own resident teacher will hold a unique permit that allows them to serve as the teacher of record under the parameters of the West Virginia Residency Model, and with any applicable waivers from the WVBE allowing the resident to serve as the teacher of record for both Residency 1 and 2. Simultaneously, students may complete any remaining classes at IHE in the fall and spring semesters. The county will provide a cohort supervisor to mentor, coach and support multiple teacher residents serving as teachers of record in Residency Hubs or multiple schools.

After graduation: At the end of the third year at the Institution, students have earned required credit hours and graduate with a bachelor's degree in education. Participating school districts agree to give hiring preference for teaching positions, when possible, to partnering IHE graduates of the Grow Your Own (GYO) West Virginia Teaching Pathway program.

For more information please contact:

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Every Student Prepared for Success:

Education, Employment, or Enlistment

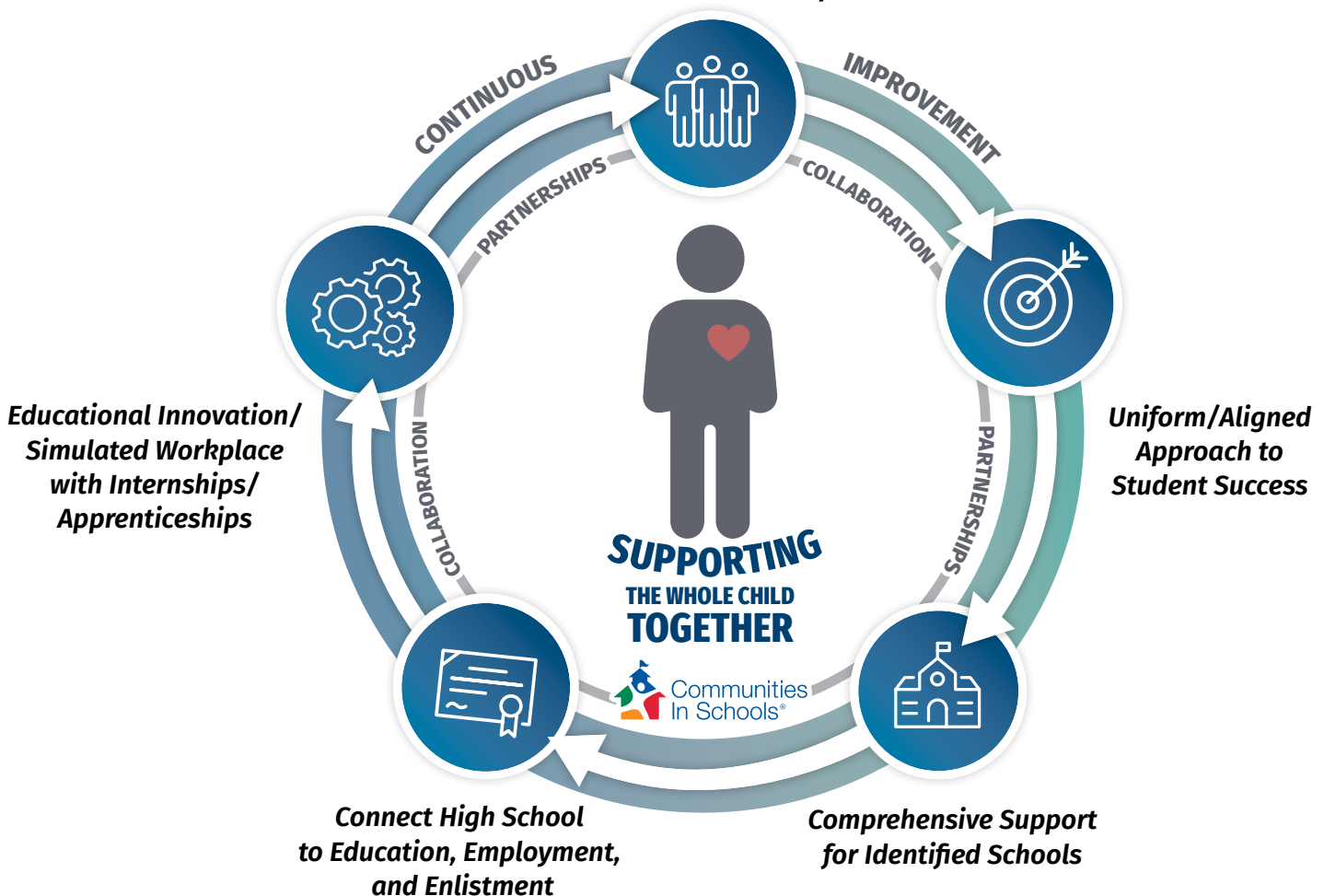


STRATEGIC PRIORITY:

Improve student outcomes by prioritizing reading, writing, and mathematics while maintaining continuous support and focus on student development and well-being.

ACTION STEPS:

Recruit, Support, and Retain Teachers and Principals



EVERY STUDENT PREPARED FOR SUCCESS: EDUCATION, EMPLOYMENT, OR ENLISTMENT

The West Virginia Board of Education understands for students to be college and career ready they need a strong foundation in the core academics: reading, writing, and mathematics. Simultaneously the focus must be on the well-being of the whole child. The West Virginia Governor and West Virginia Legislators understand the important role of education to the future of our state. Therefore, we need local boards of education, communities, and business and industry to embrace this effort. A uniformed and aligned approach centered around strong partnerships and collaboration will ensure we are providing the resources to students, educators, and families to achieve this goal. Failure is not an option.

ACTION STEPS:

- **Recruit, Support, and Retain Teachers and Principals**

Establish and implement multiple pathways for individuals to achieve teacher and principal certification. Support current teachers and principals through high-quality professional growth and leadership opportunities.

- **Uniformed/Aligned Approach to Student Success**

Align all professional development experiences to provide educators advanced training related to content, instructional strategies, technology application, and student well-being to maximize student success.

- **Comprehensive Support for Identified Schools**

Impact positive student outcomes in our lowest-performing schools by providing individualized school improvement support based on data and diagnostic reviews. WVDE staff build relationships with county and school teams to help drive the process.

- **Connect High School to the Three E's: Education, Employment, and Enlistment**

Ensure students are future-focused and prepared for the workforce of today and tomorrow by providing multiple opportunities to explore post-secondary options for education, employment, and enlistment.

- **Educational Innovation/Simulated Workplace with Internships/Apprenticeships**

Encourage educators to think beyond the boundaries of traditional curriculum and create engaging environments for all learners. This ensures students are provided with opportunities to think critically and develop academic and technical skill sets needed to meet the challenges of the ever-changing global society. **Simulated Workplace** transforms the traditional classroom into an authentic workplace environment. **Classroom 2 Career** is a one-stop website designed to help students navigate the future by providing information on careers, colleges, military service, entrepreneurship, and on-the-job training. **Expansion of Career Technical programs in middle school** empowers students to explore potential careers in 16 career clusters through hands-on, inquiry-based projects chosen by students.