

Recruiting & Retaining Great Teachers



A Look at Apprenticeships, Induction and Mentoring, and
the Teacher Pipeline



EDUCATION COMMISSION
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STATE LIAISON

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STATE RELATIONS STRATEGIST

Education Commission of the States



WHO WE ARE.

The essential, indispensable member of any team addressing education policy.



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Greg Gianforte, Governor, State of Montana

Governor's Proxy: Dylan Klapmeier, Education Policy Advisor, State of Montana

Allison Horne, Teacher, Warren Elementary School

Brandon Ler, State Representative, Montana House of Representatives

Daniel Salomon, Chair, Education Interim Committee, Montana State Senate

Craig Smith, Vice President for Institutional Development, Fort Peck College

Tim Tharp, Chair, Montana Board of Public Education

WHAT WE DO.

We believe in the power of learning from experience, and we know informed policymakers create better education policy.



ECS Services



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Report



Counsel



Convene



RESEARCH

We review the latest research and summarize it into concise policy implications and recommendations.



State Education Policy Tracking

ecs.org/state-education-policy-tracking/



REPORT

We issue concise, factual reports on a wide variety of education topics.



COUNSEL

We provide unbiased advice on policy plans, review and consult on proposed legislation, and testify at legislative hearings as third-party experts.



CONVENE

We create opportunities for education leaders within states and across states to interact, learn and collaborate.

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SENIOR POLICY ANALYST

Education Commission of the States



POLICY RESEARCHER

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National Shortages?



Specific Teacher Shortages in:

- **Subjects.**
- **Schools.**
- **Localities.**

Impacts of These Challenges

1

Costly.

2

**Negatively impact
workforce quality,
school climate and
student outcomes.**

3

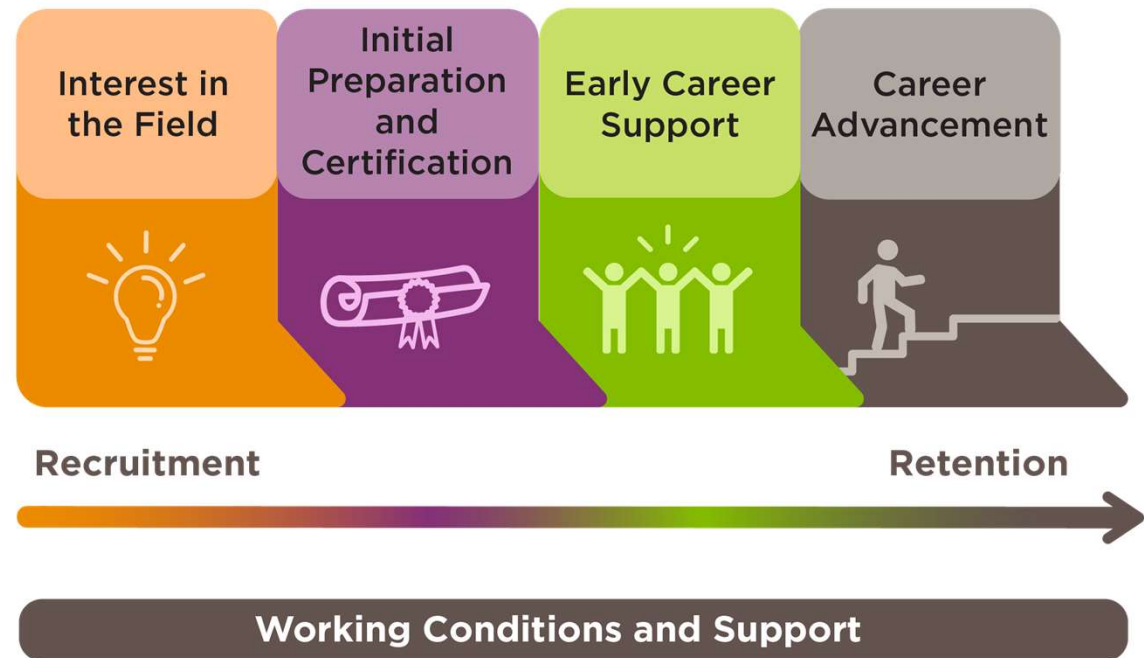
**Disproportionately
impact schools
and students that
can't afford it.**



Recruiting and retaining teachers should be less about teachers **generally**, and more about finding and keeping the **right teachers**, in the **right subjects**, for the **right schools**.



