

Technical Assistance Response

Grow Your Own Educator Career Pathway Curriculum

The Center on Great Teachers and Leaders (GTL Center) and the College and Career Readiness and Success Center (CCRS Center) prepared this brief on publicly available curriculum for high school educator career pathways. Although Grow Your Own programs are increasingly gaining attention as a strategy for state and local educator pipeline development, only a select set of states have made their Grow Your Own curriculum materials available online. What follows is a list of programs, descriptions, and the materials publicly available.

State-Developed Grow Your Own Curriculum

Recruiting Washington Teachers

Website: <https://www.pesb.wa.gov/workforce-development/growing-future-educators/rwt/tac/>

First piloted for 8 years (2007–15) and charged by a special proviso from the Washington state legislature, the Professional Educator Standards Board commissioned a task force to develop a model framework and curriculum for high school careers in education program of study courses. The framework incorporated standards of cultural competence, research on education preparation, as well as curriculum and activities from the Recruiting Washington Teachers (RWT) pilots. The work resulted in the RWT Teacher Academy Curriculum, for use in all Washington state teacher academies. Teacher academies are career and technical education (CTE) programs of study for students interested in exploring a career in education. The RWT is designed for high school students, and the curriculum features five thematic units and a hands-on experience: Healthy Learning Community; Culture and Identity; Equity and Opportunity; Equity Pedagogy; College Access and Success; and Practicum/Internship.

Materials publicly available include:

- [District Packet for Starting a Teacher Academy](#)
- [Recruitment Plan for Diverse Future Teachers](#)
- [Curriculum Infographic](#)
- [Curriculum: Units and Resources](#)
- [Resources for Districts and Teachers Starting a Teacher Academy](#)
- [Supports for Day-to-Day Implementation of the Courses](#)
- [Online Professional Development for RWT teachers](#)

This document is the collaborative effort of both the Center on Great Teachers and Leaders (GTL Center) and College & Career Readiness & Success (CCRS) Center.

Texas Career and Technical Education Center

Website: <https://txcte.org/resource/education-and-training-career-cluster>

Within the Education and Training Career Cluster in the Texas CTE Center, the Texas Education Agency focuses on planning, managing, and providing education and training services and related learning support services to CTE teachers. All parts of courses are designed to introduce learners to the various careers (including administration and administrative support, professional support services, and education and training) available within the Education and Training Career Cluster. The courses high school students can take within the Education and Training Career Cluster include Human Growth and Development, Instructional Practices, Practicum in Education and Training, Extended Practicum in Education and Training, and Principles of Education and Training. Texas is in the process of publishing its full curriculum to be publicly accessible online, and currently there are a number of resources for teachers available.

Materials publicly available include:

- [Course Scope and Sequence Documents](#)
- [Select Teacher Lesson Plans](#)
- [Individual Course Pages](#)

Kentucky Teaching and Learning Career Pathway

Website: <https://education.ky.gov/teachers/Pages/Teaching-and-Learning-Career-Pathway.aspx>

Co-developed by the Kentucky Department of Education Office of Teaching and Learning and Office of Career and Technical Education, this education career pathway provides high school students a career pathway choice and supports local agencies in recruiting a diverse and effective educator workforce in Kentucky. To complete the program, students must complete three required courses (Learning Communities, Learner Centered Classroom, and The Professional Educator) as well as one additional teaching and learning course of their choice (Collaborative Clinical Experiences, Principles of CTE, or AP/dual credit). As of May 2018, four postsecondary institutions offer dual credit opportunities in the educator career pathway.

