

Council on Linkages



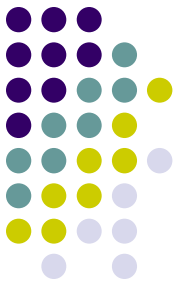
...Advance strategies to identify and close gaps in workforce Recruitment and retention efforts in order to assure the public's health.

Evidence of effective recruitment and retention strategies in public education

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I. Pipeline

Where do teachers come from, and where do they go?



II. Context

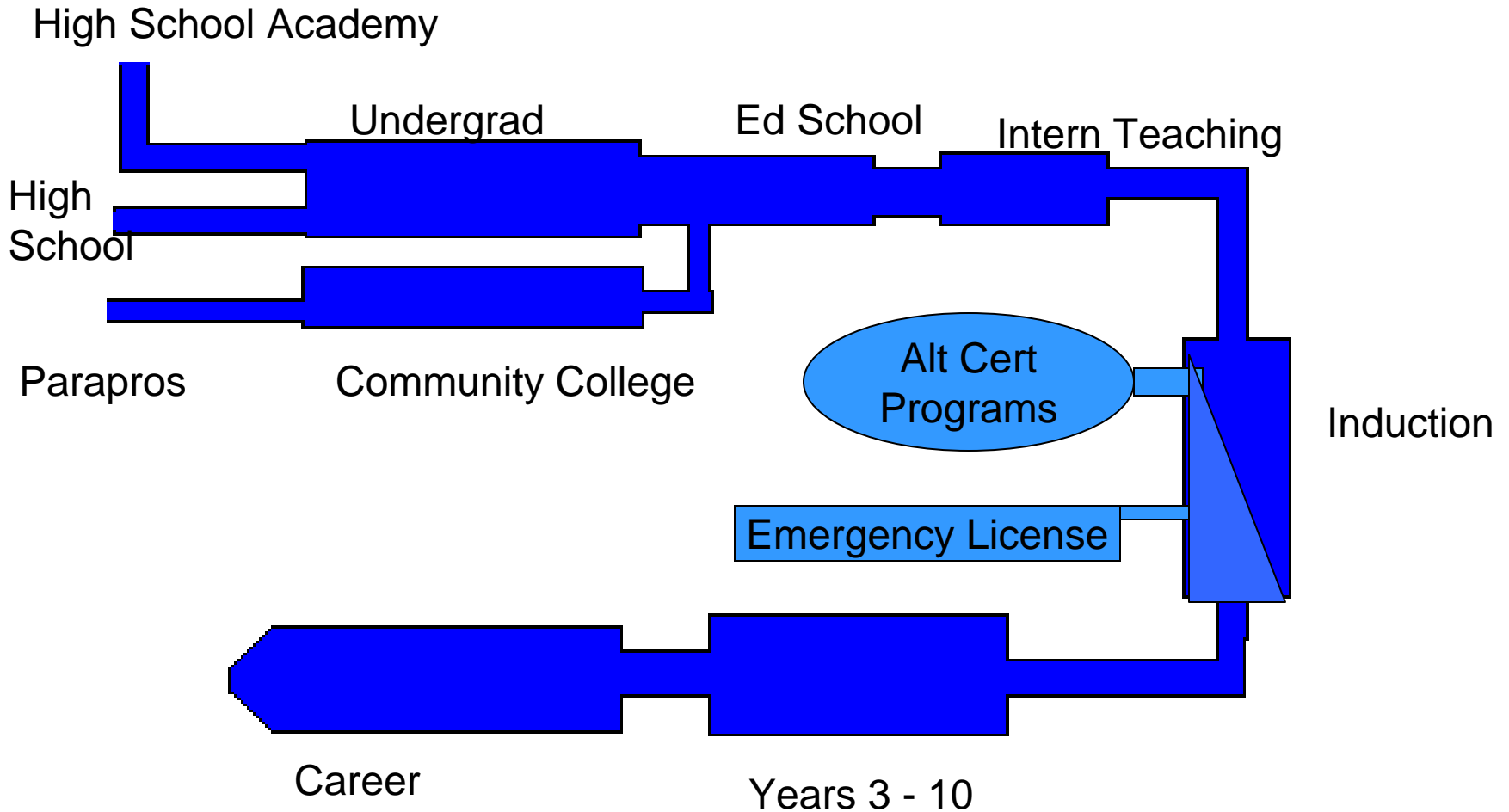
Special issues and needs in public education.

