



TEACHER APPRENTICE PROGRAM (TAP)

What is Gemma?

Guided by the vision of a world where all people know they matter, Gemma's mission is to accompany people of all ages through life's challenges using individualized, data-informed support. Gemma provides behavioral health, child welfare, prevention, and special education programs to accompany more than 3,000 youth, individuals, and families each year as they face life's challenges.



About Martin Luther School (MLS)

Martin Luther School is a part of Gemma Services, a K-12th grade Approved Private School providing students from throughout the Greater Philadelphia region with individualized, holistic special education to address their academic, social, emotional, and behavioral needs. Students are referred to Martin Luther School from more than 45 area-school districts and charter schools.

MLS is a Restorative Practices school promoting healthy relationships and positive discipline by focusing on solving problems and repairing harm. Our faculty and staff are trained in Social and Emotional Learning (SEL) to support students' growth in understanding and managing their emotions, setting, and achieving goals, growing positive relationships, and making responsible decisions.

With a central belief in the unlimited potential of every student, MLS focuses on instructing the mind, engaging the heart, and empowering the will of its students.

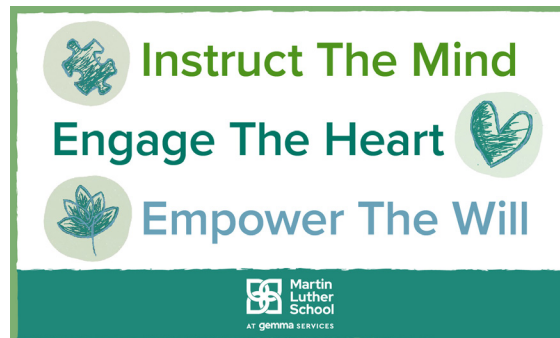
What is TAP?



In 2022, Martin Luther School launched an innovative **Teacher Apprenticeship Program (TAP)**, providing an exciting educational and

career pathway for our MLS Classroom Assistants. TAP created a crucial workforce pipeline for the organization during a time of national teacher shortages.

TAP provides an opportunity for our Teaching Assistants to obtain a bachelor's degree and teacher certification while gaining valuable on-the-job training in their classrooms at Martin Luther School. Upon completion of the program, TAP participants (called "TAPers") graduate with a bachelor's degree and move into a Classroom Teacher position at MLS. The program is possible thanks to a partnership with an area university that provides Teacher Education coursework and advising. TAPers can also access discounted tuition at area higher education institutions to complete pre-requisite courses. Fundraising, as available, makes it possible for Gemma to assist TAPers with costs of unpaid educational fees (excluding student loans), such as those owed to a prior university to release a transcript.



How Does TAP Work?

MLS Teaching Assistants apply to participate in TAP, commit to the program, and take college courses with our university partner after the MLS school day. TAPers receive on-the-job training by shadowing their Classroom Teacher and preparing and completing lessons at MLS. MLS staff and leadership provide TAPers with mentoring, guidance, and support.

Donations make it possible for Gemma to cover tuition costs, provide stipends, and assist with unpaid education fees.

The accelerated apprentice program takes two-to-three years to complete, depending upon the number of credits each participant needs to complete their degree.

The Impact of TAP

We are honored to support our dedicated Teaching Assistants by providing this unique opportunity. This innovative program reduces barriers and creates a career pathway for our dedicated staff who already have experience working with our students. Furthermore, it is an important staffing pipeline for our organization. Additionally, we have found that students in classrooms where TAPers serve as Classroom Teachers perform higher academically. In these ways and more, TAP helps teachers, and thus their students, to reach their fullest potential.

We are proud to accompany our teachers on their educational and professional journeys and hope that programs like TAP help our teachers and our students know how much they matter.

To learn more about Martin Luther School's Teacher Apprentice Program, please contact us at info@gemmaservices.org. To learn more about referring a student to MLS or joining our team, visit www.gemmaservices.org.

About Gemma Services

Our Vision

We envision a world where every person knows they matter.

Our Mission

Gemma accompanies people of all ages through life's challenges using individualized, data-informed support.

Our Commitment to Diversity, Equity, & Inclusion

Gemma will courageously build an organization that ensures equity, justice, and inclusion for every member of our community.

Our Values

Unlimited
Nimble
Inspired
Transparent
Effective
Diverse



Visit Us Online

If you know a student who may benefit from joining the Martin Luther School community, please contact Siobhan Canavan, Director of Pupil Services, by emailing scanavan@martinlutherschool.org or calling **610-825-4440 x 3206**.

Martin Luther School

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Learn more at www.gemmaservices.org/mlschool.