



EDUCATOR EFFECTIVENESS DEPARTMENT APPRENTICESHIP PATHWAY RUBRIC

In addition to this Program Addendum: Apprenticeship Pathway form, all institutions applying for an apprenticeship program must also submit a corresponding program proposal form for the content area they want to offer as an apprenticeship. The program proposal form will be reviewed utilizing the current rubric. The Illinois State Board of Education (ISBE) will be monitoring proposed bills and future laws in this space and will update the processes and forms as necessary. ISBE approval and recommendation by the State Educator Preparation and Licensure Board are required prior to submitting official application to the U.S. Department of Labor. The process ensures candidates meet licensure requirements at the conclusion of the apprenticeship. This rubric will focus on current best practices, which include evidence of strong partnerships. Evidence of approval by the U.S. Department of Labor will be required prior to student enrollment.

Required documentation/information:	Yes	No	Comments
Corresponding Program Proposal:	<input type="checkbox"/>	<input type="checkbox"/>	
Program Addendum: Apprenticeship Pathway:	<input type="checkbox"/>	<input type="checkbox"/>	
Other Relevant Documentation: (MOU's for partners, DOL paperwork, if available)	<input type="checkbox"/>	<input type="checkbox"/>	
Program Components Section completed:	<input type="checkbox"/>	<input type="checkbox"/>	
Current Program Standing:			
- Institution currently offers a traditional pathway.	<input type="checkbox"/>	<input type="checkbox"/>	
- Institution currently offers an alternative pathway.	<input type="checkbox"/>	<input type="checkbox"/>	
- Institution does not currently offer an approved program.	<input type="checkbox"/>	<input type="checkbox"/>	

SECTION 1: APPRENTICESHIP COMPONENTS

Narrative for Apprenticeship Components (1) a. industry-led b. paid job c. structured on-the-job learning/mentorship d. supplemental education e. diversity f. quality and safety g. credentials	Exemplary: The program fully addresses the seven components of an apprenticeship by demonstrating an understanding of each component and a clear implementation process.	Proficient: The program fully addresses the seven components of apprenticeship but lacks detail that addresses implementation processes.	Developing: The program addresses some but not all components of an apprenticeship and lacks clear implementation processes.	Comments:	Meets: <input type="checkbox"/> Applicant supplied sufficient information (Exemplary/Proficient) to demonstrate the apprenticeship components.
					Does Not Meet: <input type="checkbox"/> Applicant does not address the apprenticeship components and should revise and resubmit.
On-the-Job Learning/ Training Opportunities (2A, 2B, 2C)	Exemplary: The program fully describes how on-the-job training learning opportunities will be made available, specifies a plan for intentional integration into coursework, and describes the progression of increasing levels of responsibilities over time.	Proficient Program fully describes how on-the-job training learning opportunities will be made available, specifies a plan for intentional integration into coursework, and describes the progression of increasing levels of responsibilities over time, but lacks detail that addresses implementation processes.	Developing: Program addresses some but not all on-the-Job learning and training opportunities; specifically, the program does not describe how on-the-job training learning opportunities will be made available, specify a plan for intentional integration into coursework, and describe the progression of increasing levels of responsibilities over time. It lacks detail that addresses implementation processes.	Comments:	Meets: <input type="checkbox"/> Applicant supplied sufficient information (Exemplary/Proficient) to describe the on-the-job learning/training opportunities.
					Does Not Meet: <input type="checkbox"/> Applicant does not sufficiently address the on-the-job learning/training opportunities and should revise and resubmit.

Competencies: National Guideline Standards for K-12 Teacher Apprenticeship (3)	Exemplary: Program fully describes how competencies outlined in the National Guideline Standards (NGS) for K-12 teacher apprenticeships will be assessed throughout the program to determine successful program completion and include what institutional staff will be responsible for verifying completion of competencies.	Proficient: Program fully describes how competencies outlined in the NGS for K-12 teacher apprenticeships will be assessed throughout the program to determine successful program completion, but does not include all details that clearly describe what institutional staff will be responsible for verifying completion of competencies.	Developing: Program does not describe how competencies outlined in the NGS for K-12 teacher apprenticeships will be assessed throughout the program to determine successful program completion and does not include all details that clearly describe what institutional staff will be responsible for verifying completion of competencies.	Comments:	Meets: <input type="checkbox"/> Applicant supplied sufficient information (Exemplary/Proficient) to describe how the program will assess for competencies throughout the apprenticeship.
					Does Not Meet: <input type="checkbox"/> The applicant does not sufficiently describe how the program will assess for competencies throughout the apprenticeship and should revise and resubmit.
Financial Supports/Cost Adjustment (4 & 5)	Exemplary: Program fully describes any financial support the partner(s) will provide to candidates and includes cost adjustments.	Proficient: Program fully describes any financial support the partner(s) will provide to candidates but does not include cost adjustments.	Developing: Program does not describe any financial support the partner(s) will provide to candidates and does not include cost adjustments.	Comments:	Meets: <input type="checkbox"/> Applicant supplied sufficient information (Exemplary/Proficient) to describe how the program will provide financial support and cost adjustments for apprentices.
					Does Not Meet: <input type="checkbox"/> Applicant does not sufficiently describe how the program will provide financial support and cost adjustments for apprentices and should revise and resubmit.

