

‘Grow Your Own’

Developing Missouri’s Teacher Pipeline

Dr. Marc Doss
NEE Project Director



**NETWORK for
EDUCATOR
EFFECTIVENESS**

Dr. Amanda Minear
Lange Middle School Administrator



Columbia
PUBLIC SCHOOLS

Today's Agenda

Rural Teacher Recruitment and Retention (Dr. Minear)

>> Overview of Research, Findings, Recommendations

Rural Educator Pipeline Project (NEE)

>> Overview of Planning, Goals, and Next Steps

Q&A

Teacher Recruitment & Retention

What we know about the teacher shortage:

- It's at a crisis level.
- 1 in 6 teachers replaced each year.
- Over 50% higher turnover in hard-to-staff schools.
- Rural schools lack a comprehensive approach to recruit and retain teachers.



Dissertation Overview

Title:

The Impact of Person-Environment Fit Theory on Teacher Recruitment and Retention

Purpose of the Study:

- Collect and analyze data regarding the elements of person-environment fit theory and their impact on recruitment and retention in rural public schools
- Results could lead to increased teacher retention rates

Research Methods

Interviews with:

- 5 principals, 15 teachers
- 5 rural locations
 - K-12 enrollment under 500
 - 10+ years experience on 2018 report card
 - 90 or higher on 2016 MSIP-5, similar 2014 & 2015

***Interviews transcribed and coded
to determine themes***

Themes from Interviews

Recruitment

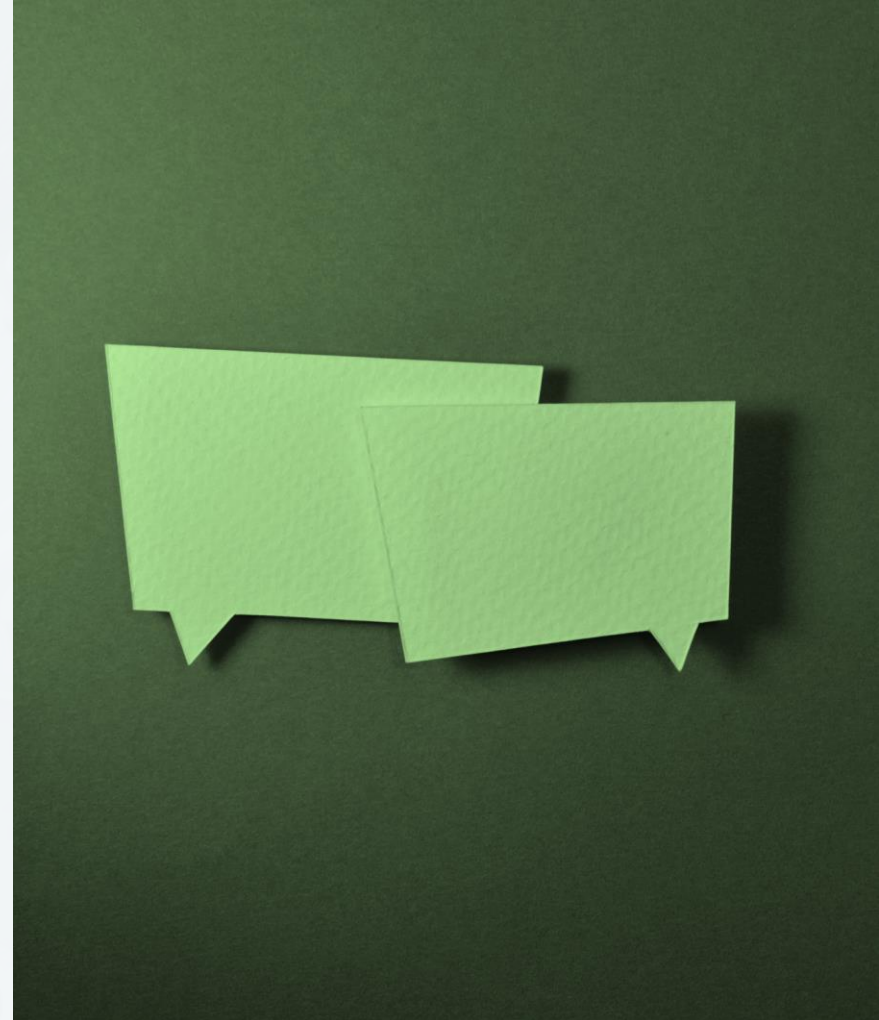
- In-house programs
- Reputation
- Successful characteristic of hiring process