III. What works

Trade-off: resources and productivity of recruitment and retention initiatives.

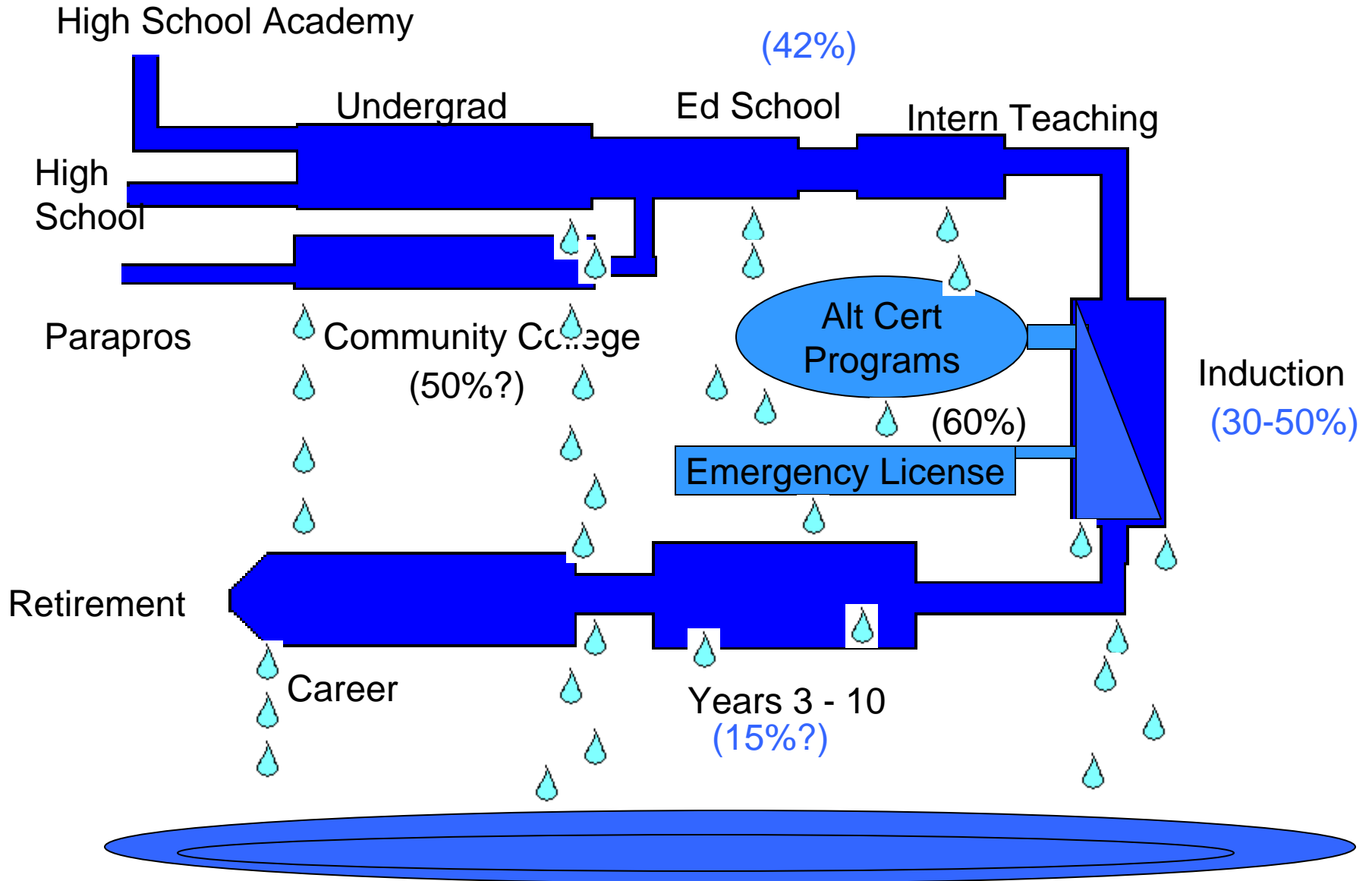
IV. Conversation

Teacher Supply Pipeline

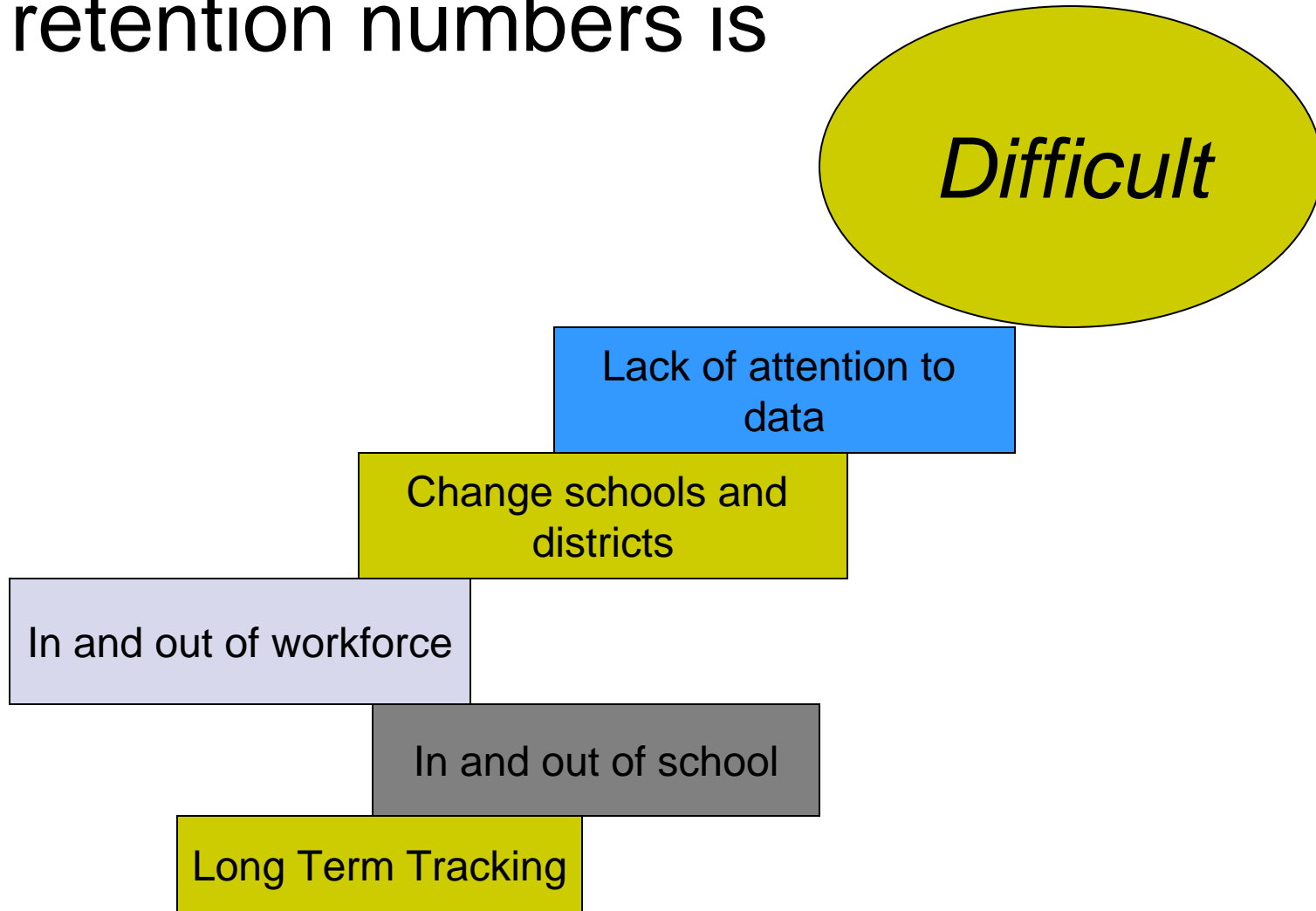


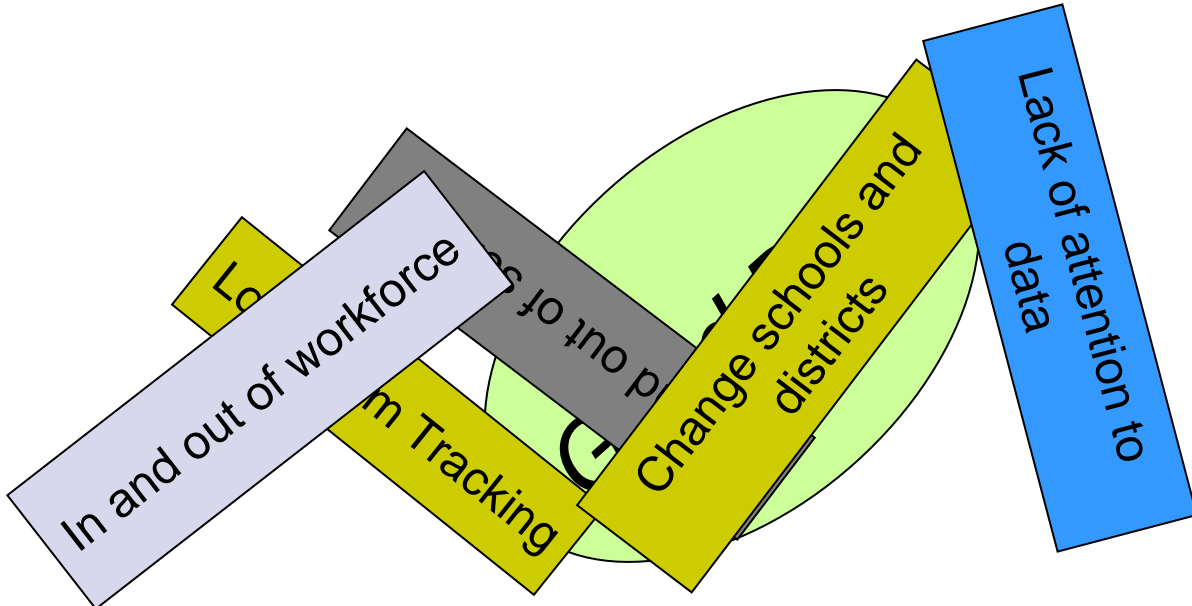
