

Apprentice Recruitment Email and Survey

EMAIL

Dear INSERT NAME,

I hope this email finds you well! I am reaching out to you today to determine your interest in a new signature SCHOOL DISTRICT talent initiative. Through this initiative, we will launch a Grow Your Own (GYO) pathway to support high school students or paraprofessionals to become certified educators.

We are invested in building a staff of high-quality educators who are deeply connected to the SCHOOL DISTRICT community. You fit the description [You were recommended] for this opportunity and we would love to learn more about your current situation and professional goals. **We would appreciate it if you could complete the survey below by DATE.**

Survey Link: [ADD LINK HERE]

Thank you and we look forward to hearing from you.

SURVEY

Background Information

1. **First Name**
2. **Last Name**
3. **Preferred Email Address**
4. **Which best describes your current role?**
 - a. High school student (Grades 9–11)
 - b. High school senior (Grade 12)
 - c. Paraprofessional / teacher aide
 - d. Other (please specify)

Academic Progress

5. **Have you passed the Reading and Math sections of the [Texas Success Initiative](#) OR MET ONE OF THE EXEMPTION REQUIREMENTS??**
 - a. Yes

- b. No
- c. Unsure

6. What is the highest level of education you have completed?

- a. Some high school
- b. High school diploma / GED
- c. High school diploma (with dual credit no Associate's)
- d. Some college (HS diploma complete)
- e. Associate's degree
- f. Bachelor's degree or higher

7. Are you currently enrolled in an institution of higher education?

a. Yes

i. If yes:

- 1. Name of institution:
- 2. Program of Study:
- 3. Month and Year you began the program
- 4. Number of credit hours you have earned
- 5. GPA

b. No

i. If no:

ii. Have you ever been enrolled in an institution of higher education?

1. Yes

a. If yes:

- i. How many institutions of higher education have you attended? 1,2,3, more than three
- ii. When was your last date of enrollment?
- iii. Reason for no longer being enrolled
 - a. Completed program of study
 - b. Stopped prior to completing program of study
 - i. Reason for leaving:
(Select more than one should be an option)
 - ii. Personal
 - iii. Financial
 - iv. Academic

Interest in Teaching

1. **How interested are you in becoming a certified teacher?**
 - a. Very interested
 - b. Somewhat interested
 - c. Not sure yet
 - d. Not interested
 - i. If you selected very interested or somewhat interested and you are not in a pathway to become a teacher, please share why you are not in a pathway

2. **Which grade levels are you most interested in teaching?** (Select all that apply)
 - a. Early Childhood / Elementary
 - b. Middle School
 - c. High School
 - d. Not sure yet

3. **Which subject areas interest you most?** (Select all that apply)
 - a. Math
 - b. Science
 - c. English / Reading
 - d. Social Studies
 - e. Bilingual / ESL
 - f. Special Education
 - g. Other (please specify)

Awareness & Support Needs

1. **Before today, were you aware of Grow Your Own apprenticeship pathways aimed at supporting high school students or paraprofessionals to become certified teachers?**
 - a. Yes
 - b. No

2. **What types of support would be most helpful to you in pursuing a teaching pathway?** (Select up to 3)
 - a. Advising/information regarding how to become a teacher
 - b. Childcare

- c. Exam preparation and tutoring
 - d. Flexible class schedules (evening/online)
 - e. Job Placement
 - f. Monthly cohort meetings with peers who are also preparing to become teachers
 - g. Paid on-the-job training
 - h. Transportation support
 - i. Tuition assistance
 - j. Other (please specify)
3. **What concerns might prevent you from pursuing a pathway to becoming a certified teacher? (Select up to 3)**
- a. Financial concerns
 - b. Time commitment / schedule
 - c. Academic readiness
 - d. Family responsibilities
 - e. Lack of information about the process
 - f. Other (please specify)
4. **What campus are you currently working at? (If you aren't at a campus, please type N/A)**
5. **If you are currently working at a campus, are you willing to relocate to another campus with open apprentice roles? Please provide us with any information you need (if any) to make a decision regarding relocating to a different campus.**

Pathway-Specific Questions

For High School Students:

1. **What grade are you currently in?**
2. **Are you currently participating in any of the following programs or activities? (Select all that apply)**
 - a. Career & Technical Education (CTE) or Education Pathway Program
 - b. Dual credit courses
 - c. Texas Association of Future Educators (TAFE)
 - d. Family, Career, and Community Leaders of America (FCCLA)
 - e. Other (please specify)
3. **Do you plan to attend college after graduation?**

- a. Yes
- b. No
- c. Undecided

4. High school student ID#.

For Paraprofessionals:

- 1. How many years have you been working in education?**
- 2. Do you plan to pursue a degree or certification in the next 1–2 years?**
 - a. Yes
 - b. No
 - c. Unsure

Next Steps & Contact

- 1. Would you like to receive more information about our Grow Your Own (GYO) apprenticeship pathway that is aimed at supporting you to become a certified teacher?**
 - a. Yes
 - b. No