Retention

- Person-supervisor fit
- Person-group fit

Long-Term Success

- Support creates satisfaction



Recommendations

Recruitment

- **Invest in cadet teaching:** be involved, stay connected to participants
- **In hiring process:** provide school day preview, talk about rural experiences, know the values of community, ask about long-term goals, look for characteristics
- **Maintain a positive reputation:** strategic communications with staff and families, outside organizations, local media, and social media

Recommendations

Retention

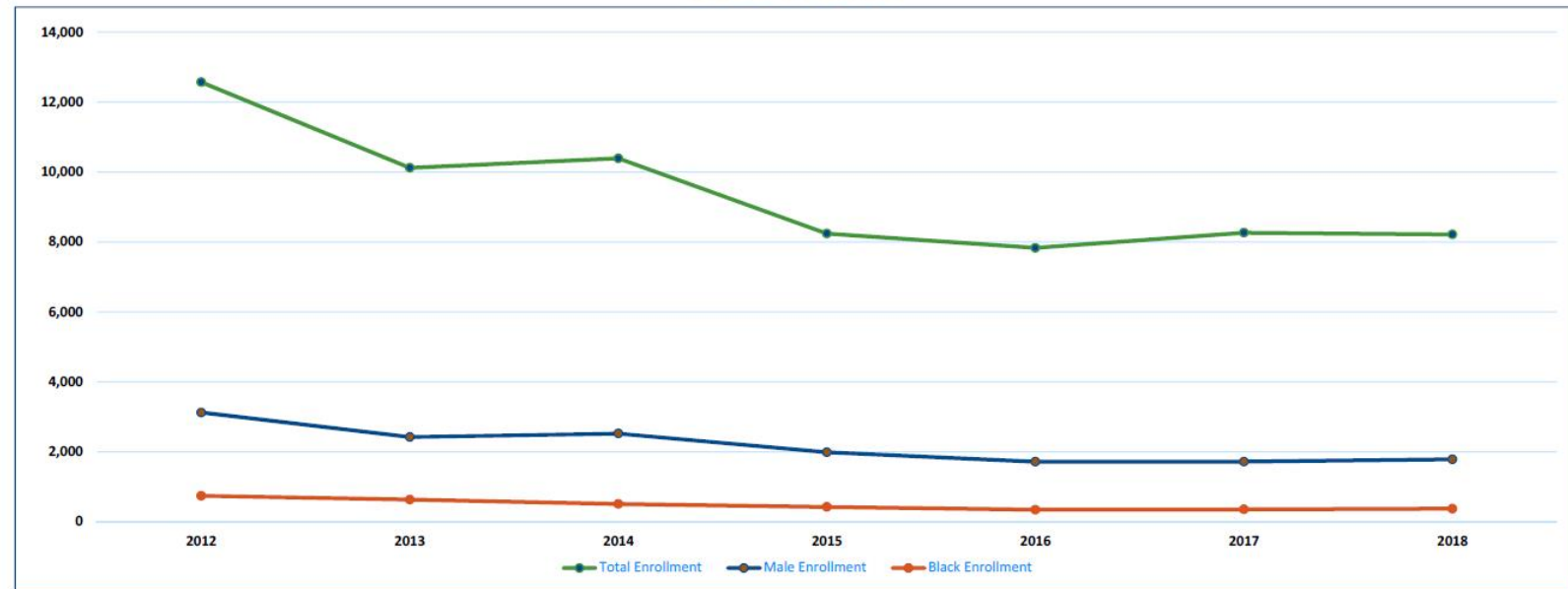
- **Induction programs:** organize program, community introduction, administrator message, mentoring, intentional supports
- **Administrator support:** positive affirmations, eliminate stressors, use observations, clearly communicate, participate in organizations
- **Collaborative opportunities:** professional development, time inside and outside of school, common times built in

Rural Educator Pipeline Project



Decline in Missouri's prep program enrollment shows a need.