Materials publicly available include:

- [Assessment Options](#) (two thirds of the way down the main page)
- [List of Universities Prepared to Offer Dual Enrollment Opportunities](#) (just below the assessment options on the main page)
- [Guide to Education and Training Program of Studies](#)
- [Webinars and PowerPoint Presentations](#) (one third of the way down the main page on the right-hand side)

Teacher Academy of Maryland

Website: <https://www.towson.edu/coe/resources/teacheracademy/>

The Teacher Academy of Maryland (TAM) is a CTE program of study that seeks to address the persistent teacher shortage challenge by creating a pipeline of teacher candidates from Grades 6–12. Towson University is the affiliate university for the program and collaborates with the Maryland State Department of Education, the University System of Maryland, and the TAM statewide advisory committee. Student participants join the program in 10th grade and complete a four-course sequence that culminates in 12th grade. The courses include: Human Growth and Development Through Adolescence, Teaching as a Profession, Foundations of Curriculum and Instruction, and The Education Academy Internship. These credits articulate to a Maryland postsecondary teacher education program at a designated higher education institution.

Materials publicly available include:

- [TAM Implementation Guide](#)
- [Program of Study Course Guides](#)
- [Link to the ParaPro Test](#) (general aptitude test for paraprofessional certification)
- [Summer Institute Professional Development for High School Teachers](#)
- [List of Public Schools Partnering With Towson University](#)

Mississippi Teacher Academy

Website: <https://files.eric.ed.gov/fulltext/ED529209.pdf>

In 2008, the Mississippi State Board of Education adopted the *Teacher Academy Framework and Supporting Materials*. The task force that developed the framework included representatives from local education agencies, statewide education organizations, the Mississippi Department of Education, local businesses, and postsecondary education associations. The Teacher Academy is a career pathway course for a Grow Your Own program in high school that builds partnerships with local institutions of higher education and local programs. The Teacher Academy curriculum includes three major units: Teachers and Professionals; Principles of Teacher Learning and Assessment; and The Learning Environment. Each course consists of a series of instructional units that focus on a common theme. Students are assessed using Teacher Academy Mississippi Career Planning and Assessment System, Edition 2 (MS-CPAS2) test.

Materials publicly available include:

- [Educator Licensure Requirements](#) (page 9)
- [Course Outlines](#) (pages 10–13)
- [Instructions for Instructional Units](#) (page 21)

Arizona Education Professions

Website: <http://www.azed.gov/cte/edprof/>

The Education Professions program incorporates Arizona’s 2016 Education Professions Standards by providing instruction in education career choice, education structure and systems, theories, pedagogy, developmental stages, learning styles, and methodology. Designed to articulate with the

Introduction to Education courses at the community college and paraprofessional preparation programs, the Education Professions program for secondary students utilizes a delivery system made up of four parts: formal/technical instruction, experiential/service learning, supervised work-based learning, and the Career and Technical Student Organization Educators Rising.

Materials publicly available include:

- [Course Descriptions and Sequencing](#)
- [Education Professions Standards and Measurement Criteria](#)
- [Blueprint for Instruction and Assessment](#)

South Carolina Teacher Cadet Program

Website: <https://www.teachercadets.com/teacher-cadet-curriculum.html>

The Teacher Cadet Program was piloted in 1985 in four South Carolina high schools, and, currently, the program exists in approximately 170 South Carolina high schools. The Teacher Cadet Program is based in the Center for Educator Recruitment, Retention and Advancement at Winthrop University in South Carolina. The program's curriculum has 40 standards that are correlated with those of National Council for Accreditation of Teacher Education, Association of Teacher Educators, National Board for Professional Teaching Standards, and Interstate Teacher Assessment and Support Consortium. The standards-based curriculum is broken into three sections—Experiencing Learning, Experiencing the Classroom, and Experiencing the Teaching Profession—and includes a dual credit course that lasts a full school year.

Materials publicly available include:

- [How to Start a Teacher Cadet Program](#)
- [Teacher Cadet Teacher Training](#)
- [Curriculum for a Teacher Cadet Program](#)
- [Research and Data on the Teacher Cadet Program](#)
- [Webinars and Videos About the Teacher Cadet Program](#)

For Additional Information

If you have any questions about the information provided in this response or any other questions related to great teachers and leaders, please contact Marjorie D. Cohen by e-mail (mdcohen@air.org) or phone (202-403-6932).