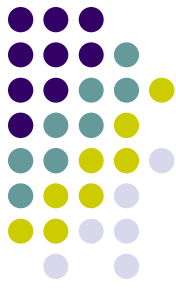
Leaky Teacher Supply Pipeline

(65-70%)

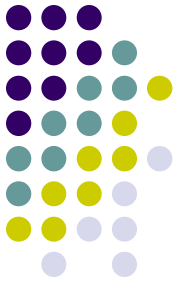


Obtaining good recruitment and retention numbers is

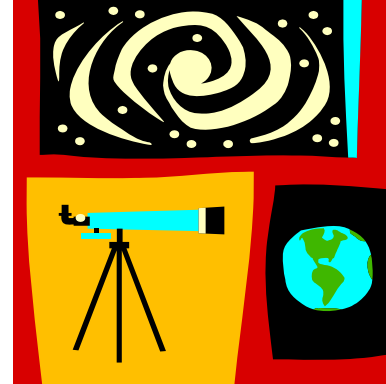




Shortages:



87% White
80% female

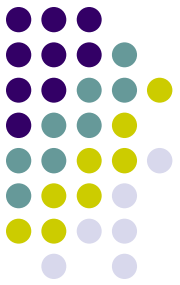
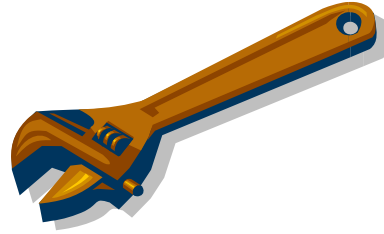


50 -70% of Science and math teachers in some high poverty districts do not have major or minor in science or math.



Urban and rural teachers leave at a higher rate than suburban teachers.