Barrier Reduction Services (6)	Exemplary: Program fully describes barrier reduction resources the program will offer students. Barrier reduction resources are thoughtful and evidence-based to increase program accessibility for candidates. (e.g., public transportation vouchers, housing, low- cost or reduced-cost child care services, etc.).	Proficient: Program does not describe any additional barrier reduction resources the program will offer students but does include campus resources that can be utilized.	Developing: Program does describe barrier reduction resources.	Comments:	Meets: <input data-bbox="1942 105 2005 162" type="checkbox"/> Applicant supplied sufficient information (Exemplary/Proficient) to describe how the program will provide barrier reduction services for apprentices.
					Does Not Meet: <input data-bbox="1942 443 2005 500" type="checkbox"/> The applicant does not sufficiently describe how the program will provide barrier reduction adjustments for apprentices. It is highly encouraged for programs to consider addressing this issue moving forward.

SECTION 2: PARTNERSHIP

Partnership (Table, 1, 2)	Exemplary:	Proficient:	Developing:	Comments:	Meets: <input type="checkbox"/>
	<p>Program partners with one or more school districts, Regional Offices of Education (ROEs), Intermediate Service Centers (ISCs), early learning centers, or nonpublic schools to place apprentices into current vacancies. Partners for the program are listed with attached memorandums of understanding (MOUs). The program also clearly describes the role and responsibilities of the institution and of the partner(s) identified and provides evidence of need for the program or partnership as well as evidence of collaboration with partners in the design.</p>	<p>Program partners with one or more school districts, ROEs, ISCs, early learning centers, or nonpublic schools to place apprentices into current vacancies. No MOUs attached. The program also clearly describes the role and responsibilities of the institution and of the partner(s) identified and provides evidence of need for the program or partnership.</p>	<p>Program does not partner with one or more school districts, ROEs, ISCs, early learning centers, or nonpublic schools to place apprentices into current vacancies. No MOU attached. The program does not clearly identify the role and responsibilities of the institution and identifies no partner(s). The program does not provide evidence of need for the program or partnership.</p>		<p>Applicant supplied sufficient information/evidence (Exemplary/Proficient) to demonstrate partnerships for the apprenticeship program.</p> <p>Does Not Meet: <input type="checkbox"/></p> <p>Applicant does not provide sufficient information/evidence of partnerships for the apprenticeship program and should revise and resubmit.</p>
Apprentice Mentorship and Supports (3)	<p>The program describes how candidates will be provided support and mentorship from the institution and its partner(s) with a clear distinction of how all supports and mentorship will work together toward the development of the candidate.</p>	<p>The program describes how candidates will be provided support and mentorship from the institution and their partner(s).</p>	<p>The program does not describe how candidates will be provided support and mentorship from the institution and their partner(s).</p>		<p>Meets: <input type="checkbox"/></p> <p>Applicant supplied sufficient information (Exemplary/Proficient) to demonstrate mentorship and support for apprentices.</p> <p>Does Not Meet: <input type="checkbox"/></p> <p>Applicant does not provide sufficient information to demonstrate mentorship and support for apprentice and should revise and resubmit.</p>

SECTION 3: ASSURANCES

The program marked the assurances as follows:

- A new program proposal for the appropriate content area has been attached to this form.
- On-the-job learning competencies outlined in the NGS for K-12 teacher apprenticeships will be used to guide the development of educator preparation program coursework. On-the-job experience and will ensure apprentices can experience on-the-job learning opportunities related to the endorsement they will earn, aligned to federal and state expectations and requirements.
- The institution is submitting a request to register the apprenticeship with the U.S. Department of Labor as the sponsor of the apprenticeship and shall provide documentation of approval of the registered apprenticeship and the completed application materials to the Illinois State Board of Education prior to enrolling candidates into an apprenticeship pathway.

Meets:

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Applicant verified the assurances.

Does Not Meet:

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Applicant did not verify the assurances and should revise and resubmit.

Comments