

The background of the slide is a blue-tinted photograph of students in a classroom. In the foreground, a student's hands are visible, holding a pen and writing in a notebook. Another student's face is partially visible in the upper left, looking down at their work. The overall atmosphere is one of focused learning.

Teacher Apprenticeship Program

An Innovative Pathway to the Teaching Profession & Recruitment Initiatives

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Marsha Dixon - Director of Educator Preparation

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Agenda

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2	Setting the Stage
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4	How to Apply
5	Recruitment Initiatives
6	Questions
7	Contact Information



Contact Information

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Teacher Apprenticeship Program Inbox

TeacherApprenticeship@fldoe.org



“Every Florida teacher and leader is prepared, developed, supported and supervised by educators who make teaching better.”



“Every day, in every school,
every student has a teacher
as good as the best teacher
any of us ever had.”



House Bill (HB) 1035 Teacher Apprenticeship Program

- During the 2023 legislative session, HB 1035 created Section (s.) 1012.555, Florida Statutes (F.S.), Teacher Apprenticeship Program, administered and sponsored by the Florida Department of Education (Department), as an additional pathway for individuals to enter the teaching profession.
- The bill authorizes a temporary apprenticeship certificate.



Purpose of Teacher Apprenticeship Program

- A pathway for districts, charter schools and charter management organizations to equip apprentices with the necessary skills to serve as a classroom teacher.
- Districts, charter schools and charter management organizations recruit apprentices to engage in an innovative program that:
 - ✓ Allows teacher apprentices to earn baccalaureate credit through on-the-job training in the classroom;
 - ✓ Partners teacher apprentices with experienced mentors; and
 - ✓ Provides upper division coursework toward a baccalaureate degree that applies toward a professional educator certificate.



