



2026 – 2027

Grow Your Own Expanding the Teacher Pipeline

October 5, 2026

Excellence, Equity, Empowerment. Every Student, Every Day.

MANKATO AREA PUBLIC SCHOOLS

MISSION & CORE VALUES

MISSION

Excellence, Equity, Empowerment. Every Student,
Every Day.

CORE VALUES

- Courage
- Student Centered
- Integrity
- Accountable
- Inclusive Practices





What is the MAPS Grow Your Own Initiative?

Excellence, Equity, Empowerment. Every Student, Every Day.



Grow Your Own (GYO) Programs

Partnerships between school districts, service cooperatives, and teacher preparation programs that create pathways for people to become licensed teachers, and ideally serve in their own communities.

School Employees | Parents | Students | Local residents



Strengthening Our Teacher Pipeline

- Invest in people already connected to MAPS who are interested in becoming licensed educators.
- Reduce financial barriers through grant-supported pathways to teacher licensure.
- Build a workforce that reflects our students and community.
- Create a long-term talent pipeline focused on recruiting, developing, and retaining qualified educators with strong connections to MAPS.



MAPS Student Experiences

- Teacher Cadet Concurrent Enrollment Course (KSP 150)
- MEP GYO Teachers of Tomorrow Program – Student Pathway Grant
- WBL opportunities: Part-time Paraeducators and ACES Childcare

MAPS Adult Experiences

- Professional Teaching Internships
- MEP GYO Teaching Fellows Program – Adult Pathway Grant
- Special Education Specific Pathways
 - Student Teaching | Teacher in Residence | Apprenticeships

Future

- Apprenticeship Expansion: Special Ed ABS–Elementary Education–EL

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Teacher Cadet Class (KSP 150)

WBL Experiences: Paras & ACES

Professional Teaching Internships

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Minnesota Educators Partnership (MEP) GYO

GYO Grant Awards: FY24–28 and FY26–31

Student Pathway Teachers of Tomorrow

- Support and Engage Secondary Students interested in pursuing Education as a career to Explore, Become, Grow, & Thrive
- “Choice with Support” model coordinated by GYO Student Navigator position
 - Navigator and Student(s) meet every other week or monthly and Navigator, Student, and Parent/Guardian meetings (3 annually)
 - College Visits
 - Rising Educators Academy
 - College Application, Financial Aid, Scholarship support in combination with HS Counselor leadership
 - Engage in group activities within MAPS and state level educational networks
 - Scholarship award in alignment with MN statute and Minnesota Department of Education Grow Your Own Grant guidelines
- Vision Card C.1.1. Success measured by the number of people who are participating in GYO pathways
 - 2024–2026: 9 Teachers of Tomorrow

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Minnesota Educators Partnership (MEP) GYO

GYO Grant Awards: FY24–28 and FY26–31

Adult Pathway Teaching Fellows

- Support Staff, MAPS Graduates, Community Members committed to gaining initial Teaching degree and licensure to become a Teacher
- Tuition funding support must align to Minnesota Grow Your Own statute and Minnesota Department of Education grant guidelines
 - Purpose to grow and diversify MN teacher demographics to more closely reflect MN student demographics
- Navigator support and Mentorship
- Vision Card C.1.1. Success measured by the number of people who are participating in GYO pathways
 - 2024–2026: 5 Teaching Fellows

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Special Education Pathways

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Special Education Teacher Training Opportunities

PATHWAYS TO A MEANINGFUL CAREER IN SPECIAL EDUCATION



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Empowerment.**
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Student Teaching

LEARN | PRACTICE | MAKE AN IMPACT

Gain hands-on classroom experience while completing your teacher education program. Work alongside an experienced special education teacher and make a difference from day one.



Teacher in Residence

TEACH | LEARN | EARN

Get paid to gain classroom experience while completing your teacher education program. You'll work as a teacher in a special education setting with mentorship and support as you complete your licensure.



Apprenticeship

WORK | EARN | GROW

Earn your bachelor's degree and Tier 3 Teacher Licensure while working full time. This program combines on-the-job training, mentorship, and coursework in partnership with Mankato State University (MSU) for two years.



What is the Program?

[AN OVERVIEW](#)



Who is Involved?

[YOUR SUPPORT TEAM](#)



Why Choose This Pathway?

[KEY BENEFITS](#)



Qualifications

[WHAT YOU NEED](#)



Pay & Benefits

[COMPENSATION
& SUPPORT](#)



Mentor Teacher
(Experienced Special Education Teacher)



University Supervisor
(From your teacher preparation program)



Real-world classroom experience



Build confidence and teaching skills



Direct impact on student learning



Complete in one semester (16 weeks)



Enrolled in a special education teacher education program



College coursework completed



College approval to student teach



None

This is an unpaid, supervised student teaching experience.



Mentor Teacher
(Experienced Special Education Teacher)



University Supervisor
(From your teacher preparation program)



Paid experience while you complete your degree



Ongoing mentorship and support



Immediate impact on students



Complete in one semester (16 weeks)



Enrolled in a special education teacher education program



College coursework completed



College approval to teach



Employment as a paraeducator within the district



- \$23.00/hour
- Sick and Safe Time accrued (1 hour for every 30 hours worked, up to 48 hours/year)
- Paid for up to 2 days of school closure due to weather emergency
- No para benefits



District Mentor / Journey Teacher
(Supports you for 2 years)



MSU Partner
(Coursework and licensure support)



Full-time paid position with benefits



Earn a degree and Tier 3 K-12 license



Blended on-the-job training and coursework



Build experience across elementary, middle, and high school settings



Current employment as a paraeducator within the district or community partner
Admission to Minnesota State University Special Education program



Minimum of an associate's degree or 53 qualifying credits



Cumulative GPA of 2.75 or higher (with possible individual consideration)



Commit to the full 2 years of training



- Tuition covered by MSU's grant
- \$24/hour first year, \$25/hour second year
- Full/district employee benefits
- Earn a bachelor's degree and Tier 3 Teacher Licensure



Registered Teacher Apprenticeship Program

Earn-and-Learn Pathway to Licensure

Combines paid employment, job-embedded learning, mentoring,
and university coursework

Authorized under Minn. Stat. Chapter 178

Overseen by MN Dept of Labor and Industry & PELSB

Partnership with BrightWorks/MN Teachers Joint Apprenticeship
Training Committee (JATC) and MSU-Mankato



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