



Albertville City Schools

Teacher Apprentice Program (ATAP)

Investing in Local Talent, Creating Future Educator

Purpose

- Albertville City Schools

- EL population at 37%
- 3 Certified, Bilingual teachers out of 400
- AIA launched in 24-25: Education and Training began to expand (International award)
- Reach Partnership for Support Staff had begun the same year.
- Perfect opportunity to be a catalyst for students due to affordability
- “Pipeline” that understands our community, culture, and expectations



ATAP Overview

- The Albertville City Schools Teacher Apprenticeship Program:
 - Recognizes academic excellence, leadership, and dedication to education.
 - Provides financial assistance for Bachelors Degree through Reach University.
 - 3 Year structured program to gain experience.
 - Salary and benefits during apprenticeship.
 - Cultivating a local pool of skilled educators committed to Albertville City Schools.
 - Candidates must complete the Education and Training program at Albertville Innovation Academy.
 - Passed child development dual enrollment courses, through Snead State Community College.
 - Maintain minimum GPAs (2.5 Academic, 3.0 CTE).
 - Demonstrate leadership and community involvement.
 - Apply with essay, recommendations, and panel interview.
 - Accept a position as full time Teacher Assistants while pursuing a college degree at Reach University.



Strategic Partnerships



- **Snead State Community College**
- **Reach University**
- **Alberville City Schools Foundation**

Addressing Workforce Challenges

National Shortage

- Estimated Vacancies: **45,582** unfilled teacher positions nationwide
- Uncertified Staff: **365,967** positions are currently filled by teachers without full certification (*Total Impact: 411,549 positions*)

Alabama Shortage

- Estimated Vacancies: **800+ open positions** lacking a fully certified teacher (specific to early education and early childhood, late 2024 snapshot) (ALSDE data)
- Uncertified Staff: **3,014** teachers were working under emergency certificates during the 2023–24 school year (ALSDE data). *This represents a six-fold increase since the 2019–20 school year.*

ATAP develops a local, certified, and committed educator pipeline, ensuring compliance with state standards and reducing reliance on underqualified personnel.

Tan, T. S., Comai, S., & Patrick, S. K. (2025). *State teacher shortages 2025 update: Teaching positions left vacant or filled by teachers without full certification*. Learning Policy Institute. [URL: <https://learningpolicyinstitute.org/product/state-teacher-shortages-vacancy-resource-tool-2025>]
Alabama State Department of Education (ALSDE) & Alabama Commission on the Evaluation of Services (ACES). (2024). *Various data releases and reports on the teacher workforce and emergency certifications (2023–24 School Year)*.



Program Cohort (Mentorship)

YEAR	ROLE	Salary	Clinical Hours	RESPONSIBILITIES
1	Instructional Assistant	\$24,000	1,500- 1,800 hours	Focuses on supporting classroom routines, data collection, and leading small-group interventions under close weekly mentorship.
2	Co-Teacher Small Group	\$28,000	1,800- 2,000 hours	Begins leading whole-class lessons, developing units, and managing limited family communication.
3	Lead Teacher Apprentice	\$32,000	2,000- 2,200 hours	Assumes daily responsibility for all instruction and classroom management, including leading parent conferences, degree completion, Praxis exam



Academic Overview (3 Year Program)

The ABCs of Reach's Apprenticeship Degrees

A

Affordability

\$75/month
Zero student loan debt

B

Based in the
Workplace

No forced choice
between job or degree

C

Credit for
Work

On-the-Job Learning,
Career Exposure

Day 1 through graduation

Apprentices start new role with the skills of a 5th year employee



Aggie Advantage

METRIC	ATAP	TRADITIONAL
Tuition	\$0	\$46,000
Clinical Hours	+/- 5,500	+/- 600
Years College	3	4
Years of Service	3	0
Salary Earned	\$82,000	\$0
NET ADVANTAGE	\$128,000	-\$46,000

Years of service Note:

