



Designing Supports for Grow Your Own Teacher Pathways

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1) Promote & Recruit Early

- Start outreach one full semester before the cohort begins.
- Provide dedicated time for paraprofessionals to complete applications and apply for financial aid.
- Host an initial meeting the prior semester to support paraprofessionals to plan for school/work/life balance.

2) Lock In Cohort Logistics

- For August starts, confirm dates and reserve rooms by end of June.
- Share dates with principals before school starts so they can arrange coverage.
- Keep a consistent cadence (e.g., first Tuesday, last Thursday).

3) Build Relationships Intentionally

- Introduce the facilitator and learn names early.
- Assign accountability partners and connect with each member to support motivation through challenges.

4) Front-Load Academic Resources

- At the first cohort meeting, bring the IHE librarian or tutoring specialist.
- Make support options visible; lack of resource awareness often hinders success.

5) Learner-Centered, Needs-Based Supports

- Use a quick exit ticket/survey at the first meeting to learn interests and gaps (e.g., classroom management, IEPs, lesson planning, bilingual education).
- Partner with the LEA to line up guest speakers; this builds support, networking, and each apprentice's "Teacher Toolkit."

6) Celebrate & Create Tradition

- Open each meeting with *Good Things* sharing.
- Start simple traditions (e.g., November potluck sign-up during the holidays).
- Celebrate transitions to residency (flowers, treats) to reinforce belonging.



Timeline of Support Activities for Grow Your Own Teacher Pathways (August Cohort Start)

January–April (Prior Semester)

- Run early promotion: interest meeting(s), application and aid guidance.

May

- Continue follow-ups: transcripts/aid status checks and enrollment nudges.

By End of June

- Finalize all cohort dates and reserve rooms.
- Send dates to principals to plan campus coverage; share calendar invites with cohort.
- Publish the monthly cadence (e.g., first Tuesdays).

August (Meeting #1)

- Facilitator introductions; set norms and pair accountability partners.
- Bring librarian/tutoring reps to present supports.
- Collect exit tickets to capture topics of interest and needs.

September–October

- Deliver monthly sessions; invite LEA guest speakers aligned to the exit-ticket topics (classroom management, IEPs, planning, bilingual, etc.).
- Start each session with “Good Things.”

November

- Continue resource refreshers and peer support check-ins.

December

- Celebrate wins and any transitions to senior-year residency (small recognition).
- Reflect on learning; confirm spring dates/cadence.

Ongoing (Every Meeting)

- *Good Things* opener; accountability partner touchpoints.
- Short resource reminders
- Provide time for paraprofessionals to work on coursework
- Track needs
- Invite targeted speakers.
- Regular celebrations for holidays, birthdays, etc.