FINDING AND DEVELOPING TEACHER CANDIDATES

Breakout Session

Winter 2024

Ohio Department of Education & Workforce

Human Capital Resource Center

AMERICAN INSTITUTES FOR RESEARCH (AIR) TEAM

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AGENDA

- Introduction

- Reflection on sources of teacher candidates and remaining vacancies

- Title II data dive and higher education program finder

- Strategies for building your candidate pool

- Next steps

SESSION OUTCOMES

- Participants will discuss and identify new approaches for internal and external recruitment

- Participants will identify concrete next steps for expanding their candidate pool

INTRODUCTION

**Most Ohio teachers are from Ohio**

Though, it is likely that some teachers in Ohio are from neighboring states, especially for districts along the borders in Indiana, West Virginia, and Kentucky. Ohio also has military bases which may bring in teachers not originally from Ohio.

Very few Ohio teachers are prepared outside of the state

In 2022, most newly credentialed teachers in Ohio had graduated from University Teacher Preparation Programs in Ohio. 9% of newly credentialed teachers in Ohio graduated from an out-of-state preparation program. 13% of newly credentialed teachers in Ohio obtained licensure through alternative pathways. In the last 5 years, new teachers prepared in state have outnumbered others by at least 5 to 1.

INTRODUCTION

FIGURE 1.7. PERCENTAGE CHANGE IN NUMBER OF INDIVIDUALS WHO COMPLETED TEACHER PREPARATION PROGRAMS, BY STATE OR JURISDICTION: 2012–13 TO 2019–20
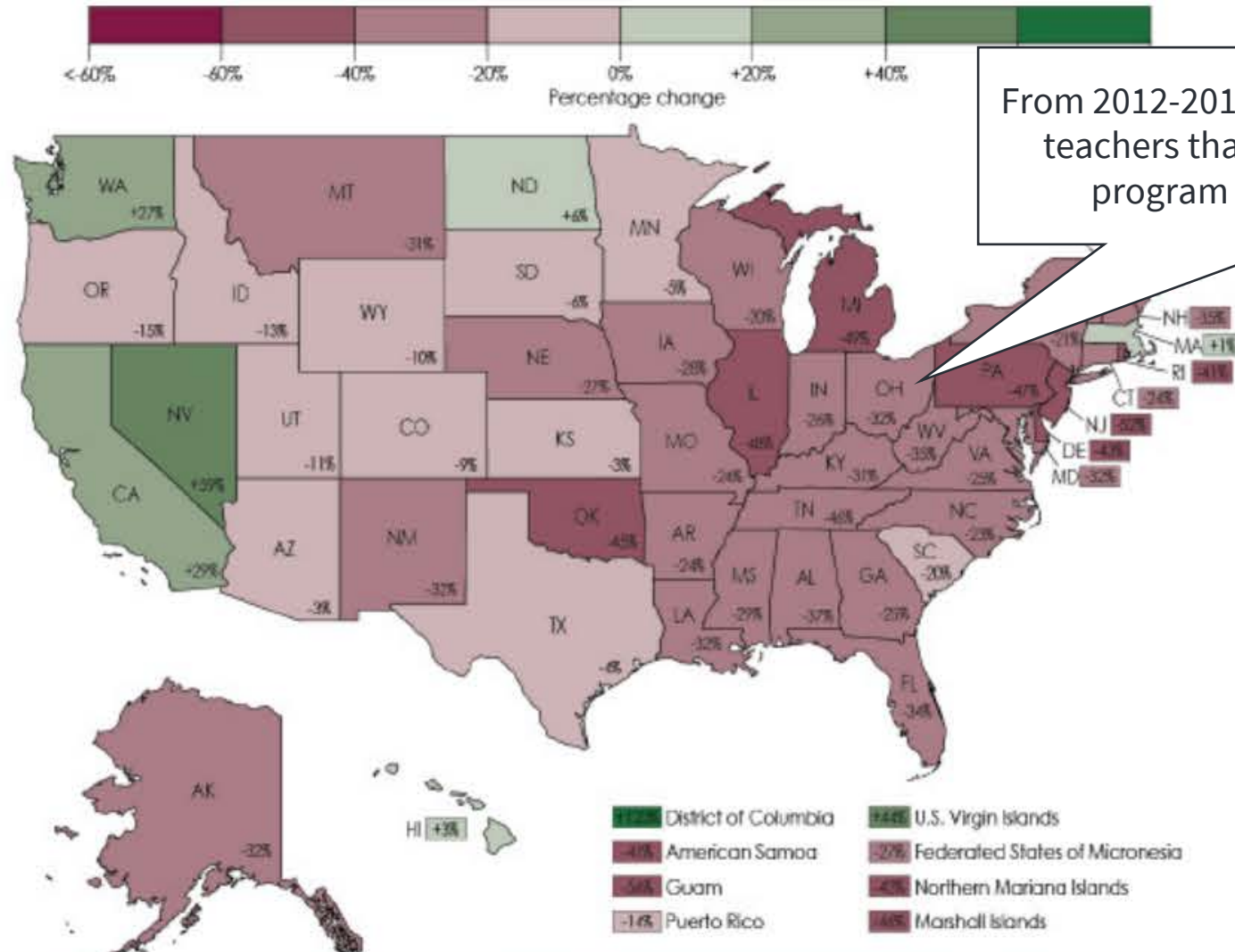
From 2012-2013 to 2019-2020, the number of teachers that completed a teacher prep program in Ohio declined by **32%**

