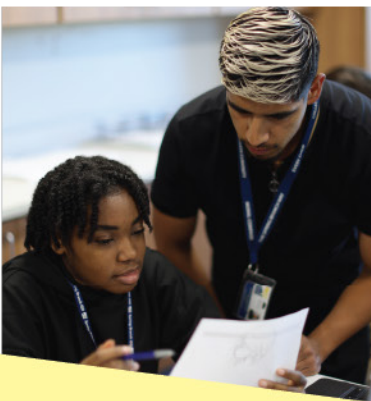


THRIVE



Recruit. Certify. Empower.

SPRING BRANCH ISD

springbranchisd.com/thrive

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Welcome to **THRIVE SBISD**: Cultivating Accredited Educators for Excellence in the Classroom

The teacher shortage demands a bold response, and in Spring Branch ISD (SBISD), we're not just stepping up - we're leading the charge!

Welcome to **THRIVE SBISD**, where our mission is clear: to cultivate fully accredited educators who not only deliver curriculum but also ignite innovation and problem-solving skills in our students.

THRIVE is a residency initiative offering diverse opportunities into the teaching profession. These opportunities are designed to provide **scaffolded support tailored** to individuals at various stages of their academic and professional endeavors.



Spring Branch Independent School District Registered Apprenticeship Program (RAP)

Welcome to THRIVE RAP

We're thrilled to welcome you to the THRIVE Registered Apprenticeship Program. Whether you're just beginning your journey or transitioning into a teaching role, this program is designed to support, empower, and prepare you for a successful career in education.

Program Mission

To cultivate fully accredited educators who not only deliver curriculum but also ignite innovation and problem-solving skills in our students.

Program Overview

THRIVE RAP is a structured pathway that provides hands-on teaching experience while you work toward your teacher certification. The program is built on three pillars:

- **Recruit:** Welcoming aspiring educators from diverse backgrounds
- **Certify:** Supporting participants through Educator Preparation Programs (EPPs)
- **Empower:** Equipping future teachers to lead and inspire students

A Pathways to Participation THRIVE RAP offers multiple entry points:

Pathway	Description
Entry-Level	For recent high school graduates with fewer than 30 college hours
Mid-Level	For college students enrolled in an EPP
Residency	For Teaching Fellows completing their final year of certification
Teaching Fellow	One-year classroom-based fellowship for bachelor's degree holders

Apprenticeship Benefits

- **Hands-on Experience:** Learn alongside certified teachers
- **Mentorship & Support:** Receive guidance from SBISD educators and staff
- **Wage Progression:** Earn increased wages as you complete training milestones
- **Career Mobility:** Transition into full-time teaching roles upon completion
- **Scholarship Opportunities:** Access funding through SBEF, FLUOR, and BUTTS scholarships



Wage Progression

Apprentices receive wage increases after completing each On-Ramp training and meeting instructional benchmarks. Progress is reviewed and promoted in August and January each year.

Program Expectations & Responsibilities To remain in good standing, participants must:

- Complete admissions and financial aid processes
- Enroll in and complete **30 college hours per academic year** in an EPP
- Maintain a **GPA of 2.5 or higher**
- Attend **7 On-Ramp Trainings**
- Register for and pass required **certification exams**
- Transition into a **Teaching Fellow residency** in your final year
- Remain a **full-time SBISD employee in good standing**
- Commit to teaching in SBISD for **three years** after program completion

Support Systems

You're never alone in this journey. THRIVE RAP offers a robust support network:

- **Mentors:** Experienced educators guiding your development
- **ENGAGE Platform:** A collaborative space for resources and peer support
- **Program Team:** Dedicated staff to help you navigate challenges

Final Thoughts

Your journey through THRIVE RAP is more than a pathway to certification-it's a commitment to shaping the future of education. We believe in your potential and are honored to walk alongside you as you grow into a transformative educator.

Contact: Reginald G. Peters Director of THRIVE Pipeline Development
(713) 251-2297 | Reginald.peters@springbranchisd.com

How it works



Employer Involvement

Employers (districts) are the foundation of every registered apprenticeship program, by offering employment opportunities within the education field.



