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Department of  
Education &  
Workforce

Human Capital  
Resource Center

# FINDING AND DEVELOPING TEACHER CANDIDATES

## Breakout Session

Winter 2024

# AMERICAN INSTITUTES FOR RESEARCH (AIR) TEAM



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# AGENDA

- 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:
  - Engage with data sources to help find candidates
  - Discuss and identify new approaches for internal and external recruitment
  - Identify concrete next steps for expanding their candidate pool



# INTRODUCTION

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**Most Ohio teachers are from Ohio**

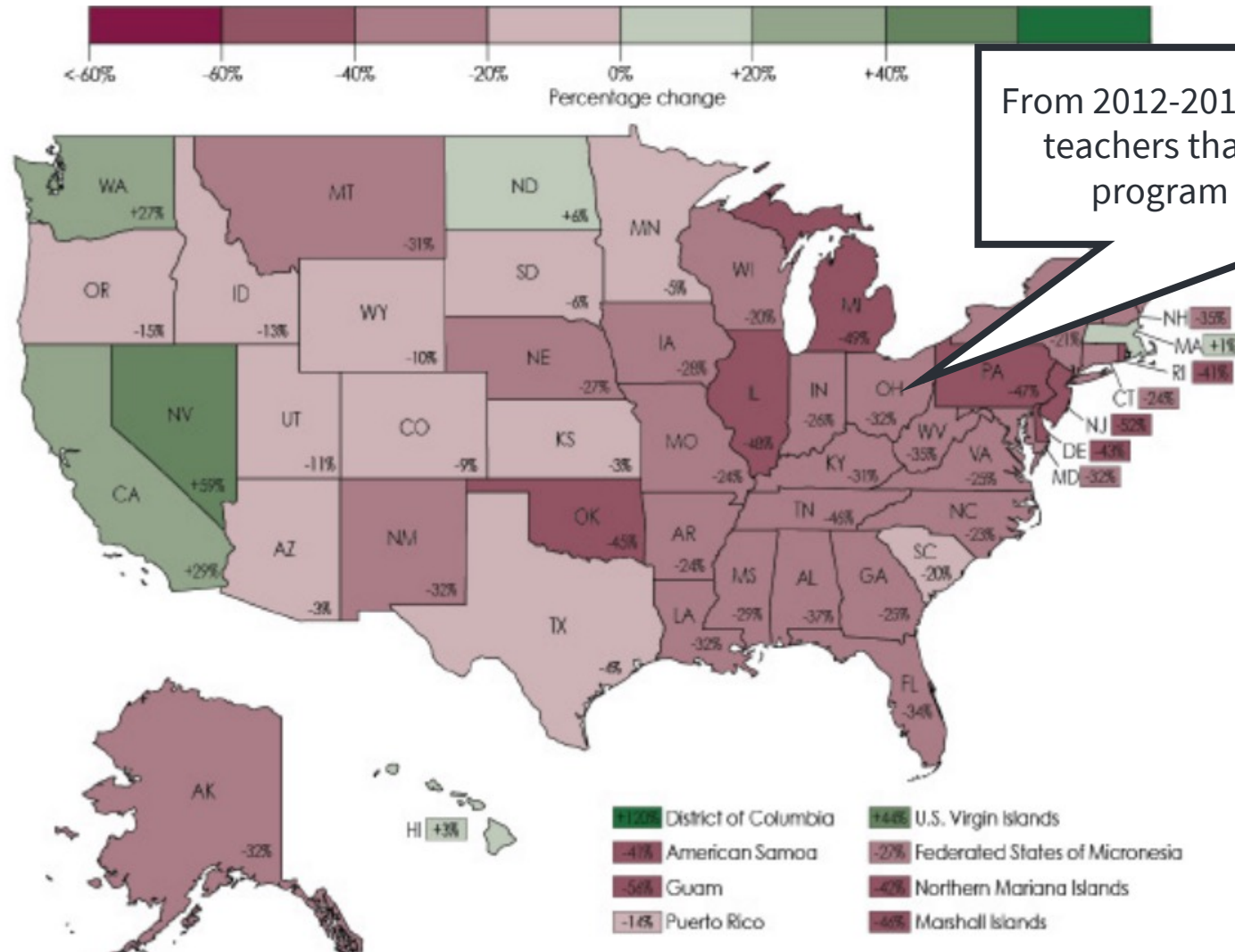
Though, it is likely that some teachers in Ohio are from neighboring states, especially for districts along the borders in Indiana, West Virginia, and Kentucky. Ohio also has military bases which may bring in teachers not originally from Ohio.