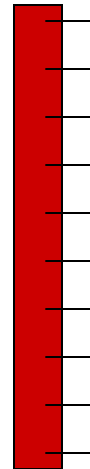
Repair the LEAKS

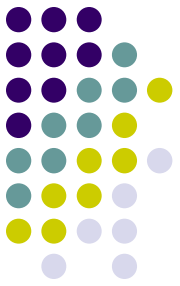
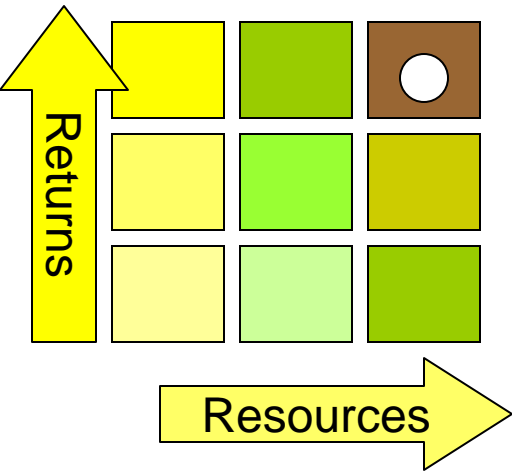


Adjust the Flow

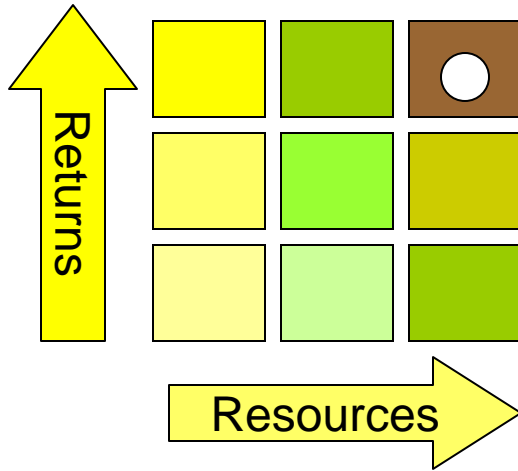


Monitor Progress





Pay teachers a lot of money.

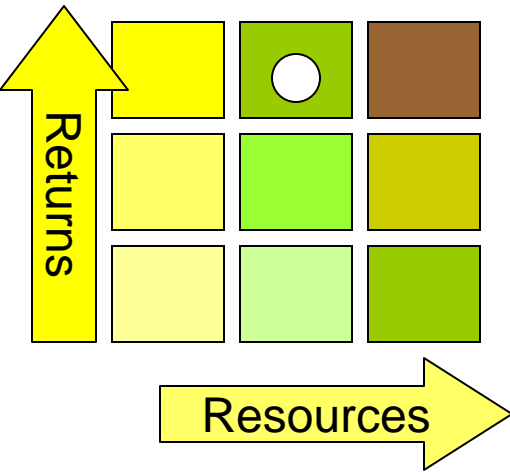
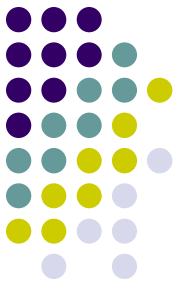


New Teacher Academy

Teachers College, Columbia University

Intensive, year-long mentoring program focusing on high Poverty schools (NYC, Philadelphia, Mississippi).

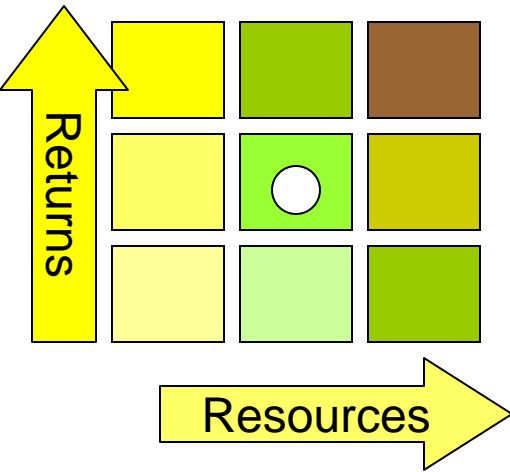
85% - 90% retention rate.



