

## Student Benefits

- Focused high school career experience
- Obtain an industry certification and qualifications for a “Highly Qualified Paraprofessional”
- Gain valuable work experience working in a professional capacity
- Support for your education journey to become a teacher
- Preparation to be “Learner Ready” on Day 1 of your education career

### FOR MORE INFORMATION CONTACT:

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## Career Pathway to the Educator Workforce

*A Joint Initiative by the  
Arkansas Department of Education,  
Arkansas Department of  
Career Education, and  
Arkansas Department of  
Higher Education*



Arkansas Department  
**ACE**  
of Career Education

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ARKANSAS DEPARTMENT  
OF HIGHER EDUCATION

## What is a CTA?

The Arkansas Department of Education (ADE) and the Arkansas Department of Career Education (ACE) have worked collaboratively to develop a career pathway to the educator workforce. The proposed pathway begins with career-focused education in high school. Upon completion of high school career coursework and passing the ETS ParaPro Assessment, participating students will receive an industry recognized certification as a Certified Teacher Assistant (CTA).

As a CTA, a student would be eligible for employment in public schools to work as a para-professional, gaining valuable experience while also attending a two- or four-year college on a flexible schedule. Flexible post-secondary scheduling will allow the student to take classes and work as a part-time CTA. Once the CTA has earned sufficient credits to be admitted into a teacher

preparation program, the CTA progresses to the level of Teacher Intern, progressively increasing job responsibilities at the public school. Institutions of higher education will be encouraged to award field experience and internship credit for the CTA's on-the-job training. The work experience, combined with rigorous coursework, will produce a learner-ready educator eligible for standard licensure (upon successful completion of the degree program and corresponding assessments).

ADE and ACE are working with school districts and institutions of higher education to promote opportunities for employment and flexible college course scheduling, as well as sufficient support for the CTA/Teacher Intern throughout the educational path. It is critical that each step of the pathway be connected to promote success for this *Grow Your Own* approach.



## Certified Teacher Assistant Pathway



## 2 Pathways for High School Career Education

### Teaching and Training Career Education Completer

- ✓ Core Courses
  - Orientation to Teaching I
  - Orientation to Teaching II
- ✓ Training Electives
  - Family and Consumer Sciences
  - Human Relations
  - Leadership & Service Learning
  - Child Development
  - Parenting
  - Psychology
  - Sociology

### Teacher Cadet Career Preparation

- ✓ Teacher Cadet
  - Completion of Teacher Cadet Program
- ✓ Electives (2 courses)
  - Any training electives from Teaching and Training Career Pathway
  - Psychology
  - Sociology
  - Other related courses may be approved by the ADE

ParaPro Assessment