**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%**

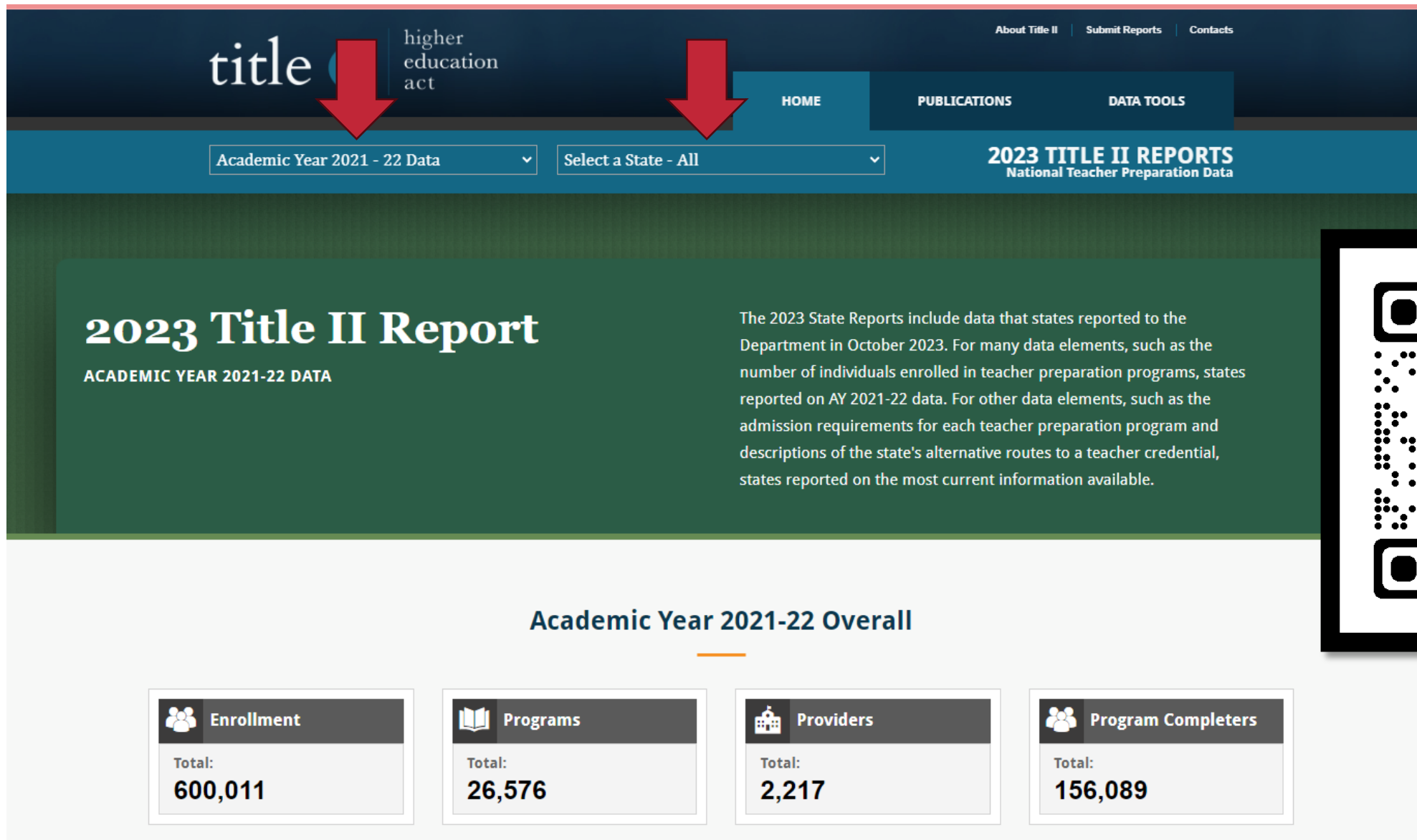
Note: This image came from the following report: 'Preparing and Credentialing the Nation's Teachers: The Secretary's 13th Report on the Teacher Workforce' (June 2023, p.8)

# ACTIVITY 1: DISTRICT SOURCES OF TEACHER CANDIDATES AND REMAINING VACANCIES

- **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)?