"Call me Mister"

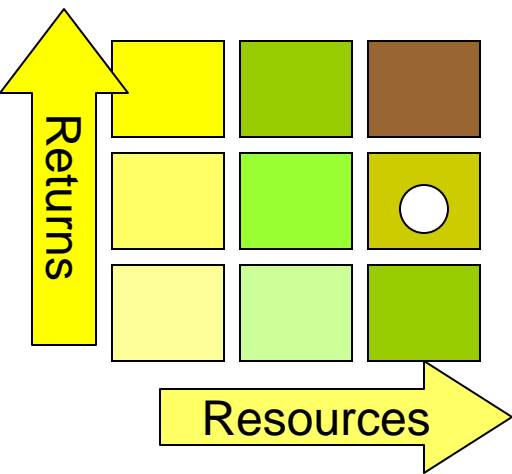
South Carolina (Clemson base) working with HBCUs and community colleges to recruit and support African American males to elementary school teaching.

100+ in the pipeline, first cohort recently graduated.



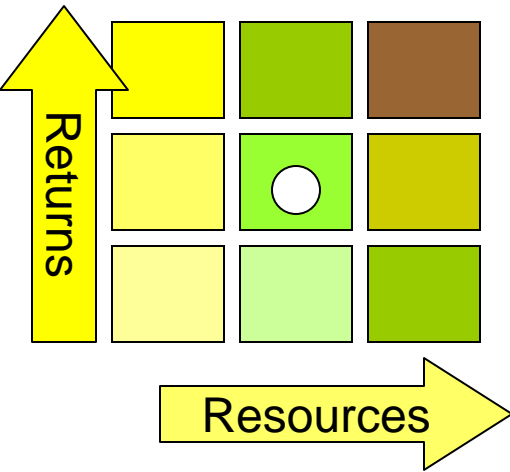
North Carolina working conditions initiative

Annually survey all teachers, rate schools compared to district and state on teachers perception of their working conditions. Report publicly. Highlight and study successful schools.



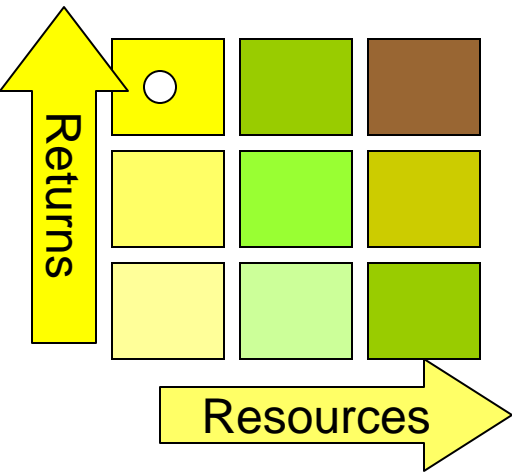
High Quality, relevant professional development

C. R. E. D. E. for example.

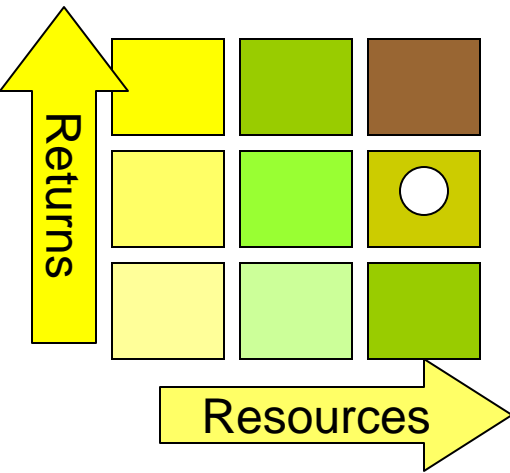


Centralized Coordination of Recruitment Efforts

State Level (South Carolina)
Clearinghouse (RNT)



