Class AA Focus: Recruitment & Retention

Issues/ Concerns	Possible Solutions	Follow-up Questions
RECRUITMENT: - teacher preparation needs more clinical opportunities in a variety of settings - how do we encourage existing teachers to get SPED credentials - special ed staff recruitment or other endorsement - we lack highly qualified teachers as defined by the Fed (special ed teachers, in particular)	- experiential learning - working with the University System for professional development for mobility - partnership with universities for collecting post-graduation data - TRS flexibility	
RETENTION: - multiple challenges, more diversity w/in the classroom setting - teachers are expected to differentiate instruction to accommodate a broad spectrum of student needs - principals also need induction programs - administration lacking management skills - flexibility options for teachers (1/2 time, etc.) and schools	- structure and prioritize the induction of teachers and principals via budget & time - Effective & funded inductive plan for 1-5 year new teachers - joint funding & joint pursuit: state/ local professional development & training - more funding for prof. development - changing framework of PIR days. Means: flexibility plus accountability - using what we have in place right now: state-wide training - cooperatives - time flexibility: a double-class size for specialists thru the mentor program - targeted professional development (w/local control) - 'just in time' training: aligning with teachers' needs w/training - restore full-time G&T coordinator at OPI - streamline the renewal of endorsement - statewide approach to health insurance w/incentives to opt in	
- state plan vs. local control		*- Who owns the solution?*

Issues/ Concerns	Possible Solutions
- does this increase student opportunity and provide constitutional equity - technology: we are not using it to the full extent - will efficiency with transportation - who wins: education, opportunities for kids, taxpayers? - would it lower administration or how would it impact administration #'s? - how efficiently are we using our State's resources currently? - is there other things/discussions that we can harvest in going into this discussion? (How can we 'get there' in 10 years?)	- taxing jurisdiction & taxing model (why make major changes without having a model?) (- consolidating schools or districts?) - look at *feeder districts* for solution - to start here: follow joint services - mentor high-schoolers (for them to become teachers – *medical* in high schools)
Issues/ Concerns	**Possible Solutions**