Related Instruction

Apprenticeships combine on-the-job learning with focused coursework provided by cosponsors (EPP & College).



Structured On-the-Job Training

Apprentices receive job-embedded training from an experienced mentor teacher and coaching from the Apprentice Supervisor.



Compensation for Skill Gains

Apprentices receive wage increases as they gain higher level skills-measured through demonstration of teaching competency and degree coursework.



National Occupation Credential

Programs lead to a nationally recognized credential by certifying EPP, signifying to employers that apprentices are high-qualified.

Our Approach

TO NURTURING ACCREDITED EDUCATORS

Recruit. Certify. Empower.

THRIVE is more than a program; it's a pathway to excellence in the classroom.

We're dedicated to guiding aspiring educators through a journey that ends with full accreditation and the skill to inspire student achievement.

Recruit

Whether you're a recent high school graduate with less than 30 college hours or a college graduate enrolled in Education Preparation Programs (EPP). THRIVE has a place for you.

Certify

With four opportunities, ranging from entry-level to residency experience, THRIVE welcomes participants from diverse educational pursuits, providing support and training every step of the way.

Empower

THRIVE fellows are not just educators; they are innovators, empowering students to become problem-solvers and leaders. They foster the Core Characteristics of a T-2-4 Ready Graduate in Every Child.



THRIVE @ Spring Branch ISD

Houston Community College
AAT

Texas A&M University - Victoria or
Westerns Governor's University

Return to SBISD as a certified teacher

Eligibility

SBISD employees who are:

- Recent high school graduates.
- Individuals with college credits who do not have a college degree.
- College graduates willing to enroll in an Educator Preparation Program (EPP).

THRIVE Pathway

We have a place for you - to THRIVE!

Work in the classroom while completing your teaching certification. Offering **prospective teachers**-including paraprofessionals, career changers, and recent highschool graduates or college students—the chance to **work in the classroom and employment** while completing their preparation to become a certified teacher.

THRIVE

On-Ramps



Less than 30 College Hours Earned *(0-29 Hours)*

Status: Enrolled in college courses, employed by SBISD, participating in SBISD professional development, THRIVE Cohort and on-the-job training

Employment: Paraprofessional THRIVE Level 1
Program Length:



Less than 60 College Hours Earned *(30-59 Hours)*

Status: Enrolled in college courses, employed by SBISD, participating in SBISD professional development, THRIVE Cohort and on-the-job training

Employment: Paraprofessional THRIVE Level 2



Less than 90 College Hours Earned *(60-89 Hours)*

Status: Enrolled in college courses (Eligible to participate in Jags Teach Cohort with UH-Victoria), participating in SBISD professional development, THRIVE Cohort and on-the-job training

Employment: Paraprofessional THRIVE Level 3

Residency

Status: Final year of college or completed Bachelor's degree. Eligible to participate in Jags Teach Cohort or VOICE Alternative Certification Program with UH-Victoria, participating in SBISD professional development, and on-the-job training

Employment: Residency (Teaching Fellow) THRIVE Level 4



THRIVE ROADMAP

Spring Branch ISD

- 1 Attend Information Session
- 2 Complete Advising Session
- 3 Apply and complete the college admission process*
- 4 Apply and complete the financial aid (FAFSA) process
- 5 Complete Application (Commitment and Consent Form)
- 6 Enroll in classes
- 7 Pay for classes
- 8 Attend classes and maintain GPA of at least 2.5
- 9 Complete 30 college hours an academic year.
- 10 Attend seven (7) Monthly Trainings.
- 11 Transition into a Teaching Fellow position for your last year of the program.
- 12 Remain full-time employee in good standing with SBISD throughout the entire THRIVE Program.
- 13 Honor commitment to work in SBISD**
- 14 Pass certifications
- 15 **Become SBISD teacher!!**



*Apply and complete the college admission process and be fully admitted as a full-time student to one of our partnering colleges or universities by the deadline: **December 15** (Spring deadline) & **June 15** (Fall deadline)
 **Honor commitment to work in SBISD as a certified teacher upon completion of the THRIVE Program for three years after graduating with your bachelor's degree.