Special Educators Who Stay

Registered Teacher Apprenticeship at Missouri State University



Missouri Association of Rural Education

Be a TEACHER
APPRENTICESHIP AT MISSOURI STATE







Pathways for Paras, A Registered Teacher Apprenticeship at Missouri State University

Registered Teacher and Paraeducator **Apprenticeships** are an **industry-driven, high-quality** career pathway where employing school districts can **develop and prepare their future workforce**, and individuals can obtain **paid work experience, university level instruction,** a **state teaching license,** and a **nationally recognized apprenticeship credential**, all while **supporting and contributing** to **their local communities.**

Visit www.pathsforparas.org to learn more







Start With Success



200+ new special educators in MO













120+ District Partners



Average participant salary increase:
$17,253 to $53,204!

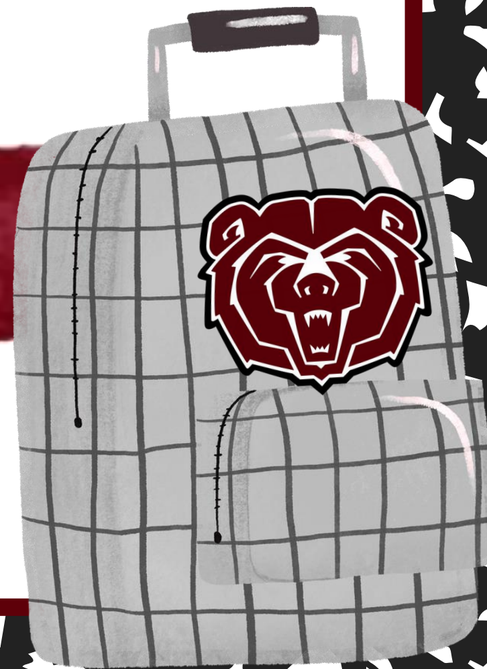
High Tuition Costs

Family Responsibilities

Local Access to Support

(Billingsley et al., 2019) (Fogle, Pua, & Wilt, 2024)





“Pathways for Paras”

- Federally registered teacher apprenticeship program
- Intentional recruitment and retention partnership between PK-12 school districts and MSU
- Undergraduate and graduate certification pathways
- Paid classroom experience
- District-delivered coursework for university credit “PLA”
  - SPE 310 + more!
- Structured mentorship
- Reduced costs and barriers to teacher certification



Cost and Funding

Expected Cost per year (fall and spring)	Fall	Spring	Year
12. Hrs/sem (Undergraduate In-state)	$6,225	$6,225	$12,450
Books & Supplies	$445	$445	$890
Total Estimated Bill	$6,670	$6,670	$13,340

Visit the MSU Financial Aid website to use the interactive net price estimator!

Pathways for Paras
MISSOURI STATE UNIVERSITY

Funding Source	Details	Typical $ Amount
Workforce Development Funding	Typically based on financial need and resources available. May cover costs beyond tuition needs (e.g. car repairs, childcare, gas cards, etc.)	Varies
Missouri Access Grant	Pell Eligible Students can receive up to $7,395 per year depending on need	Full-Time students who are eligible typically receive around $4,000 per year
TEACH Grant	Comes with stipulations regarding GPA and a requirement to teach for 4 years in a low-income area	$4,000/year maximum
FAST Track Workforce Incentive Grant	Recent changes in eligibility have made more students eligible for this money!	"Last Dollar" Covers anything leftover after other grants/scholarships have been applied.
Prior Learning Assessment	Coursework taught by the school district/employer. Students pay $100 fee to MSU per PLA course taken, but no tuition	Savings of approx. $6,696 over the span of the total program for undergraduates and $3,828 for graduate students

VISIT: HTTPS://EDUCATION.MISSOURISTATE.EDU/SELPS/SPED/PATHWAYS-FOR-PARAPROFESSIONALS.HTM FOR MORE INFORMATION ON THIS PROGRAM

University will…	District will…	Apprentice will…
Provide dedicated academic advising and support throughout the apprentice's degree and certification pathway. Offer coursework aligned with Missouri graduation and teacher certification requirements. Coordinate apprenticeship requirements, documentation, and available funding support. Communicate with districts and apprentices regarding program expectations, progress, and requirements. Provide guidance and resources for districts offering PLA coursework, when applicable.	Support apprentices in balancing their employment responsibilities with university coursework and program requirements. Provide meaningful, job-embedded experiences that support the development of teaching knowledge and skills. Provide mentorship, supervision, and opportunities for professional growth. Communicate with the university regarding apprentice progress, employment status, and support needs. Support completion of apprenticeship requirements, including PLA coursework when applicable.	Meet with their academic advisor each semester and follow their individualized degree plan. Actively engage in coursework and apply their learning in their school-based role. Maintain satisfactory academic progress and demonstrate professional responsibility. Communicate regularly with university advisors, district mentors, and other program personnel. Complete required coursework, assessments, and apprenticeship activities; demonstrate proficiency as required.