Educator Preparation Program Enrollment 2012 to 2018



* Recruitment and Retention Report 2019

DESE's Career Pathways for the Teaching Profession offered mostly in larger schools.

- Introductory course for high school seniors
- One-year, one-credit program
- Enrollment for 2021-2022 estimated to be 1,550



Initial Planning

Conversation with:

- ***Gary Funke, Director of Rural Schools Collaborative:*** Bolivar, MO native has worked with a variety of Grow Your Own (GYO) initiatives across the country
 - Connected NEE with two programs: one at Lisbon, ND, and one at the University of West Alabama



**RURAL SCHOOLS
COLLABORATIVE**

Identifying the Model


University of West Alabama Black Belt Teacher Corps

- Offers scholarships (up to \$10,000) for students who commit to three years of service in a Black Belt region school.
- Students receive stipend to complete a service project in rural community.
- Cadet teaching curriculum offered at the career center establishes a recruitment pipeline for program.



The screenshot displays the website for the University of West Alabama's Black Belt Teacher Corps. At the top, the UWA logo and navigation menu are visible. The main heading reads "The UNIVERSITY of WEST ALABAMA -Black Belt Teacher Corps- Teach for Alabama". Below this, a paragraph describes the program's purpose: "The Black Belt Teacher Corps Teach for Alabama is a scholarship program created to address teacher shortages in public schools of the Black Belt region, rural areas, and high-need areas within Alabama. The Black Belt Teacher Corps Teach for Alabama program enhances teacher recruitment, preparation, and retention to the field of education by offering tuition scholarships to the College of Education. Students commit to teaching in Alabama public schools within the Black Belt, rural areas or high-need areas for up to three (3) years, leadership and service training, and completion of a school-based Service Project." A group photo of program members is shown below the text. On the right side, a "RELEVANT PAGES" sidebar lists various resources such as "ACCESS TO AP AND DUAL ENROLLMENT", "ACCESS TO INFORMATION AND BROADBAND", "CENTER FOR EXCELLENCE IN TEACHING, LEARNING AND LEADING", "JULIA S. TUTWILER SCHOLARSHIP FUND", "K-12 CHARTER SCHOOL", "PARTNERSHIP SCHOOLS", "PROFESSIONAL LEARNING FOR RURAL EDUCATORS", "PROGRAM ADVISORY", "PROJECT REP", "QUALITY TEACHING CANDIDATES", "RURAL ED TALKS", "RURAL SCHOOLS COLLABORATIVE", "SUPERINTENDENTS' CONSORTIUM", "WORKFORCE DEVELOPMENT AND CTE", and "BRY PUBLICATIONS". A small thumbnail image is located at the bottom right of the page.


