

Q&A for LEAs

Q: What programs are offered for paraprofessionals who want to become North Dakota licensed teachers?

A: Currently, there are two programs to support paras to get their teaching license:

- Registered Apprenticeship Program in Teaching (RAP-T), which is funded by the State Apprenticeship Expansion Formula Grant from the US Department of Labor
- North Dakota SB 2032, commonly called Para to Teacher Program or Grow Your Own, adopted in the 2023 ND Legislative Session.

Q: What are the main differences between RAP-T and SB 2032?

A:

	ND 2032 Para to Teacher	RAP-T
Funding source	State of North Dakota	NDDPI
Who is eligible?	Paras working in ND schools and enrolled in eligible EPPs	Paras working in ND schools and enrolled in eligible EPPs
What EPPs are participating?	Certification Central Dickinson State Mayville State Minot State North Dakota State Sitting Bull College University of Mary University of ND Valley City State Western Governors	Certification Central Dickinson State Mayville State University of Mary Valley City State Western Governors
How are funds distributed?	As reimbursement to EPPs	As reimbursement to EPPs
Is there a cap on funding?	\$360 per credit hour up to \$20,000 per para	Up to \$20,000 per para
What does funding cover?	Tuition	Tuition Books Fees
When does funding expire?	June 30, 2025	June 2026, with possibility to be extended to June 2027, if approved by the US DOL

How are participants selected?	Individuals apply directly to NDDPI	Individuals express interest and are jointly selected by LEA and EPP
Educational requirements for paras to participate	None	Must have an associate's degree or equivalent
Do paras meet all standards for licensure as set by ESPB?	Yes	Yes
Do paras complete a traditional student teaching?	Yes, a ten-week experience	They complete a minimum of a yearlong placement with a licensed teacher as an apprentice, which includes the portion of preparation commonly known as "student teaching."
Must paras be paid during student teaching portion of their training?	No	Yes

Q: Who makes the final decision on selection of paras to participate in the RAP-T program?

A: The LEA has the final decision on selection of all participants who will be employed in the LEA district.

Q: What are LEA responsibilities in the RAP-T Program?

A: In the MOU signed by the LEA and EPP, the LEA agrees to the following major points:

- Ensure each participant serves in an education assistant (also known as a paraprofessional) position for a minimum of 1-year. Clinical requirements, including student teaching, shall be arranged through the apprentice's full-time position. The LEA ensures that apprentices will not serve as the teacher-of-record during the apprenticeship.
- Be responsible for paying any additional stipends or payments provided to assigned mentor teachers.
- Allow apprentices to engage in instructional activities such as co-teaching, lesson planning, small groups, tutoring, professional learning, and grading.
- Not assign non-instructional duties during the instructional day, such as

lunchroom monitoring, substitute teaching (except when the apprentice's cooperating teacher is absent), study hall, office duty, or in-school suspension. This does not limit duties assigned before or after the school day.

- Assess the apprentice's progress along on-the-job competencies and make a final recommendation of competency mastery to the EPP.