ATAP candidate will begin year 5 of service when traditional is beginning year 1



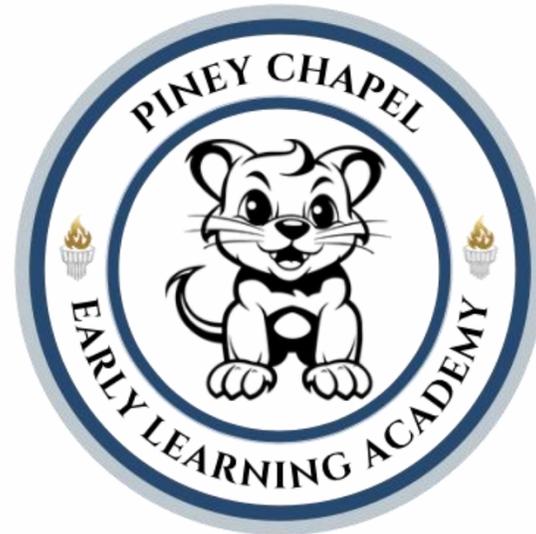
Questions



LIMESTONE
COUNTY  SCHOOLS

PINEY CHAPEL

Early Learning Academy



"LCS didn't just raise the bar—we built the classrooms, cribs, changing tables, high chairs, and jungle gyms underneath it."

*Let's
Take a
Tour!*





Welcome!



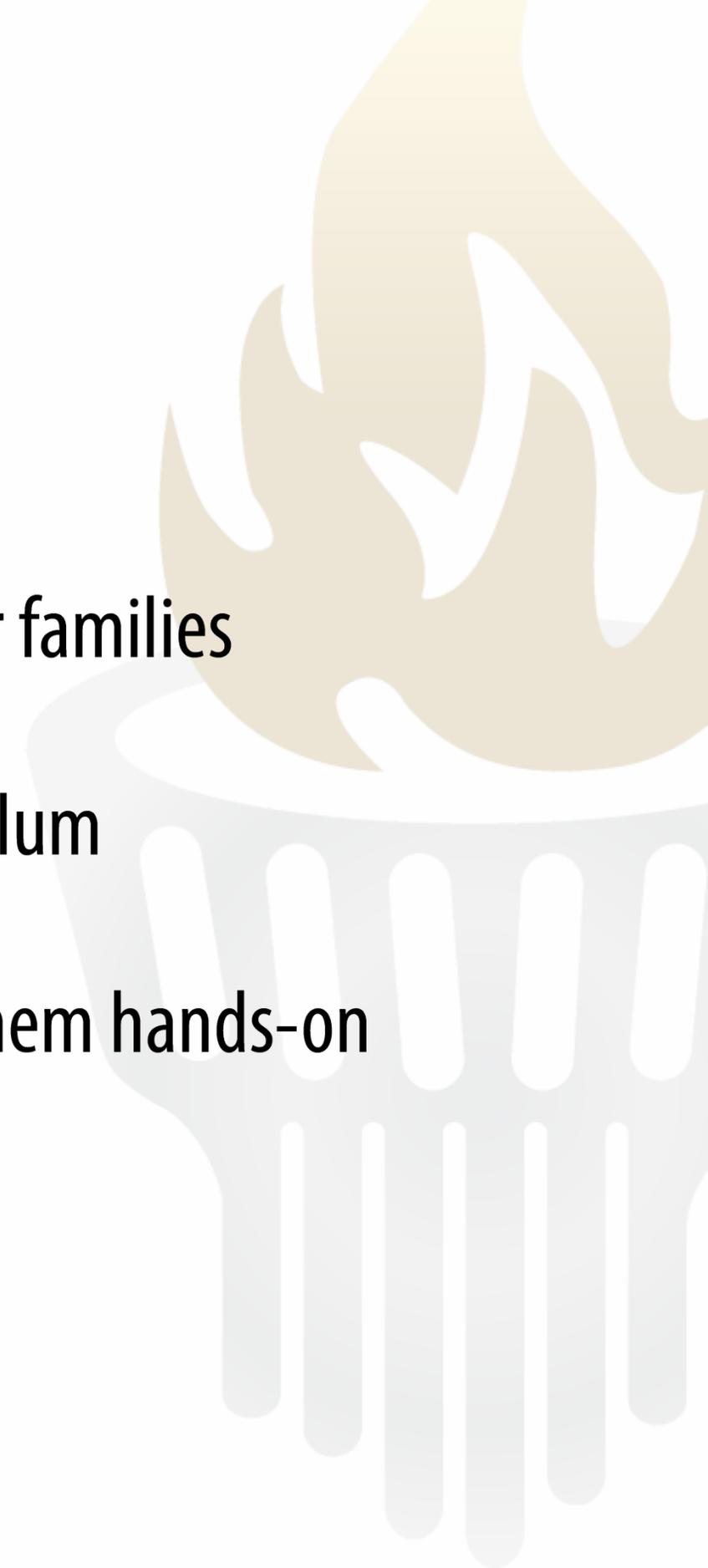
Highlights

- Opened in the Fall of 2024
- Cleaned up Piney Chapel campus and assessed safety priorities
 - Lots of maintenance and groundwork getting ready for use
- Furnished 3 classrooms with cribs, changing tables, rockers, size appropriate tables and chairs, developmental toys and manipulatives



