

# Registered Teacher Apprenticeship Program FAQ

*A Kansas “Grow Your Own” Pathway to Teacher Licensure*

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## What is the Registered Apprentice Program?

The Registered Teacher Apprenticeship (RTA) is an initiative by the Kansas State Department of Education (KSDE) that helps school districts develop their own certified teachers. It combines **paid, on-the-job experience** with **structured coursework** and **professional guidance**, offering a clear and supportive pathway to licensure for paraeducators, substitutes, and others already working in schools.

Recognized by the U.S. Department of Labor, the program provides an innovative and accessible route into the teaching profession.

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## How Does the RTA Program Work?

- **On-the-Job Learning**  
Apprentices work in school-based roles aligned with their licensure goals, gaining valuable hands-on experience.
- **Wage Progression**  
Districts implement a progressive wage scale starting at a minimum of \$14 per hour, with increases as Apprentices demonstrate growth and hit key milestones.
- **Guidance from Experienced Teachers**  
Each Apprentice is paired with a guiding teacher who provides feedback, modeling, and support. Guiding teachers receive an annual stipend of \$1,500 for this role.
- **Licensure-Aligned Responsibilities**  
Apprentice duties are intentionally aligned with the standards and competencies required for Kansas teacher licensure.
- **Higher Education Partnership**  
Apprentices are enrolled in a Kansas educator preparation program, completing coursework while working in the field.
- **Tuition Support**  
At a minimum, any new Apprentice will receive \$2,750 per year for tuition, books, & fees.

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## What Do Participating Districts Provide?

- A **progressive wage scale** that increases every 6 months
  - A **training plan** including regular evaluations and ongoing professional guidance
  - A **guiding teacher** to help you develop your skills and strategies
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## Why Does It Matter?

- **Addresses Teacher Shortages**  
Helps districts fill hard-to-staff positions by preparing educators from within their communities
  - **Promotes Staff Retention**  
Supports career growth for current employees and builds long-term commitment to the district
  - **Strengthens Local Connections**  
Contributes to a community-connected teacher workforce
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## Where Can I Learn More?

Visit the [KSDE Registered Teacher Apprenticeship District Resource Page](#) for more details, program tools, and official documents.