

Detail: About Different Pathways into Teaching

Pathway	Some Common Features	Some Variable Features
“Traditional” Institution of Higher Education	<ul style="list-style-type: none"> 8-16 weeks of “student teaching” alongside a teacher at the end of an education-focused degree program Must pass all tests needed for state licensure, including any required teacher performance assessments On completion, eligible for solo teaching* 	<ul style="list-style-type: none"> Undergraduate (majority) or graduate** Requirements for subject matter content or degrees Induction supports Formal pathways to additional certifications
Fast-Track “Alternative”	<ul style="list-style-type: none"> Post-baccalaureate Education background not required Certification studies pursued on-the-job Teaching performance assessments not required pre-hiring 1-6 weeks of training or observation, then solo teaching 	<ul style="list-style-type: none"> Basic skills test requirements for entry May earn master’s degree during Specialized targeting of populations, skills, or hiring needs Delay or waiving of testing requirements for certification
Extended Preparation Approaches (can fall under “Traditional” and “Alternative” categories)		
Residencies	<ul style="list-style-type: none"> District and prep program co-construct key program elements 1-2 year placement in mentor classrooms Solo teaching after completion, including all licensure tests 	<ul style="list-style-type: none"> Undergraduate or graduate Whether designed for “alternative” career changers or to strengthen “traditional” preparation Existence of pay/benefits as incentives during preparation program Curriculum and assessment articulation with district Employment guarantees/requirements for graduates
Grow Your Own (GYO)	<ul style="list-style-type: none"> Recruit teachers from racially/linguistically underrepresented groups in the local community District and prep program co-construct key program elements, including clear pathway into teaching 1-2 year placement in mentor classrooms Solo teaching after completion, including all licensure tests 	<ul style="list-style-type: none"> Level of initial recruitment (high school, associate’s level, bachelor’s degrees) Whether designed to recruit those already working in schools (e.g., paraprofessionals or after school staff) Existence of pay/benefits as incentives during preparation program Employment guarantees/requirements for graduates

*Full salary and benefits, known in the field as the “teacher of record”

**Graduate level pathways into teaching exist at IHEs that are similar to the traditional undergraduate pathway. Some states classify all graduate-level programs as “alternative.”