



August 13, 2024

Greetings!

We are writing on behalf of the North Branch Area Public Schools and Concordia University, St. Paul. We would like to enthusiastically express our intent to design and implement a Registered Teacher Apprenticeship Program for Mathematics Education for the Fall of 2025.

Our Design Team is comprised of:

Robert J. Krueger- Professor and Chair of Math Department, Concordia University, St. Paul
Lonn Maly- Dean, Concordia University, St. Paul
Athena Novack- Assistant Professor, Concordia University, St. Paul
Theresa Anderson- Instructional Coach, North Branch Area Public School
David Gryte- President, North Branch Area Public Schools Teachers Union
Sara Paul- North Branch Area Public Schools Superintendent
Todd Tetzlaff- North Branch Area Public Schools Director of Finance and Human Resources
David Treichel- North Branch Area Public Schools Director of Teaching and Learning
Ashley Twait- North Branch Area Public Schools High School Math Teacher
Rachelle Weinand- North Branch Area Public Schools District Staff Development Coordinator

North Branch Area Public Schools has a growing percentage of students receiving free and reduced-priced lunch. We also continue to experience math teacher turnover and we currently have math and special education teachers responsible for teaching math that are under-licensed and work with an Out of Field Placement. Current math teachers continue to be asked to take on overages due to a shortage of licensed math teachers. We have a compelling need that is consistent with needs across the state in the area of licensed math teachers.

Our school district's exploration of designing a Registered Teacher Apprenticeship Model for Mathematics and Computer Science has been thorough. Our selection of an education provider is critical to our success. We began by reaching out to nine teacher licensure programs to determine interest. North Branch Area Public Schools (NBAPS) was fortunate to connect with the math department at Concordia University, St. Paul (CSP) and design work has been progressing:

- March 19 Discussion with CSP Dean of Education- Lonn Maly

- April 3 Discussion with Dean Maly and CSP Math Department
- April 23 CSP Student focus group discussion
- April 24 CSP Math Department/ NBAPS debrief meeting
- April 29-May 2 Co-design of pre-apprenticeship math program
- May 20 Posting of pre-apprenticeship positions
- June 9 NBAPS Data Review
- June 21 CSP/NBAPS Design meeting
- July 12 NBAPS Data Review
- July 17 CSP/NBAPS Design meeting
- August 9 CSP/NBAPS Design meeting

Apprentices will be prepared for the following occupations:

1. STEM teacher - Grades 5-12 Mathematics, anticipated Fall 2025 start
2. STEM teacher - Grades 5-12 Computer Science (PELSB is working on creating licensure expectations at this time.) PELSB rulemaking is in process so the start date for this program is yet to be determined.

We plan to implement a Grades 5-12 Mathematics Teacher Apprenticeship model starting in August of 2025.

Please do not hesitate to reach out to me if you have any questions. We are most grateful for the opportunity.

Sincerely,



Sara Paul
Superintendent



Lon Maly
Dean - College of Education, Humanities, and Social Sciences
Concordia University, St. Paul