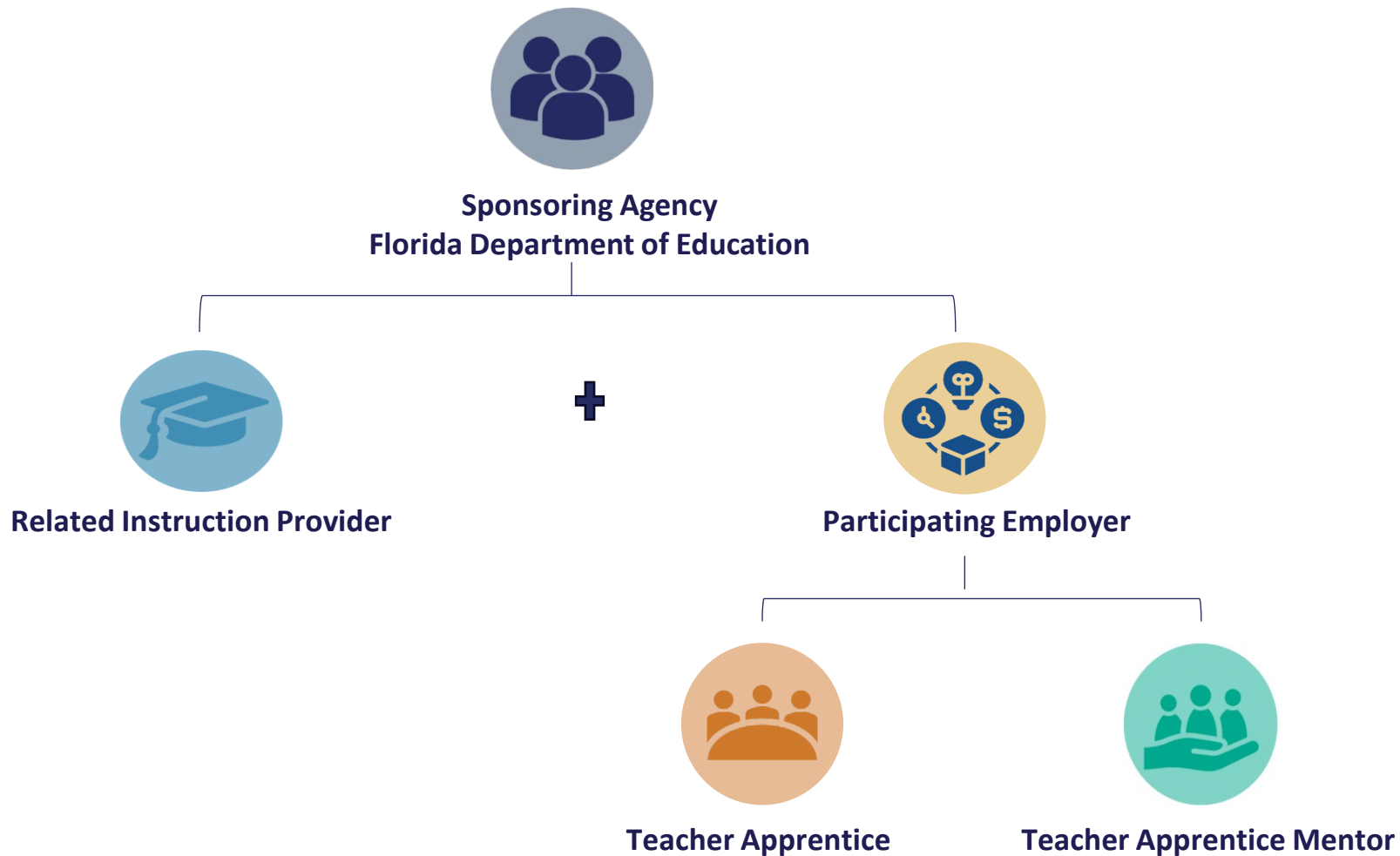
Eligibility Requirements

To participate in the Teacher Apprenticeship Program, an individual must have:

- ✓ Received an associate degree from an accredited postsecondary institution.
- ✓ Earned a cumulative grade point average of 2.5 or higher in that degree program.
- ✓ Successfully passed a background screening pursuant to law.
- ✓ Received a temporary apprenticeship certificate.



Teacher Apprenticeship Program





Teacher Apprentice

- The teacher apprentice must commit to spending at least the first two years in the classroom of a teacher apprentice mentor teacher using team teaching strategies. In addition, the teacher apprentice must:
 - ✓ Fulfill the on-the-job training component of the registered apprenticeship program;
 - ✓ Be appointed as an education paraprofessional;
 - ✓ Be paid in accordance with s. 446.032, F.S., and rules adopted by the State Board of Education; and
 - ✓ Receive related instruction toward the baccalaureate degree that prepares apprentices for the professional educator license.



Teacher Apprentice Mentor

- A teacher who serves as a teacher apprentice mentor must utilize team teaching strategies and, at a minimum, must meet all of the following requirements:
 - ✓ Hold a valid professional certificate issued pursuant to s. 1012.56 (7), F.S.;
 - ✓ Have earned at least three (3) years of teaching experience in prekindergarten through grade 12;
 - ✓ Have earned an effective or highly effective rating on the prior year's performance evaluation under s. 1012.34, F.S.;
 - ✓ Completion of district, charter school or charter management organization clinical educator training program; and
 - ✓ Beginning in August 2026, be certified or endorsed in reading when assigned to an individual providing instruction to students in kindergarten through grade 3 or an individual enrolled in a teacher preparation program for a certificate area identified pursuant to s. 1012.585(3)(f), F.S.