Highlights

- Focused on positive PR and the great things happening at Piney
 - Worked on cultivating relationships with our students and their families
- Made it a place where little minds can bloom using Creative Curriculum
- Working with Teaching and Learning Career Tech students to give them hands-on experiences
 - Child Development Assistants program beginning Fall of 2026



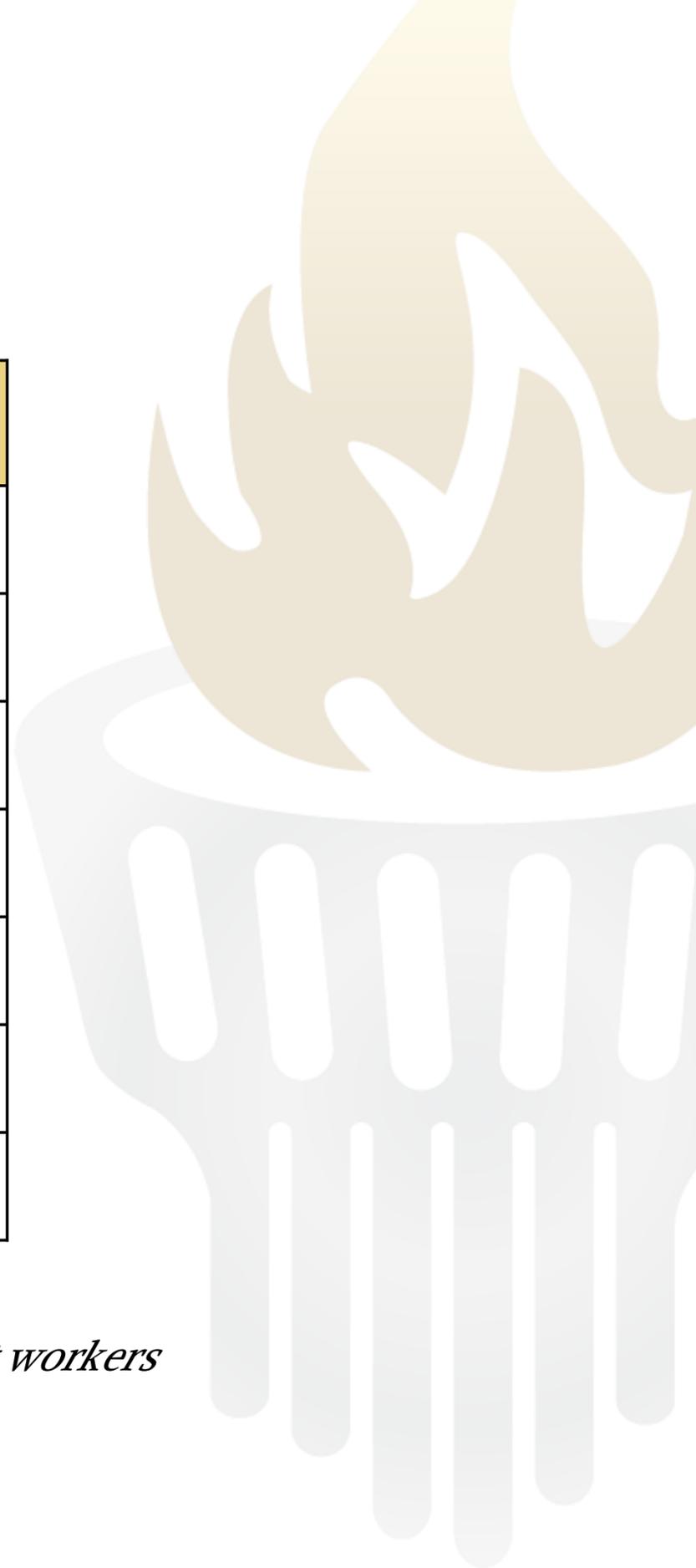
Highlights



Piney Chapel Early Learning Academy	
Ages 6 weeks - 5 years	
Beginning Enrollment	7
Current Enrollment	42
Classes	5
Full Time Employees	4
Part Time Employees	4
Student Employees	1

** 46 percent of enrollees are children of new employees*

*** Starting salary is \$21 per hour; \$10 per hour for student workers*



Creative Curriculum

First Class PreK Smart Start



Ready to Work Students

Limestone County Career Technical Center



“It’s been a wonderful experience getting to work in a school setting like this as a senior in high school. This has given me so much insight on what I will be doing in my own classroom someday!”