Applying the Model in MO



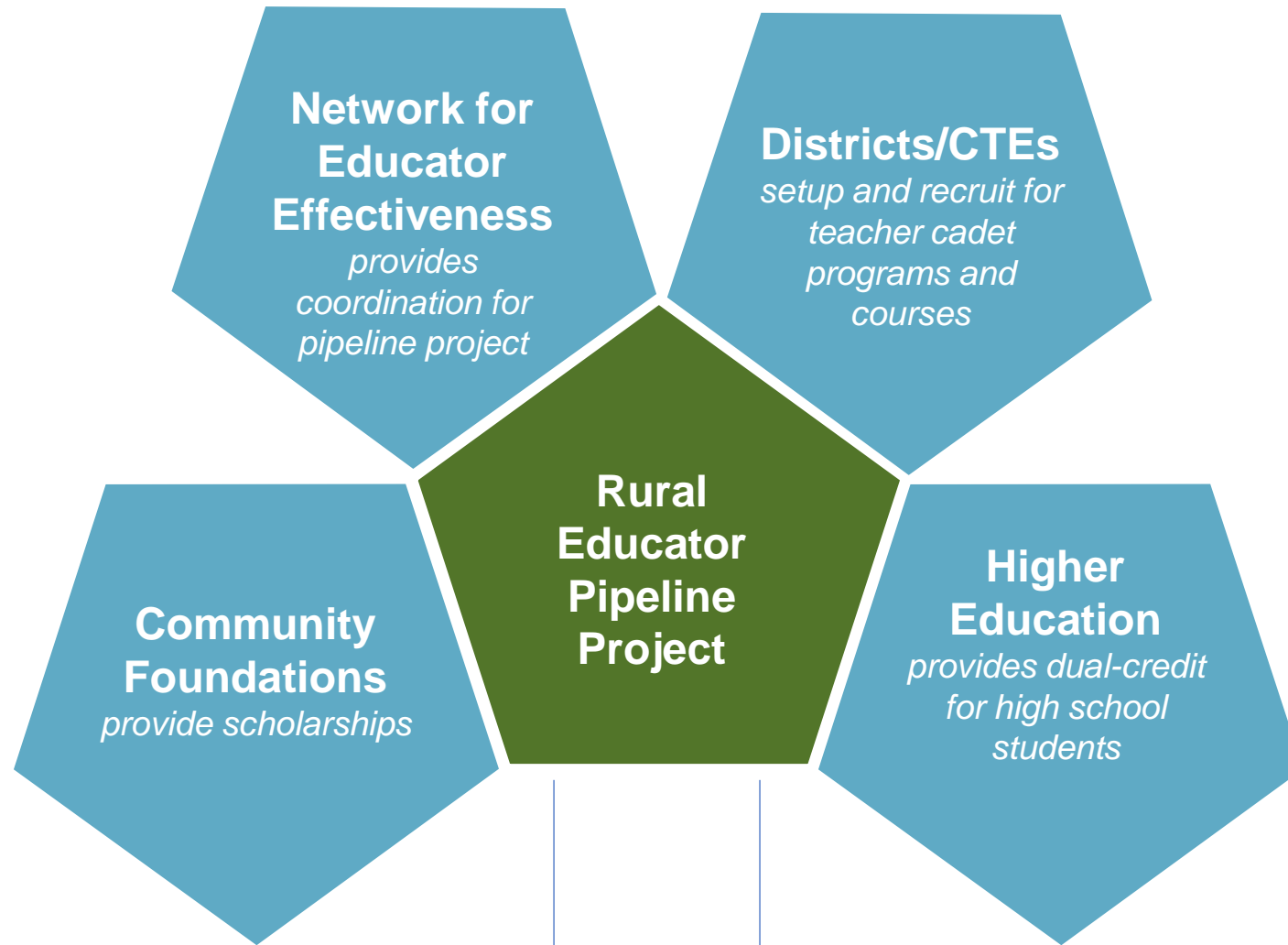
Small high schools would benefit from collective effort of CTE center with better resources, more students for GYO program



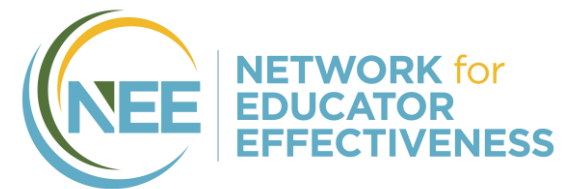
Working closely with DESE, NEE can help organize, launch quality GYO programming for CTE centers and districts



Need for flexibility: NEE will work with districts and CTE centers to tailor services to meet specific needs



State Education Agencies support schools in application of Title II funds
State Rural Education Associations promote participation in project
State Teacher Associations promote participation in project and scholarship opportunities



Timeline

2021-2022

NEE works with CTE centers and local districts to plan GYO programs:

- Review/design program offerings and curriculum
- Establish dual-credit partnerships
- Identify and secure scholarship opportunities
- Assign teachers and space
- Recruit students


AUGUST 2022

CTE centers/districts launch GYO programs


Next Steps



Contact your local CTE center director and host district superintendent to ask about GYO/REPP efforts



Contact NEE if interested in our help to organize and launch a GYO program



Apply for GYO funds and teacher retention funds through DESE by January 31, 2022

A classroom scene with a teacher at the front and students at desks. A white banner with the text 'Q&A' is overlaid in the center.

Q&A

Contact

Dr. Marc Doss

DossM@missouri.edu

(417) 581-0171



NETWORK for
EDUCATOR
EFFECTIVENESS

Dr. Amanda Minear

AMinear@cpsk12.org



Columbia
PUBLIC SCHOOLS