Note: This image came from the following report: 'Preparing and Credentialing the Nation's Teachers: The Secretary's 13th Report on the Teacher Workforce' (June 2023, p.8)

ACTIVITY 1: DISTRICT SOURCES OF TEACHER CANDIDATES AND REMAINING VACANCIES

As a team or individually, **reflect on the current district sources of teacher candidates and your district's remaining vacancies**:

1. What colleges/universities do new hires come from? Do they come from other in-state or out-of-state sources?

2. Where do applicants hear about open positions?

3. How is applicant information collected and tracked (i.e., HR information system, applicant tracking system, direct outreach, other methods)?

4. What are the experiences of new hires (i.e., newly licensed teachers, career changers, school staff changing roles)?

ACTIVITY 2: TITLE II DATA DIVE

As you review Title II data, consider:

1. What surprises you and what are the trends (if any) on the enrollment and completion numbers?

2. What questions remain about the supply of teachers in Ohio?

3. Does the data align with what you are hearing or seeing from programs in your area?

4. How could your district utilize Title II (including when 2022 and 2023 report data are released) to assess trends over time and inform your district's approach to recruitment and hiring?

ACTIVITY 2: HIGHER EDUCATION PROGRAM FINDER

As you review the Education Program Finder:

1. How could your district utilize this tool for recruitment and hiring efforts?

PROACTIVE STRATEGIES FOR BUILDING YOUR CANDIDATE POOL

Strategy	Benefits	Trade-offs	Strategy to expand candidate pool in the short, medium, or long term?
Leverage current staff	Existing relationships	Could create shortages in other areas	Short term
Community outreach	School-community connections; prior experience	Requiring support with licensure/certification	Short term
Strategic hiring	Sustainable approaches	Requiring time, planning and additional resources	Medium (and possibly long) term
Grow Your Own (GYO)	Sustainable approaches; district-specific	Requires time, planning and additional resources	Long term

LEVERAGE CURRENT STAFF

Leverage current staff
Support aids, substitutes, paraprofessionals, and other school staff in apprenticeship programs, alternative or supplemental licensure programs, and certification pathways to fill positions where shortages exist. Consider providing current employees an incentive for referrals.

COMMUNITY OUTREACH

Community outreach:
Target outreach and recruitment efforts towards community members such as career changers, retirees, and veterans. Connect with university faculty and advisors in specific content areas to share about teaching pathways.

STRATEGIC HIRING

Strategic Hiring
Use educator workforce data to identify needs, develop targeted recruitment materials (including marketing strategies and campaigns for dissemination, sharing teacher stories, videos about position/experience), restructure hiring strategy, and make application processes easy.

GROW YOUR OWN

Grow Your Own (GYO) Strategies or programs that allow districts to identify and support individuals in their communities in becoming educators. These strategies have the potential to increase teacher supply, diversity, effectiveness, and retention.

NOVEL SOURCE: PLAIN LOCAL SCHOOLS GYO PROGRAM

- Teacher Pathways program at Plain Local School District (GlenOak HS)
- 2-year program for Juniors and Seniors, with an optional intro course for grades 9 and 10
- Students complete college-level coursework and gain experience in classrooms across the district
- Students can earn up to 12 college credits
- Key features that make the program successful:
  - Connection and relationships
  - Relevancy of the course
  - Post-secondary success
- Opportunities to district employment

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The Plain Local Schools Community Magazine

Grow Your Own
Meet Our Teacher Pathways Alumni
Pages 4-7

PLAIN LOCAL SCHOOLS

NOVEL SOURCE: TOLEDO BUS DRIVERS

- Strategy has led to success with recruitment and increased retention
- Amended contract language
- 8 hours per day (full time) plus benefits
- Developed high school shuttle bus system
- Cultivated relationships with TARTA, Trinity transportation, and other third-party transportation partners

NEXT STEPS FOR EXPANDING YOUR CANDIDATE POOL

In reflecting on the discussions, data, and examples from today's breakout, **identify 3 next steps** for expanding your district's candidate pool:

1. Next step to expand your candidate pool in the short term.

2. Next step to expand your candidate pool in the medium term.

3. Next step to expand your candidate pool in the long term.

QUESTIONS?

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