Rationalize Hiring Processes

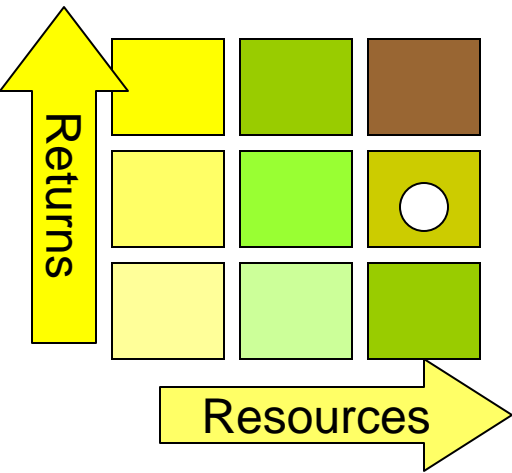


Scholarship Assistance

Targeted

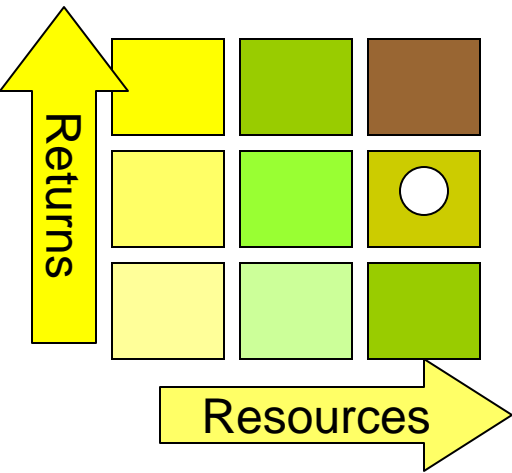
Payback in Service

Criteria for receipt?

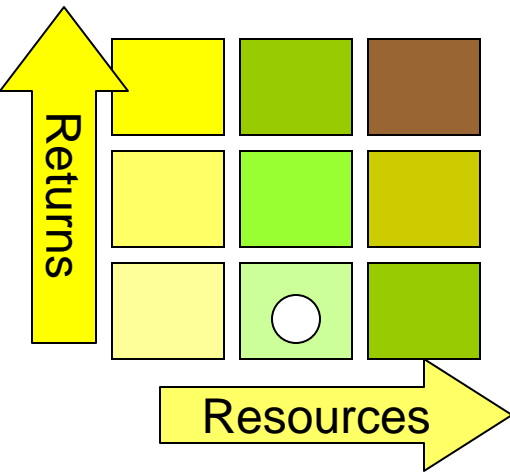


Paraprofessional to Teacher

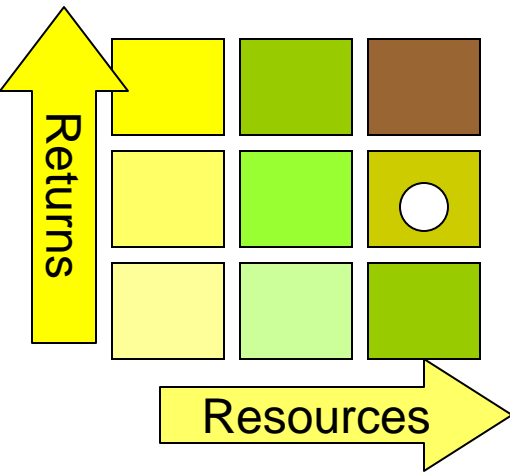
Poudre School District
Colorado



Standards Based Alternative License Programs

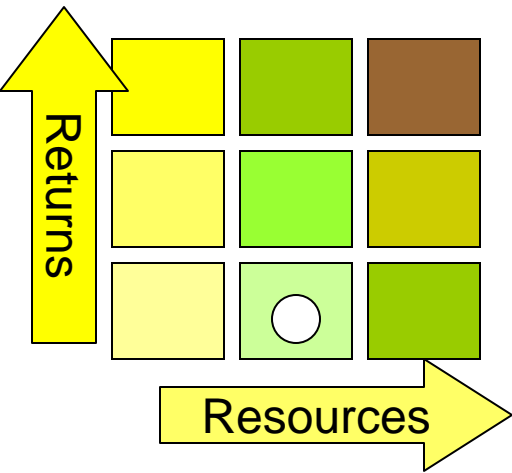


Quick and Dirty Alt License Programs



Salary Supplements

Recruitment Bonuses



High School/Middle School Programs

Lessons?



- Analyze your pipeline
- Look at cost/production
 - Apply resources strategically
- Coordinate
- Track your results
- Don't sacrifice quality for quantity