“I’ve learned how to get young minds ready and excited for their futures, and it has been truly amazing seeing them grow!”

Ready to Work Students

Limestone County Career Technical Center



“Our babies in the beginning aren’t babies anymore. I will truly cherish the morning hugs, the lessons, the baby cuddles, and even the stressful days for a lifetime!”

“This was a wonderful idea, and these people were truly the best to get this place running from the ground up!”

Piney Chapel

EARLY LEARNING ACADEMY

BE A
PINEY
PANTHER

Ages: 6 weeks - PreK

\$165 per week

No charge for Fall
Break, Thanksgiving,
Christmas, Spring
Break, Summer

Meals / Snacks Included

6:30am - 4:30pm

- Open 30 minutes later for Secondary Release time
- Small Increase in Weekly Rate for '25-'26
 - Still 27 percent lower than average weekly tuition in our area
 - No charge for Fall Break, Thanksgiving, Christmas, Spring Break, and Summer.
- Allow drop offs for New Teacher Academy / Leadership Academy / Kinder Camp / Classroom Workdays
- Increased the special programs in addition to music and art

Core Ideas

- Supporting educators so they can in turn support our Limestone County Schools students
 - Parent / Teacher Night Childcare
 - Increase in Teacher Attendance
 - Improved Morale and Engagement
- Retaining and attracting highly qualified teachers and staff
 - Availability and cost of childcare
- Investing in early developmental skills of future Limestone County Schools students

Offering additional employee benefits showing they're truly valued. When people feel supported, they're more engaged, loyal, and motivated to contribute their best.





**-Jessie Holland
TEAMS Math
West Limestone High
School**

PCELA is such a meaningful place to our family. I have 2 children who attend. The workers truly take care of our kids like they are their own, and it is a place my kids look forward to going every day. It is not just "day care" to us; it is an extension of our family and a place where kids thrive. I appreciate everyone there so much.

My daughter attends Piney and I couldn't be more pleased with our experience. The teachers genuinely care about the students, and their patience and dedication truly show. I see how much the students are learning and growing each day. What means the most to me is that my daughter wakes up excited and eager to go to school every morning. That kind of joy and love for learning speaks volumes.



**-Tabor Edgecombe-Echols
Culinary Arts Instructor
Limestone County
Career Tech Center**

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It's hard to leave our children in the care of others when us parents go to work. It makes it a huge difference when we leave them with family. At Limestone County, we are all family - and that includes the Piney staff.

When my daughter was 10 weeks old, I had to return to work and I was no where near ready to leave her. After 2 days at Piney Chapel Early Learning Center my mama heart was at ease knowing the ladies there loved her like their own.

When I first dropped her off she wouldn't take a bottle consistently for anyone and couldn't go more than 4 hours away from me without crying inconsolably. I cried my first day leaving her. Within a week they had tried multiple different bottles and had her eating regularly multiple times a day. My family continuously compliments how much she has grown and how different she is since starting there. No other daycare would have done that.

It is obvious these ladies are not here for a paycheck. We all know nobody working in the schools gets paid what they deserve. They are there because they truly love the children.