# USING TITLE II SITE



The screenshot shows the Title II website interface. At the top left is the logo for 'title higher education act'. To the right are navigation links: 'About Title II', 'Submit Reports', and 'Contacts'. Below the logo, two red arrows point to the 'HOME' and 'DATA TOOLS' menu items. The 'DATA TOOLS' menu is expanded, showing 'Academic Year 2021 - 22 Data' and 'Select a State - All' dropdown menus. The main header area displays '2023 TITLE II REPORTS National Teacher Preparation Data'. The main content area features a large green banner with the title '2023 Title II Report' and the subtitle 'ACADEMIC YEAR 2021-22 DATA'. Below this is a paragraph of text explaining the data. At the bottom, a section titled 'Academic Year 2021-22 Overall' contains four data cards: Enrollment (600,011), Programs (26,576), Providers (2,217), and Program Completers (156,089).

title higher education act

About Title II | Submit Reports | Contacts

HOME PUBLICATIONS DATA TOOLS

Academic Year 2021 - 22 Data Select a State - All

**2023 TITLE II REPORTS**  
National Teacher Preparation Data

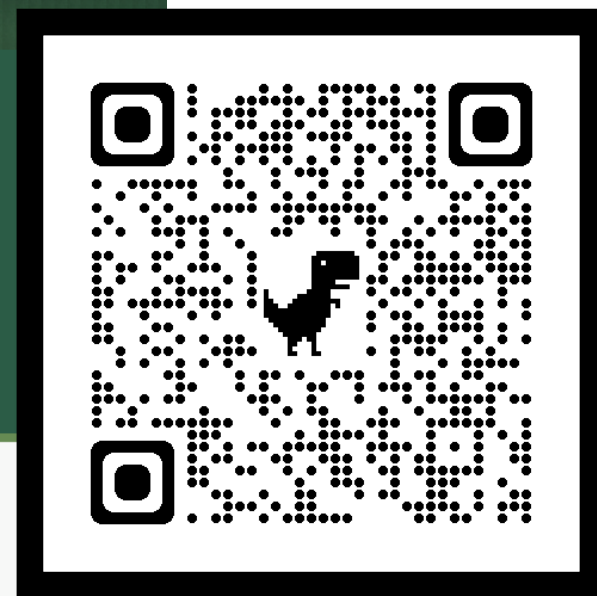
## 2023 Title II Report

ACADEMIC YEAR 2021-22 DATA

The 2023 State Reports include data that states reported to the Department in October 2023. For many data elements, such as the number of individuals enrolled in teacher preparation programs, states reported on AY 2021-22 data. For other data elements, such as the admission requirements for each teacher preparation program and descriptions of the state's alternative routes to a teacher credential, states reported on the most current information available.

### Academic Year 2021-22 Overall

Category	Total
Enrollment	600,011
Programs	26,576
Providers	2,217
Program Completers	156,089





## Ohio (OH)

1. Introduction

2. Providers

3. Data Files

Introduction

Page 1.01 of 4.01

**An Introduction**

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**STATE CONTACT INFORMATION**

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[State Website](#)

**Number of Programs**

Total:  
**803**

**Enrollment**

Total:  
**19,122**

**Program Completers**

Total:  
**4,527**

# ACTIVITY 2 HANDOUT

- Introduction
- Provider-Level Data
- License/Teaching Field Data

## Provider-Level Data

Exhibit 1 provides data for each provider in Ohio and includes the total number enrolled and the number of current completers from the 2020, 2021, and 2022 reporting years.

**Exhibit 1. Ohio Educator Preparation Total Enrollment and Completer Trends from Title II Reporting**

Provider	Total Enrollment			Current Completers		
	2020	2021	2022	2020	2021	2022
<b>State yearly totals</b>	16,134	16,982	17,625	4,418	4,570	4,667
<b>Ashland University</b>	442	411	390	171	120	124
<b>Baldwin Wallace University</b>	274	260	181	85	83	99
<b>Bluffton University</b>	58	80	84	23	22	20
<b>Bowling Green State University</b>	2,294	2,040	2,055	365	404	414
<b>Capital University</b>	191	226	215	80	95	84
<b>Case Western Reserve University</b>	29	24	33	8	10	2
<b>Cedarville University</b>	128	150	167	47	58	78
<b>Central State University</b>	46	46	63	4	4	23
<b>Cleveland State University</b>	612	620	712	162	166	183
<b>Defiance College</b>	51	38	24	24	20	11

# ACTIVITY 2: TITLE II DATA DIVE

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## **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 2023 report data are released) to assess trends over time and inform your district's approach to recruitment and hiring?

# USING EDUCATION PROGRAM FINDER SITE

## Education Program Finder

The Educator Preparation Program Finder is the complete list of Chancellor-approved programs that lead to Ohio licensure/endorsement. The Ohio Department of Higher Education (ODHE) verifies that programs on this list hold the authority to recommend program completers for an Ohio educator license.

Please visit the [Ohio Department of Education's website](#) for additional questions about obtaining an Ohio license by completing a program that is not approved by the Chancellor.