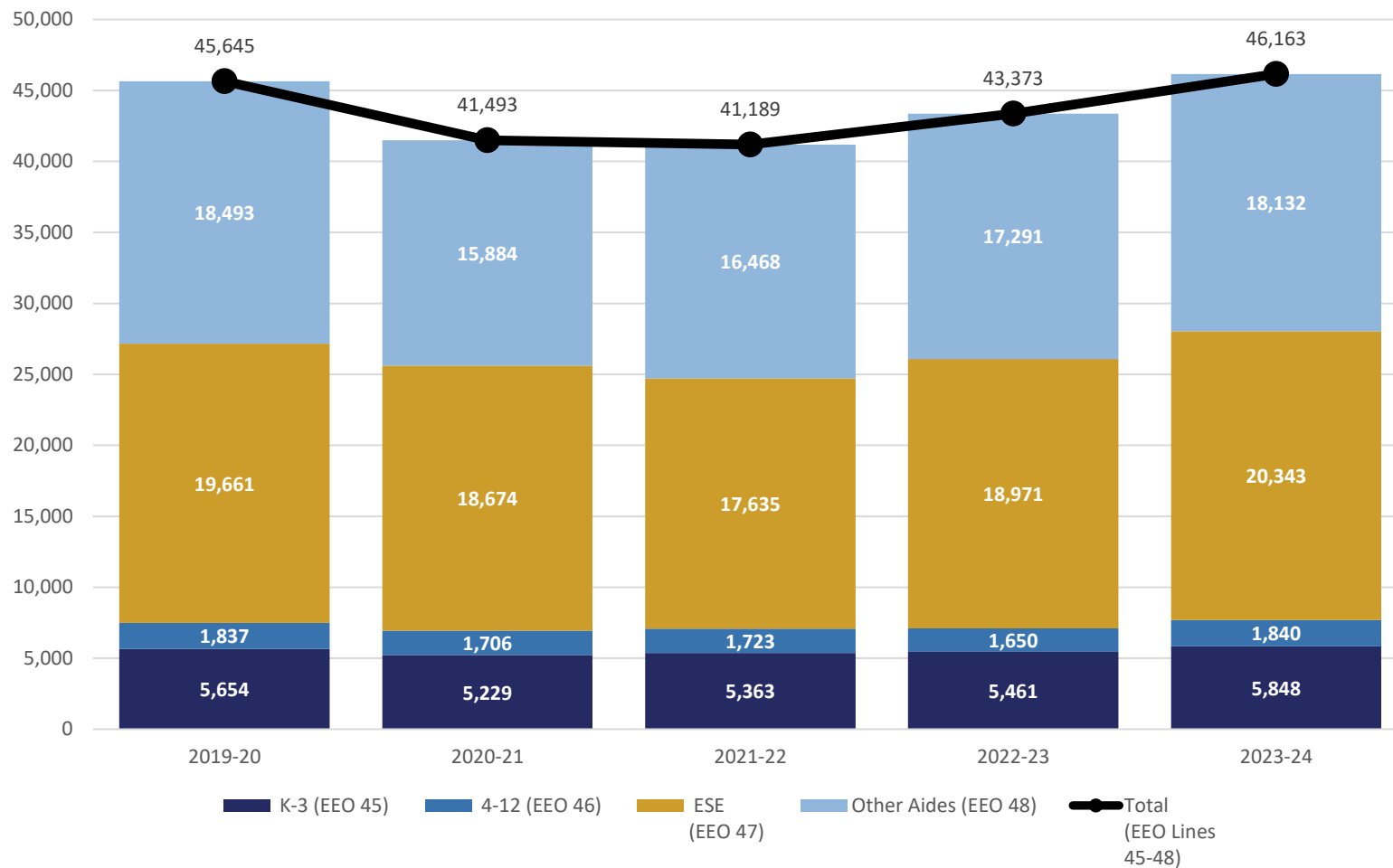


High Demand Teacher Need Areas by Ranking

Rank	2024-25	2023-24	2022-23	2021-22	2020-21	2019-20	2018-19
1	ESE	ESE	English	Science-General	ESOL	Science-General	Science-General
2	English	English	ESE	English	Science-General	English	English
3	Science-General	Science-General	Science-General	ESE	English	Math	ESOL
4	Math	ESOL	Reading	Science-Physical	ESE	ESOL	ESE
5	Science-Physical	Reading	ESOL	Reading	Science-Physical	Science-Physical	Math
6	ESOL	Science-Physical	Math	Technical Education	Math	Reading	Reading
7	Science-Earth & Space	Math	Science-Physical	Science-Earth & Space	Technical Education	Technical Education	Science-Physical
8				ESOL	Reading	ESE	
9				Math			