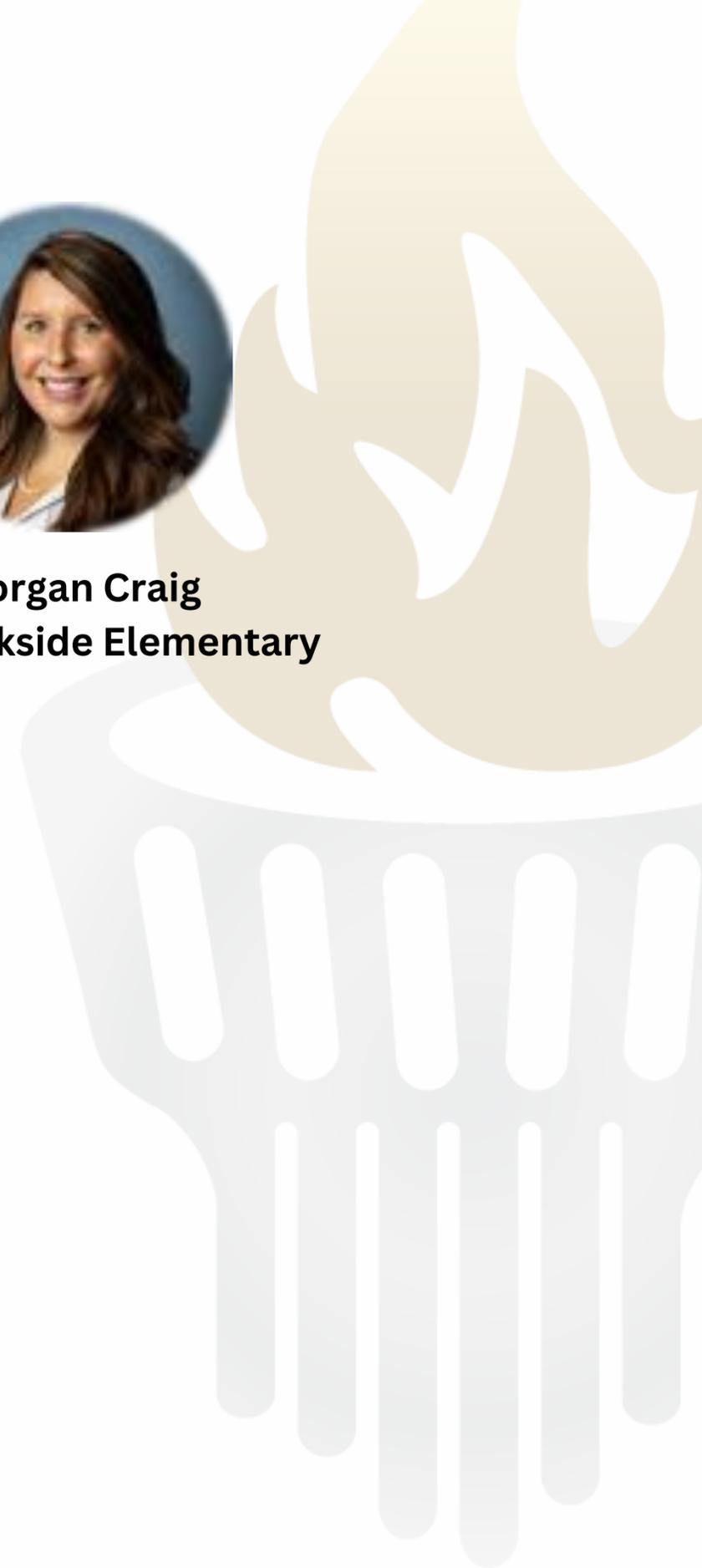
Piney Chapel is a gem in LCS. It is filled with love and dedication, and in return my family is full of gratitude. Placing my child there was the best decision I could have possibly made for her. We are so excited to grow with Piney!



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-Morgan Craig
SLP, Creekside Elementary





-Alexis Layne
Creekside Elementary

“ We love Piney! There is no question on whether or not my child, or the other children there, are loved deeply by the staff there. Just from a parent’s point of view you can clearly tell their culture and climate there is one that benefits the employees and the children. We are so happy and relieved to send our child to Piney, knowing that she is cared for and safe each day!



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My son started at Piney the week after President’s Day due to our in-home sitter taking a “real” job. I was devastated, but we’ve grown to love many things about Piney!

At the core of what we love about Piney is the staff. Each employee has gone above and beyond to form a meaningful bond with my child and offering support to us as parents too. They’ve answered questions about my child’s day at all hours, checked on him after school and on weekends while his sick, and they are always quick to give a report of the day. They quickly learned his favorite things to make drop off easier, and work hard to engage kids in educational activities and learning while also taking pictures to include parents.

My child in turn also quickly learned his teacher’s names, asks about them often, and even prays for them at night! These teachers provide a consistent routine, and they are familiar faces! I always know who is going to be there at drop off and pick up! That’s a huge plus in a daycare setting!



Heather Gough
-West Limestone High

**IF YOU BUILD IT, THEY WILL COME....
IF YOU MAKE IT GREAT, THEY WILL STAY.**



Piney Crew



Questions ?

