



KEAN



# Partnership

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Wednesday, April 17, 2024



## College of Education

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## Focus of Our Work

Since Kean was founded in 1855, our mission has been to prepare informed, dynamic professionals with the knowledge and skills to teach in diverse settings.

Kean's Ed.D. in Educational Leadership is the doctoral degree sought by the next generation of K-12 educational leaders.

Kean University's Entrepreneurial Education Initiatives (EEI) division is dedicated to forging viable pathways to a college degree for all PK-12 students across New Jersey and beyond.

Our work is based on a shared vision of equity and open access to higher education — one where every student can climb higher and reach their full potential in life.





# Through the Kean-Montclair PARTNERSHIP



- Growing and Retaining Teachers
- Expanding Educational Opportunities for ALL

# Addressing Teacher Shortages

## National Issue:

Our Teachers are Professionally under SIEGE which means WE are ALL under Siege, which hampers our ability to EFFECTIVELY serve the CHILDREN of our COMMUNITY.

Our collaboration with PARTNER at the US Dept. of Labor & Montclair Public Schools WE seek to ADDRESS the ISSUE!

Through the an Apprenticeship Program:

**PARA-to-TEACHER  
PATHWAY**





# Creating a PATHWAY

## Various Adult Support Staff

Ideal for paraprofessionals or those new to education without a bachelor's degree.

Provide adult learners a path to complete their bachelor's degree in Liberal Arts.

A direct pathway to a teacher certification programs.

Registered Apprenticeship is an industry-driven training model that can provide a critical talent pipeline for the education system.



# PARA-to-TEACHER PATHWAY Registered Apprenticeship Program

Adult Learner (without a Bachelor's Degree)  
Return to Complete Bachelor



Minimum of 60 credits earned to begin the Degree Completion Program  
Students accepted @ Kean University will enroll in the B.A. Liberal Studies w/. Education Concentration.  
While completing the last year of B.A. students will prepare for Praxis I/II & take the 50-Hours Pre-Professional Service Course (self-paced online course)

Students Graduate w/. B.A



Sponsor provides apprenticeship placement in a partner district



Students enroll seamlessly in the Teaching and Learning MAR P-3, K-6 & P-12 coursework in-person, Hybrid, or fully online if available



Students complete the P-3 Certification



Interested students apply to the master's program

## Where are we in the process?

- Kean University is being registered as a Program Sponsor for the Teacher Apprenticeship... which will be industry-vetted and approved and validated by the U.S. Department of Labor.
- This provides a critical pathway for Kean University to support our Montclair Public School partner and several other public school partners on their path of expanding their teacher talent pool.

## What are the key benefits of an Apprenticeship Program?

- Structured On-the-Job Learning/Mentorship – Programs provide structured on the-job training to prepare for a successful career, which includes instruction from an experienced mentor.
- Registered Apprenticeship is an industry-driven, high-quality career pathway where states and school districts can develop and prepare their future workforce, and individuals can obtain paid work experience and receive progressive wage increases, rigorous and relevant classroom instruction, and a portable, nationally-recognized credential.
- Recruit and develop a diverse and highly skilled workforce that helps you grow your teacher pool.
  - Create flexible training options that ensure workers develop the right skills
  - Vet workers and instill your school district culture
  - Demonstrate investment in your community

## What career opportunities does this OPEN?

K-12 Teacher

Teacher's Aide

Early Childhood Educator

Childcare Development Specialist

Early Childhood/PRE-K Teacher

Direct Support Specialist

Teaching Assistant





## What is the Cost factor to the District?

- There are multiple grants for apprenticeship through the state as well as federal funds which can cover the on the job wages as well as tuition.
- The “county” workforce boards have funding to support on the job training
- Tuition reimbursement can come through the NJDOL.
- Return and Earn takes advantage of New Jersey’s existing On-the-Job Training infrastructure to provide wage reimbursement support to New Jersey employers that hire eligible applicants with identifiable skills gaps. School Districts will then be reimbursed for 50% of the wages paid for regular hours worked during the contracted employer-provided training period.
- School Districts are reimbursed for 50 percent of the wages paid for regular hours worked during the contracted employer-provided training period up to six months, up to the cap of \$20,000 per Return and Earn employee and limited to a total Return and Earn subsidy across all employees of \$200,000 – an increase from \$10,000 and \$40,000, respectively, from the previous iteration of the program.
- This \$500 Return and Earn incentive and On-the-Job Training subsidy will be funded by \$10 million in American Rescue Plan Act (ARPA) funds. Additional related supportive services will be funded by Workforce Innovation and Opportunity Act (WIOA) funds.

## Intentional & Purposeful Planning

Building Capacity  
Accountability & Responsible  
Delegation  
Measured Results

Montclair-Kean-Rutgers Collaboration  
Kean Leadership Training Series with  
Building & District Administration  
Expanding Partnerships

Trust & Effective Communication  
Greater Support Offered  
Creating Opportunities for ALL  
EFFORTS to MEET the NEEDS of  
ALL STUDENTS

# KEAN/ MONTCLAIR COHORT DOCTORATE IN EDUCATIONAL LEADERSHIP (Ed.D.)

## On-Site/Online Montclair School District Cohort

Kean's doctoral program prepares you to powerfully lead school districts and educational organizations with vision, managerial expertise and effective research skills.

Our program uses an innovative, interdisciplinary, professional-oriented model that integrates your coursework with practical experience, culminating in a full-year internship in a school district or community education agency.

As a Kean graduate, you will be at the forefront of educational progress and change in school districts across New Jersey and beyond.

## Other benefits include:

On-Site / Online Classes

Discounted Cohort Classes

Prior Kean and Transfer Credit Review



# Kean University and Montclair Public Schools



PERFECT TOGETHER AS WE CLIMB HIGHER!