

WestEd's Registered Teacher Apprenticeship Program Evaluation Framework

Registered teacher apprenticeship programs (RTAPs) are widely proliferating, with approved programs in 49 states and territories, and a continually changing landscape.¹ The appeal of this pathway is multifaceted, making it a promising investment for states. RTAPs:

- Build on a tested model (apprenticeship) for workforce development in other sectors
- Unlock access to new funding streams through the U.S. Department of Labor²
- Incorporate elements of teacher preparation (clinical practice and mentorship) that are associated with improved retention³
- Address commonly cited barriers to entry by providing a progressive wage to candidates while they are earning their credential⁴

While the field is rich with new [resources](#), [program profiles](#), and [technical assistance](#) to support the design and launch of programs, there is little to no existing research specifically focused on this new teacher preparation pathway.

Maximize the Impact of Your Teacher Apprenticeship Investments

As RTAPs launch, defining a program's desired outcomes and laying the groundwork to collect key data to measure success are critical to understanding impact, informing improvement, and making the case for sustained funding and scale-up. WestEd's RTAP Evaluation Framework is aligned to a theory of action showing how RTAPs can improve key teacher, school, and student outcomes, **and is grounded in four evaluation areas of inquiry that we adapt for each unique program to provide meaningful, actionable data** that support improvement and ensure programs are meeting their goals.

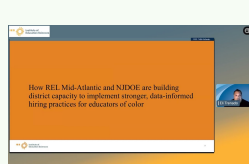
Examples of WestEd's Recent Educator Preparation Program Evaluations



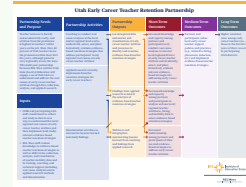
Formative Evaluation of California's Teacher Residency Grant Program



Strengthening Rural Education in Kern County



New Jersey's Data-Driven Educator Diversity Strategy



Utah's Early Career Teacher Retention Grant Partnership

¹ Source: [ERA](#)

² Source: [New America Foundation](#)

³ Source: [Nguyen et al.](#)

⁴ Source: [Hirschboeck et al.](#)

WestEd's RTAP Evaluation Framework

Theory of Action

Inputs & Activities

- Sustainable funding model
- Candidate affordability (progressive wages and low-cost tuition)
- Established K–12, higher education, and labor partnership
- Diverse applicant pool
- Culturally responsive teacher preparation coursework and support
- Extensive job-embedded learning in schools
- High-quality mentorship

Outputs

- Diverse cohort of apprentices enrolls in the program
- Partner districts hire apprentices to meet staffing needs
- Apprentices complete requirements for:
 - On-the-job learning hours in partner district classrooms
 - Coursework credits for program completion
 - Teaching credentials in identified areas of need

Short-Term Outcomes

- Teacher shortages decrease
- Classrooms are staffed by well prepared, fully-credentialed educators
- Teacher diversity mirrors student diversity

Long-Term Outcomes

- Teachers remain in their roles longer
- Teachers provide high-quality learning experiences
- Student learning and outcomes improve

Evaluation Areas of Inquiry

Area of Inquiry 1: Ensure Program Fiscal Sustainability and Candidate Affordability

- Collaborative partnerships
- Long-term fiscal sustainability

Area of Inquiry 2: Provide High-Quality Mentorships and Culturally Responsive Learning Environments for Apprenticeships

- Experienced, high-quality mentorships
- Culturally responsive coaching and coursework
- Sustainable and inclusive program scheduling and design

Area of Inquiry 3: Address Regional Workforce Needs by Recruiting, Hiring, and Retaining Diverse Cohort of Apprentices in Identified Shortage Areas

- Culturally responsive working environments
- Apprentices fully certified in shortage areas
- Recruit and retain diverse cohort of apprentices in schools experiencing staffing challenges

Area of Inquiry 4: Improve Teacher Quality and Student Outcomes

- Increased teacher retention
- High-quality instructional practice
- Improved student learning

Interested in learning more about WestEd's approach to evaluating Registered Teacher Apprenticeship Programs?

Visit us online at [WestEd.org/support/evaluation-of-teacher-preparation-and-support-initiatives/](https://www.wested.org/support/evaluation-of-teacher-preparation-and-support-initiatives/)