

# Paid Teaching Internships

The Answer to Recruiting and Retaining New Teachers



We need to start paying teacher interns, and we need to create a permanent [funding] source.”

SUPERINTENDENT  
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TO THE AIB  
AUGUST 25<sup>TH</sup>, 2022

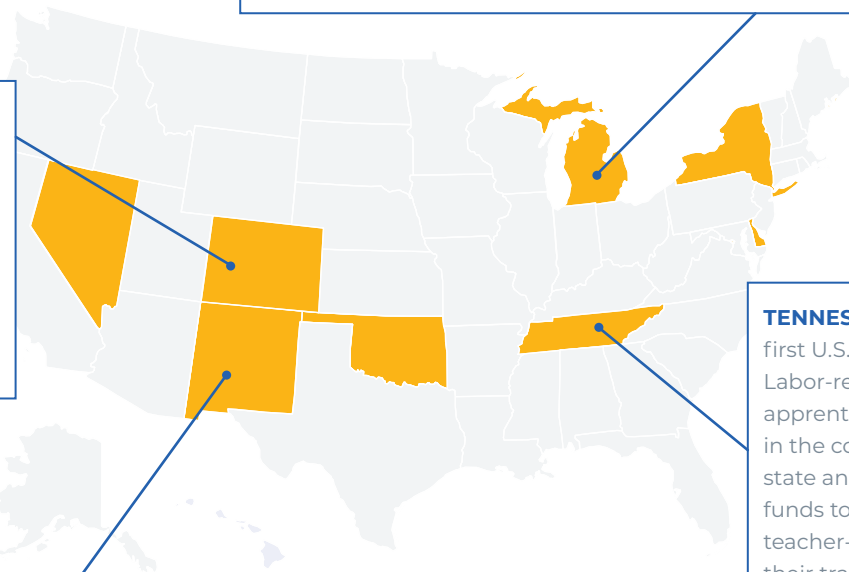
## SUMMARY

Across the country, teacher preparation programs are experiencing declines in enrollment. A study conducted by AACTE shows that at least 20% of institutions reported an 11% drop in undergraduate enrollment while surveys showed that pay and working conditions are the top reasons why prospective college students are choosing other career paths.<sup>1</sup> The cost of student loans is another large factor impacting students moving into the teaching profession.

What is the solution? Paid teaching internships. Financial investments in future educators could be the difference in turning the tide against recruitment and retention issues within the profession, especially for teacher candidates of color.

## WHAT ARE OTHER STATES DOING?

At least eight states offer some form of compensation or tuition assistance for teacher-candidates; some programs are contingent on teacher-candidates committing to teach in the state after graduation.



**MICHIGAN** created a Future Educators Fellowship, which will provide:

- Stipends for student teachers of up to \$9,600 per semester
- Grants of up to \$10,000 per year for teacher-candidates who commit to teaching in Michigan after graduation

**COLORADO** provides:

- Up to \$22,000 stipends for students in financial need who are completing teaching internships
- Reimbursement for the cost of teaching certification exams

**TENNESSEE** operates the first U.S. Department of Labor-registered teacher apprenticeship program in the country, which uses state and federal workforce funds to compensate teacher-candidates during their training and assist with tuition, childcare, and transportation needs.

**NEW MEXICO** appropriated \$15.5 million to teacher residencies, including:

- \$35,000 minimum stipend for teacher residents
- \$2,000 for mentors and principals

Financial investments in future educators could be the difference in turning the tide against recruitment and retention issues.

### A Local Success Story

Washington County used Maryland Leads federal grant money to pilot paid teacher apprenticeships and stipends for mentors. Under an agreement between Frostburg State University, the Washington County Teachers Association, and Washington County Public Schools, MAT teacher-candidates received \$30,000 for SY22-23 if they agreed to return to teach in a Western Maryland county for 5 years. Mentor teachers for the MAT program received \$5,000 stipends, and mentor teachers for a student teaching program received \$1,000 stipends.

### FREQUENTLY ASKED QUESTIONS

#### *What forms of financial support do teacher-candidates need?*

Tuition remission, tuition reimbursement, scholarships, and direct compensation through stipends all increase equity and access to the teaching profession.

#### *Who can we work with to secure pay for teacher-candidates?*

Establishing a registered teacher apprenticeship program through the U.S. Department of Labor may offer federal support and funding streams to MSDE, LEAs, and institutions of higher education in implementing paid teacher training practicums (apprenticeships). Legislative updates can ensure compatibility with the Blueprint for Maryland's Future.

#### *Who will mentor teacher-candidates until the Blueprint career ladder is established?*

The Blueprint establishes guidelines for the selection of non-National Board Certified mentor teachers, including demonstrated impact on student achievement. It is important to determine how such mentors will be fairly compensated for their work advising teacher-candidates.

### ACT NOW: POLICY SOLUTIONS TO PAY STUDENT INTERNS

- Develop a teacher apprenticeship program, or RAP, that is registered with the U.S. Department of Labor to access federal and state workforce dollars, including grants and funds from the Workforce Innovation and Opportunity Act
- Appropriate funds to provide tuition remission and compensation for teacher-candidates' practicum experience to increase access and equity
- Codify language in COMAR 13A.07.06 to ensure that clinical mentor teachers are appropriately compensated for hosting teacher candidates
- Require MSDE to track and publish a report on the metrics of success for locals that were awarded "Grow Your Own" MD Leads Grants funding to use as foundation to codify paid teacher practicum opportunities
- Consider modifying and expanding qualification requirements for the Teaching Fellows for Maryland and Teacher Quality and Diversity Grants to make more teachers and teacher candidates eligible for tuition assistance and loan forgiveness



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