




HUMAN RESOURCES & LABOR RELATIONS

Grow Your Own Program Updates

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GROW YOUR OWN PROGRAM- ACR



GROW YOUR OWN PROGRAM
ATTENTION!
SPSD Staff with Bachelor's Degrees
Have you thought about becoming a teacher?
THE TIME IS NOW!
TO BECOME AN SPSD TEACHER

QUALIFICATIONS

- Must have a Bachelor's Degree in any major area of studies
- Commit to attending the SVSU's Accelerated Certificate with Residency (ACR) Program
- Pass the Michigan Test for Teacher Certification (MTTC)

SPSD'S COMMITMENT TO YOU:

- Get professionally certified in 3 semesters
- SPSP pays full tuition & fees to attend SVSU's ACR Program
- Participating candidates will be placed in a classroom assignment in which they will become certified beginning the 2024 - 2025 academic school year, earning \$200 per day and will be eligible for health care benefits
- SPSP will pay for the MTTC fee

YOUR COMMITMENT TO SPSP

- Commit to teaching beginning the 2024-25 academic school year at the \$200 long-term sub rate (health benefits included)
- Upon completion of the ACR program, commit to working with SPSP for 3 years

- Partnership with SVSU - Accelerated Certification Residency Program.
- Staff who have already obtained a Bachelor's degree and pursuing certified teaching career with SPSP.
- 1 (one) year program (3 semesters)/ Pass the MTTC Michigan Teacher Certification Test.
- GYO staff placed in classroom assignments.
- Assigned SPSP Teacher Mentors/ Attends New Teacher Academy.
- Supported by Advisor/ Coaches from SVSU to monitor instructional practices and program requirements.
- Paid \$200 a day + health care benefits. After 90 days in assignment, due to changes in law for subs, long-term subs paid directly by the district is paid the minimum teacher salary, which is \$45,000.
- **Third Year (3 cohorts) - Preparing for 4th Cohort**
2022-2023
2023-2024
2024-2025

2022-2023- Cohort 1

- Total of 26 staff
- 16 fully certified teachers

2023-2024- Cohort 2

- Total of 5 staff
- 2 fully certified teachers

2024-2025- Cohort 3

- Total of 10 staff
- 10 on track to complete ACR program May 2025
- 7 **completely** passed MTTC test
- 3 have passed a **portion** of the MTTC test and will need to complete upon graduation of ACR program

Total of 41 staff total from cohort 1- 3. 18 fully certified, potentially 28 with Cohort 3

2025-2026- Cohort 3

- Recruitment has begun
- Informational to be held April 3, 2025
- Program begins Summer/ Fall 2025



REGISTERED TEACHER APPRENTICE PROGRAM

- **Implemented Teacher Apprentice Program 2023-2024.**
- **SPSD Support Staff and long-term subs** with high school diplomas, associate's degrees, or college credits, but have not obtained a bachelor's degree, qualify for the Apprenticeship Program.
- **SPSD Apprentice "Grow Our Own Staff", will earn an Associate in Arts or an Associate in General Studies at Delta College with a pathway to Saginaw Valley State University to earn a Bachelor of Arts in Teacher Education with an Elementary or Secondary certification.**
- **The timeline/ pathway for completion of educational requirements** at Delta College and SVSU could range from **1 to 5 years depending on current educational status and part-time and full-time status of individual candidates.**
- **SPSD Staff will remain in support staff roles until they obtain a Bachelor's Degree.**
- **Apprentice candidates are paired with a master/veteran teacher who will work with the apprentice on 46 teacher competencies that aligns with the District's already established teacher competencies** (ex., Instruction & curriculum, assessments, methods, classroom management, technology, data, parent engagement, etc.).

APPRENTICE PROGRAM UPDATES

- SPSD is first in the state to complete all requirements for to have a Registered Teacher Apprenticeship Program and is invited to co-present at a National Apprenticeship Conference.
- SPSD Featured on WNEM 5 and with the Good Marketing Group- per Michigan Department of Education.
- **12 Teacher Apprenticeship** (Cohort 1 will continue through 2027). The district will assess the need for the program after Cohort 1 successfully completes the program (funding, etc.).
- **4 Staff** attending **Delta College**- **8 staff** attending **SVSU**.
- Funding Sources: Reconnect Grant, Department of Labor Grant through Michigan Works, and Saginaw ISD Grant. (No cost to staff).
- Assigned Teacher Mentors that are paid a Mentor Stipend per semester.
- Staff **learn** while they **earn (higher education and on- the job training with progressive wage scale)**.



NEXT STEPS

- Continue to **Recruit** and **Retain** staff
- **Monitor** MTTC Testing results and **provide support** to staff to pass test:
 - Establish additional mentorship support for MTTC test
 - Assistance from Teacher Mentors/Administrators
 - Support through New Teacher Academy
 - Ongoing Professional Development
- **Implement a data tracking system** to monitor program success rates





Q & A time