### Alternative Licensure

Ohio code allows non-profit organizations to seek approval for Alternative Licensure programs. For a list of approved providers and programs, visit the [Alternative Licensure Institutes](#) page.

### Education Programs

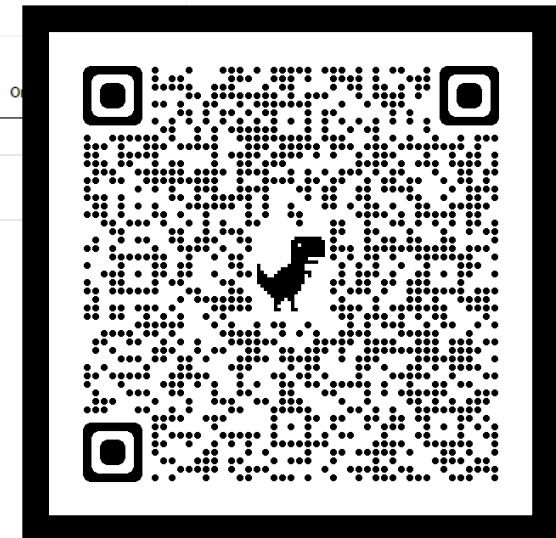
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Filter by Institution  Filter by Program Level  Filter by License/Teaching Field

Filter by Online

Institution <sup>▲</sup>	Program Level <sup>⬆</sup>	License/Teaching Field <sup>⬆</sup>	Ohio
American College of Education	Graduate	Principal (4-9)	
American College of Education	Graduate	Principal (5-12)	





# ACTIVITY 2: HIGHER EDUCATION PROGRAM FINDER

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**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?
<b>Leverage current staff</b>	Existing relationships	Could create shortages in other areas	Short term
<b>Community outreach</b>	School-community connections; prior experience	Requiring support with licensure/certification	Short term
<b>Strategic hiring</b>	Sustainable approaches	Requiring time, planning and additional resources	Medium (and possibly long) term
<b>Grow Your Own (GYO)</b>	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

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## 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

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**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.



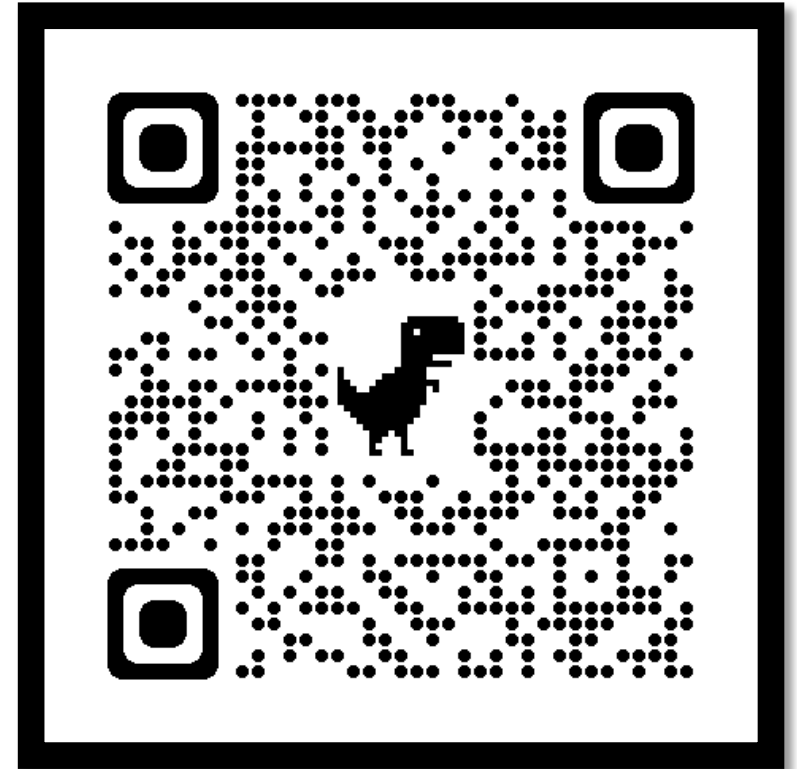
# NOVEL SOURCE: PLAIN LOCAL SCHOOLS GYO PROGRAM

- 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



# OHIO HCRC GYO TOOLKIT

- **Getting Started Section** – to support in determining best GYO option for your district or school
- **Designing a GYO Program** – introduces core components
- **Addressing Barriers** – shares factors to consider that could impede program completion





# NEXT STEPS FOR EXPANDING YOUR CANDIDATE POOL

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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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[OHIOHCRC.ORG](http://OHIOHCRC.ORG)



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