



EXECUTIVE ORDER NO. 732

ESTABLISHING A K-12 TEACHER REGISTERED APPRENTICESHIP PILOT PROGRAM TO INCREASE PATHWAYS TO THE TEACHING PROFESSION

WHEREAS an apprenticeship program for K-12 teachers can help address Alabama’s teacher shortage while also better preparing new teachers for the challenges of the classroom;

WHEREAS the necessary foundation was laid for a K-12 teacher registered apprenticeship program through the establishment of the Alabama Office of Apprenticeship in 2019, *see* Exec. Order No. 717 (June 30, 2019), Ala. Act No. 2019-506; and its approval in 2020 by the United States Department of Labor as the first new state apprenticeship agency in over 20 years;

WHEREAS the Alabama Teacher Shortage Task Force final report, issued in September 2019, recommended establishing apprenticeship programs for K-12 educators to be registered through the Alabama Office of Apprenticeship;

WHEREAS the “Alabama Achieves” strategic plan for K-12 education, released by the Alabama State Department of Education in May 2020, similarly recommended expanding apprenticeship as a means of accelerating teacher preparation;

WHEREAS the Alabama Teacher Quantity and Quality Roundtable final report, facilitated by the Southern Regional Education Board and issued in December 2020, recommended exploring the creation of an unregistered “grow your own” apprenticeship program for K-12 teachers;

WHEREAS the Alabama Office of Apprenticeship and Department of Early Childhood Education established Alabama’s first registered apprenticeship program for early childhood educators in October 2021; and

WHEREAS the United States Department of Labor approved a competency-based work process schedule for K-12 teachers in November 2021, which, for

the first time in history, allowed federal recognition for K-12 teaching as an occupation suitable for apprenticeship;

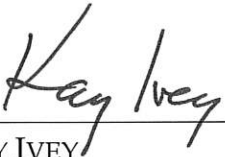
NOW, THEREFORE, I, Kay Ivey, Governor of the State of Alabama, by virtue of the authority vested in me by the Constitution and laws of the State of Alabama, do hereby order and direct the following actions to establish a competency-based K-12 teacher registered apprenticeship pilot program:

1. **Purpose and goals.** The primary purpose of the pilot program shall be to provide an additional pathway – initially, in areas with documented teacher shortages – for qualifying paraprofessionals and teacher’s aides to obtain a Class A or Class B teaching certificate. Additional goals of the pilot program shall be as follows.
 - a. The pilot program should increase overall teacher quality and retention by increasing the amount of classroom experience a teacher has before becoming a teacher of record.
 - b. The pilot program should place teachers into the classroom faster by letting them be a teacher of record during their final year of teacher preparation programs.
 - c. The pilot program should improve the rigor, consistency, and effectiveness of mentorship programs by formalizing competencies.
 - d. The pilot program should add teachers to the pipeline by improving recruitment and by removing financial barriers to accessing training.
 - e. The pilot program should create a realistic and affordable pathway for improving the skills of incumbent educators in school systems.
2. **Initial report.** No later than March 31, 2023, the Director of the Alabama Office of Apprenticeship, in collaboration with the State Superintendent of Education, shall develop and deliver a report and recommendations to the Governor for implementing the pilot program in accordance with the purpose and goals set forth in paragraph 1.

3. **Program design.** In designing the pilot program, the Office of Apprenticeship shall coordinate the development of a competency-based work process outlining on-the-job learning and technical-instruction requirements as required by the U.S. Department of Labor.
 - a. **Stakeholder consultation.** The competencies for the K-12 teacher registered apprenticeship pilot program shall be compiled, organized, and vetted by the Office of Apprenticeship based on input from subject matter experts at the State Department of Education, local education agencies, and statewide organizations representing the superintendents and school leaders of Alabama.
 - b. **Alignment of technical instruction.** The related technical instruction for the K-12 teacher registered apprenticeship pilot program shall be aligned to support the content knowledge necessary for a teacher apprentice to be successful in the execution of the competencies associated with high-quality pedagogy. The related technical instruction outline shall be compiled, organized, and vetted by the Office of Apprenticeship in collaboration with Alabama educator preparation programs approved by the State Board of Education.

DONE AND ORDERED this 18th day of January 2023.





KAY IVEY
Governor

ATTESTED:



WES ALLEN
Secretary of State