

TEACHER RECRUITMENT: ADDRESSING THE NEEDS AT YOUR DISTRICT

November 18, 2021

A creative way to encourage district administrators to think outside the box and share ideas on attracting quality educators to their districts.

Today's Agenda

- ◆ Introduce strategies that are working for other districts
- ◆ Offer other recruitment strategies to fill open positions
- ◆ Show EEP Advisory Council how similar models could work for them
- ◆ Encourage districts and administrators to come up with creative solutions for the teacher shortage in Texas

Texas Educator Data

- Houston ISD 700 openings
- Killeen ISD 100 openings
- Waco ISD 200 openings
- Since 2014- 27% decrease in the number of newly certified teachers.

(Lopez, 2021)

Hot topics that we should be addressing as educators:

01

Other than the pandemic, why are we experiencing such a large shortage of teachers?

02

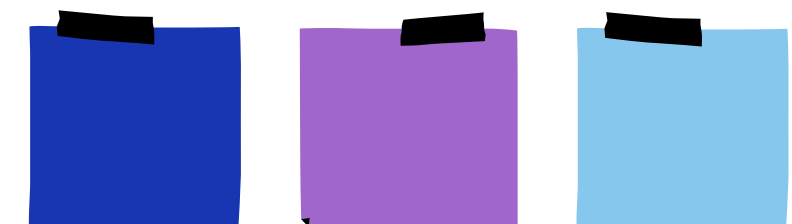
What is your district doing to recruit new teacher candidates?

03

What partnerships do you have in place to increase new teacher initiatives?

04

What steps does your district need to take to attract candidates at the clinical teaching level?



What is working for other districts that might work for you?

Let's begin.





Paid Clinical Teaching Experiences

- Provides financial supports to the candidate through the clinical teaching semester
- Allows the students to focus on the EPP requirements
- Provides extensive supports and mentorship through district personnel and administrators
- 15-16 weeks semester (75 days)
- After the 75 days are met for the program, the student stays with the district until the end of the semester

Districts will...

- Establish a funding source
- Determine the number of internships to fund
- Establish an application process/screening process
- Provide opportunities for growth, communication, and feedback
- Think of this as a two-way interview that last an entire semester
- Provide onboarding and orientation
- Foster the district/mentor teacher and clinical teacher relationship
- District level observations, feedback, and planning
- If hired, comes in as a step 1 salary grade instead of step 0

District Benefits

- This shows that you are invested in the teacher
- Increases the likelihood of retaining the clinical teacher
- Builds foundations relationships and supports that the clinical teacher will consider when looking for a "school home"
- Adds additional hands in the classroom to help close this COVID gap
- Allows the district to model behaviors and teaching styles that they value in their district
- Access to this new teacher pool because they are at your district



Clinical Teacher Benefits

- Financial support during clinical teaching
- A caring and invested district
- Strong mentorship and supports
- Increased confidence in the classroom
- Sense of investment with the district and its students



Focusing on the Longterm

Preparation Route	First Year of Teaching	Total	1 Year		2 Year		3 Year		4 Year		5 Year	
			Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
All routes	2019-20	21,669	19,933	92.0%								
	2018-19	21,848	19,788	90.6%	18,270	83.6%						
	2017-18	24,262	21,890	90.2%	19,847	81.8%	18,353	75.6%				
	2016-17	23,603	21,260	90.1%	19,226	81.5%	17,464	74.0%	16,078	68.1%		
	2015-16	23,984	21,627	90.2%	19,629	81.8%	17,867	74.5%	16,213	67.6%	14,883	62.1%
	2014-15	23,734	21,325	89.9%	19,335	81.5%	17,661	74.4%	16,011	67.5%	14,522	61.2%

(2021)

SFA student 5 year retention rate is well over state average at 82%.

References

(2021). Retrieved 3 November 2021, from <https://tea.texas.gov/sites/default/files/teacher-retention-by-preparation-route-tgs210603.pdf>

Lopez, B. (2021). The pandemic's toll on educators has made Texas' teacher shortage worse. Retrieved 3 November 2021, from <https://www.texastribune.org/2021/09/09/texas-teachers-shortage-covid-19/>