Paraprofessionals: Slight Increase in 2023-24





Teacher Apprenticeship Programs in Florida

State-Approved Teacher Apprenticeship Program



District Name	Participating Institutions	Subject Areas
Brevard County Public Schools	Daytona State College	Elementary Education with Reading Endorsement ESE with Reading Endorsement
Duval County Public Schools	University of North Florida	ESE with Reading Endorsement
Gadsden County Public Schools	Florida Agricultural and Mechanical University (FAMU)	Elementary Education with Reading Endorsement
Leon County Public Schools	Florida Agricultural and Mechanical University (FAMU)	Elementary Education with Reading Endorsement
Leon County Public Schools	Tallahassee State College	ESE with Reading Endorsement
Miami-Dade County Public Schools	Miami Dade College	Preschool Ed / PreK Primary Ed with Reading Endorsement ESE with Reading Endorsement Math Biology
Pinellas County Schools	St. Petersburg College	Preschool Ed / PreK Primary Ed with Reading Endorsement ESE with Reading Endorsement
Seminole County Public Schools	Seminole State College	Elementary Education with Reading Endorsement
Polk County Public Schools	Polk State College	ESE with Reading Endorsement
Volusia County Public Schools	Daytona State College	Elementary Education with Reading Endorsement ESE with Reading Endorsement
Wakulla County Public Schools	Tallahassee State College	ESE with Reading Endorsement
Charter School Name	Participating Institutions	Subject Areas
Hive Preparatory School	Miami Dade College	Preschool Ed / PreK Primary Ed with Reading Endorsement ESE with Reading Endorsement Math Biology
Imagine Schools	Florida SouthWestern State College	Elementary Education with Reading Endorsement
South Florida Autism Charter School	Miami Dade College	ESE with Reading Endorsement
True North Classical Academy	Miami Dade College	Preschool Ed / PreK Primary Ed with Reading Endorsement ESE with Reading Endorsement Math Biology



Teacher Apprenticeship Program How to Apply



FLORIDA DEPARTMENT OF
EDUCATION
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Step One

- To begin the process, each district, charter school or charter management organization in Florida may partner with an institution, authorized in s. 1004.04, F.S., to offer a Teacher Apprenticeship Program.
- If a district, charter school or charter management organization is interested in registering for this program, the Superintendent/President/Chief Executive Officer should email the following information to TeacherApprenticeship@fldoe.org:
 - District, Charter School or Charter Management Organization Name
 - Primary Program's Contact Name, Email Address and Phone Number
 - Participating institution
 - Subject Area(s)
- [Registering a Teacher Apprenticeship Program](#)





Application

- After we receive the Intent to Submit email, the following application forms will be sent to you to complete:
 - Apprenticeship Participating Employer Agreement Form
 - Participating Employer Assurance Form
 - Related Instruction Provider Assurance Form
 - Standards of Apprenticeship Appendix
- Please ensure that all completed documents are emailed to TeacherApprenticeship@fldoe.org.



Recruitment Initiatives



FLORIDA DEPARTMENT OF
EDUCATION
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Teacher Candidate Contact Information

- Daily list of potential teacher candidates along with their contact information
- This list includes candidates with an initial professional certificate or eligible statement of status of eligibility issued by the department the prior day.
- Contact edrecruit@fldoe.org if you would like to receive this daily email.



Great Florida Teach-In

- Annual, statewide educator job fair that highlights statewide teacher vacancies
- Provides districts and charter schools with the opportunity to recruit teachers seeking employment in Florida
- All Florida districts and charter schools are invited to participate

Date: *To be determined*

Location: *Central Florida*



Florida Future Educators of America

- Program Goal is focused on supporting efforts to grow your own teachers
 - Administrative support is critical to a sustained program
- FDOE hosts the Annual FFEA state conference for high school chapters
 - Inspire students to move forward with a career in teaching
 - Exposure to teaching strategies
 - Student competitions
 - Keynote speakers and workshops

Date: *January 16 - 18, 2026*

Location: *Orlando, FL*



Heroes in the Classroom Bonus Program

- Subject to legislative appropriation, the Department of Education shall provide a one-time sign-on bonus, as provided in the General Appropriations Act, to honorably discharged or retired military veterans and retired first responders, as defined in s. 112.1815(1), F.S., who commit to joining the teaching profession as a full-time classroom teacher.
- An honorably discharged or retired military veteran or retired first responder may receive an additional bonus for teaching a course in a high-demand teacher need area, as identified by the department pursuant to paragraph (3)(e).
[Section 1012.715, F.S.](#)



Statewide Educator Recruitment Database PowerSchool

- Educator Recruitment Service Available for Florida K-12 School Districts and Charter Schools
- Provides school districts and charter schools assistance with the recruitment of qualified teachers and related service providers
- Job posting integration with the Florida state SchoolSpring job board
- [SchoolSpring Job Board](#)



High-Quality Teachers for Every Florida Student



Partnership Opportunity

Teacher Preparation Programs

- Powerful pipeline for recruitment
- Encourage strong partnerships between districts and colleges
- Are you marketing to your local Florida College or State University seniors?





2026 Florida Teacher of the Year



EdRecognition@fldoe.org



Questions?

Recruitment Initiative Contacts

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www.FLDOE.org

