

Mentor Q & A

“Mentoring & TPRA Success” Webinar Q&A Feb. 2, 2023

- **How many on-the-job learning hours are required for apprentices?**

The paraeducator and teacher registered apprenticeship pathways are largely competency-based, so time to complete on-the-job learning (OJL) is estimated. For the paraeducator pathway, that is about one year. For the teacher pathway, that is about three years. But the time frame for OJL will vary depending on a number of factors.

- **Who is ultimately responsible for oversight of the TPRA program – Iowa Workforce Development, the Iowa Department of Education or the U.S Department of Labor?**

Each agency has specific roles, and we work together to support the success of TPRA partners. Iowa Workforce Development (IWD), for example, administers the TPRA grant. The Iowa Department of Education works with higher education and the Iowa Board of Educational Examiners to ensure state educator preparation and licensure requirements are met. The U.S. Department of Labor/Office of Apprenticeship oversees Registered Apprenticeship, including initial registration of the programs in the federal RAPIDS database, as well as program administration and compliance.

- **Can a person seeking an elementary licensure have a mentor from the high school. The apprentice currently works at a high school.**

That may be allowed under certain circumstances before student-teaching, but it is important to review your program’s registered apprenticeship standards and teacher preparation program requirements to make that determination.

- **Does the school need to assign a mentor to each apprentice?**

Yes, one-on-one mentoring is required for each apprentice.

- **Can we provide a stipend for the mentor? Will we be reimbursed?**

Districts may provide mentor stipends, but the TPRA grant cannot reimburse the cost.

- **Do mentors have a contract or get paid for mentoring the apprentice?**

Whether to establish a contract and/or pay mentors is up to each district.

- **Can multiple mentors be assigned to an apprentice?**

Multiple mentors may be assigned to an apprentice, but they must be licensed teachers and, depending on the apprentice’s other preparation needs, otherwise qualified.

- **Must the mentor be the teacher of record?**

The teacher of record must also be the apprentice's primary mentor/journey worker.

- **We use the term multi-class leader for our mentors. Is there a difference in the term? Can we switch the name of our MCLs to be mentors?**

You may choose the term you prefer to designate mentors provided everyone understands their role and they are licensed teachers.

- **Can someone go through the worksheet and explain how we can communicate with the mentor how to fill it out and what to navigate sequentially? Most of my mentors are not understanding how to engage with the apprentice on this document.**

Please contact Jennifer Gray, IWD Registered Apprenticeship Program Coordinator, who can discuss how to best communicate with mentors about documenting competencies and engaging with apprentices: jennifer.gray@iwd.iowa.gov

- **What are the requirements for Buena Vista and student-teaching?**

Please contact Buena Vista University to learn more about its requirements. Different teacher preparation program requirements may vary and still comply with state law.

- **Is traditional student-teaching still required in this grant?**

Under state law, a minimum 14-weeks of student-teaching are required in the final year of the teacher preparation program, but some teacher preparation programs' requirements may be longer. This experience needs to take place in the classroom of a cooperating teacher who is appropriately licensed in the subject area and grade level endorsement for which the teacher-apprentice is being prepared. Please ensure that apprentices know the requirements of their specific teacher preparation programs. Apprentices are paid throughout the apprenticeship, including during student-teaching.

- **Where can I find and print a list of the standards that the mentor needs to sign off on? And, once completed, will this list need to be submitted at some point?**

Please contact your lead school district to obtain a copy of the standards, which include the work processes (the competencies that must be demonstrated for completion). You should have received a copy earlier. The record of competencies completed must be kept in each apprentice's file. This file can be uploaded into RAPIDS or kept on-site.

- **Can an apprentice serve as the teacher of record in a classroom?**

In their capacity as an apprentice, the apprentice cannot serve as the teacher of record/substitute teacher.

When not working as an apprentice, an individual who is otherwise qualified may serve as the teacher of record/substitute teacher. Please refer to Iowa Board of Educational Examiner requirements for the teacher of record/substitute teacher qualifications.

- **Is there expected funding for TPRA that goes beyond the original two years?**

IWD will provide updates as new information becomes available.

- **What source of funding does Storm Lake Community School District use to pay for mentor stipends?**

Storm Lake utilizes Teacher Leadership and Compensation System funding for the journey worker/mentor positions and a variety of other sources for other mentors.

- **Can you share Storm Lake's mentoring chart?**

You can view the Storm Lake School District's mentoring chart on this page:

<https://www.earnandlearniowa.gov/tpra>