



Registered Apprenticeship Program: K-12 Principal

Registered Apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain *paid work experience*, receive *progressive wage increases*, *classroom instruction*, and a portable, nationally recognized credential. Registered Apprenticeships are industry-vetted and approved and *validated by the U.S. Department of Labor or a State Apprenticeship Agency*. The first registered K-12 Principal Apprenticeship Program (P-RAP) was approved by the USDOL in July of 2023.

P-RAP at a Glance



Apprentices complete a preparation program from a state-approved preparation program that leads to a principal licensure (and typically an advanced degree), often completing coursework outside the school day to accommodate full-time work.



Apprentices gain hands-on experience as an assistant principal, for a minimum of one year, under the guidance of a mentor lead principal.



Apprentices “earn-and-learn” as full-time assistant principals.

P-RAP + Schools and Districts

P-RAP + Preparation Providers

Value

Creates accessible pathways for diverse candidates.

Increases enrollment by helping lower program costs for participants because of unlocked USDOL funds.

Unlocks USDOL funds to drive down costs (~\$2,000 to \$6,000 per apprentice, annually). Creates eligibility for possible funds from state-level investments in P-RAP programs.

Strengthens partnership with district/school, codifying best practices from existing apprentice-like, leadership development programs.

Allows for braiding of new funds and strategies into existing apprentice-like, leadership development programs.

Duties

Employ apprentices in full-time assistant principal (or analogous) position.

Provide coursework that leads to Principal licensure, and likely an advanced degree.

Provide a mentor lead principal.

Partner with school/district to incorporate clinical experience requirements into the apprentice’s full-time work experience.

Identify candidates to become apprentices.

Key Questions

What are the profiles of current educators in your district who have demonstrated promise in becoming principals?

What existing apprentice-like programs do you have for aspiring principals?

What are your projected principal vacancies? Do you have partnerships that produce no-cost/low-cost pathways that address these projections?

With which schools/districts would you like to expand or create new partnerships?

How might you leverage full-time employment of apprentices in your clinical experiences?