Pathways is a Partnership...

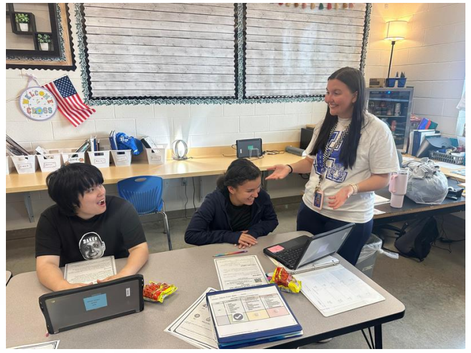






Hollister R-V School District

McKenzie Hamilton, teacher apprentice and Hollister alumni





TEACHER!

- What did you want to be when you were little?
- Why was a traditional route to teacher certification, through the Springfield campus, not for you?
- How has learning while working shaped how you see yourself in the classroom?
- What is your plan after you graduate?



Dr. Kristina Smith

Hollister R-V School District

Rural District

- When did Hollister start teacher apprenticeship? What was the catalyst
- What does the Pathways partnership look like in your district/cohort?
- Success stories? Challenges?
- What would you tell another rural administrator considering apprenticeship?



Mrs. Taylor Gunter

EXCEPTIONAL PUPIL COOPERATIVE OF THE OZARKS

Co-Ops

- What are some of the unique staffing challeges you face as director of a co-op?
- What have you learned so far about supporting apprentices?
- What is your hope going forward with registered teacher apprenticeship?
- What advice would you give another rural administrator considering apprenticeship?

Q&A: Ask us about...

- Cost / funding
- Eligibility
- “PLA”
- Mentoring
- Coursework and modalities
- Other certification areas
- Apprentice workload
- District responsibilities

Access a digital checklist here

Pathways for Paras
Checklist for Getting Started!

To become a Special Education teacher through the Pathways for Paras registered teacher apprenticeship program at Missouri State University, it is highly important that you complete each of these tasks!
As part of the Pathways program, you are considered a Department of Labor registered teacher apprentice.

Hands-on Experience: Gain practical, on-the-job training.
Earning While Learning: Receive a salary during training, even student teaching.
Industry-Recognized Credentials: Obtain credentials recognized by the industry and Department of Labor.
Career Advancement: Access higher-paying job opportunities.
Mentorship and Support: Benefit from guidance by experienced professionals.
Financial Assistance: Potential support for education-related expenses.

Follow these steps to successfully Participate in Pathways for Paras Program

1. Apply to MSU
For undergraduates, select the **Special Education/Cross-Categorical BSED program**. It is free for undergraduates to apply.
For graduate students, select **Special Education, Alternative Certification Track, MSED**. There is a $75 application fee for graduate students.
You must select **"Springfield Campus"** though; all courses are available via online modalities.
View this page for more information on applying.

2. Fill out the FAFSA
Go to the FAFSA website found here and complete the steps to fill out the FAFSA.

3. Apply for Financial Aid
TEACH Grant
MSU Foundation scholarships
Outside scholarships
For Questions: Make an appointment with a Financial Aid advisor.

4. Schedule Appointment with your Advisor For both Graduates and Undergraduates, view the education advisement page, and then schedule an appointment with an advisor. Book with Katie Wright or Jacob Clark.

5. Register as an Apprentice with MSU
Complete this form to register as an apprentice with the MSU College of Education's official Registered Teacher Apprenticeship Program (RTAP)

6. Register through MO Jobs
Create an Individual profile on MO Jobs.

7. FastTrack Workforce Incentive Grant
Undergraduate students enrolled at least part-time in a registered teacher apprenticeship program can apply for the FastTrack Workforce Incentive Grant here

8. Register for Classes
After meeting with your advisor, you can register for your classes at your earliest registration date and time. For assistance with registering, you can ask your advisor or review this webpage.

9. Complete, Sign, and Submit FERPA Form Please use this link to find the FERPA form to complete.
This gives permission for MSU to communicate with your school district. You will need to sign onto MyMissouriState in order to complete it. It is vitally important that you sign and submit this form.

10. Sign Apprenticeship Agreement "671"
Please e-sign Apprenticeship Agreement Form 671 to confirm your participation in MSU's Pathways for Paras Registered Teacher Apprenticeship program. This is a digital form that will come to your MSU email from the DOL during your first semester in the program. You must fill out the registration form (step 5) first.

Note: After admitted, you should check your university email regularly. All communications, like financial aid and Pathways updates, will come through here and not your personal email.
For questions or concerns, please contact PathsforParas@MissouriState.edu.
For general information about the program, check out this website.

For more information on Pathways for Paras and other Education Apprenticeships at Missouri State University

email: KaleighPickett@MissouriState.edu

or

MOApprenticeship@MissouriState.edu





Thanks!