Teacher Pipeline



Ensuring **quality teaching**, including a diverse workforce, is a priority at every stage in the teacher pipeline.

RESOURCE TITLE:

50-State Comparison: Teacher Recruitment and Retention

Schools continue to face specific and persistent teacher shortages in certain subjects, such as upper-level math and special education, and in certain schools, including historically under-resourced schools and rural schools. The current teacher workforce also has a shortage of teachers of color, who have a positive impact on student outcomes and school climate. These shortages are more likely to impact schools that serve students in rural and urban areas, linguistically diverse students, students identified for special education and students of color. Shortages contribute to students being taught by inexperienced or out-of-field teachers and they can be financially costly for schools and districts. Declining participation in teacher preparation programs, coupled with high turnover in the profession, suggests that a comprehensive approach that accounts for each stage of the teacher pipeline is necessary to recruit and retain effective teachers.

SHARE THIS RESOURCE
ON



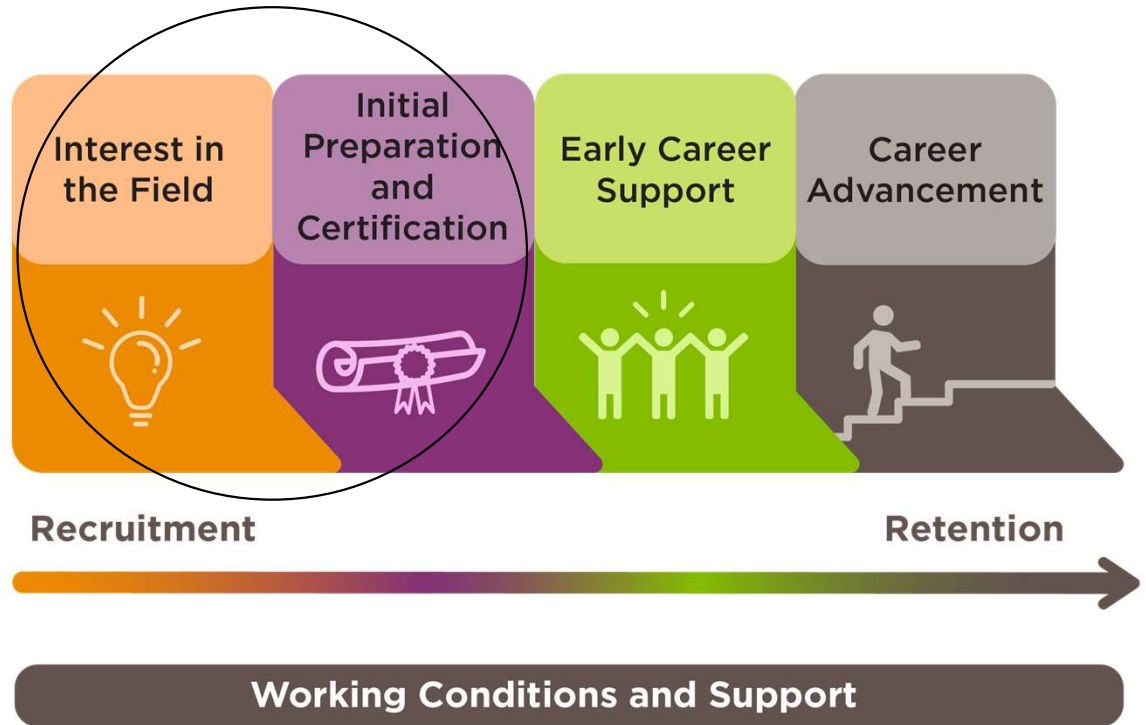
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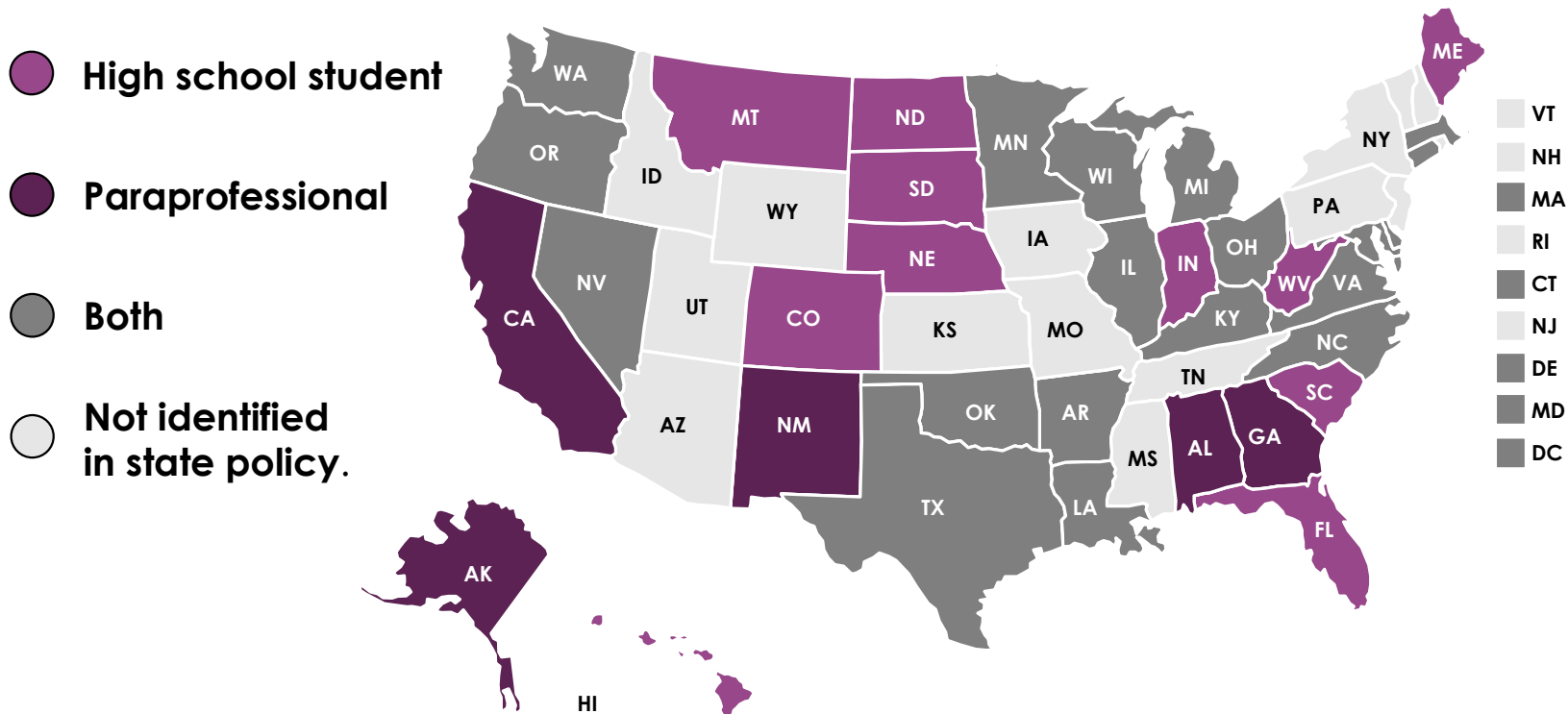
Interest in the Field & Initial Preparation



Teacher Pipeline



High School Student and Paraprofessional Recruitment: Pathways, Programs or Incentives



Registered Apprenticeships

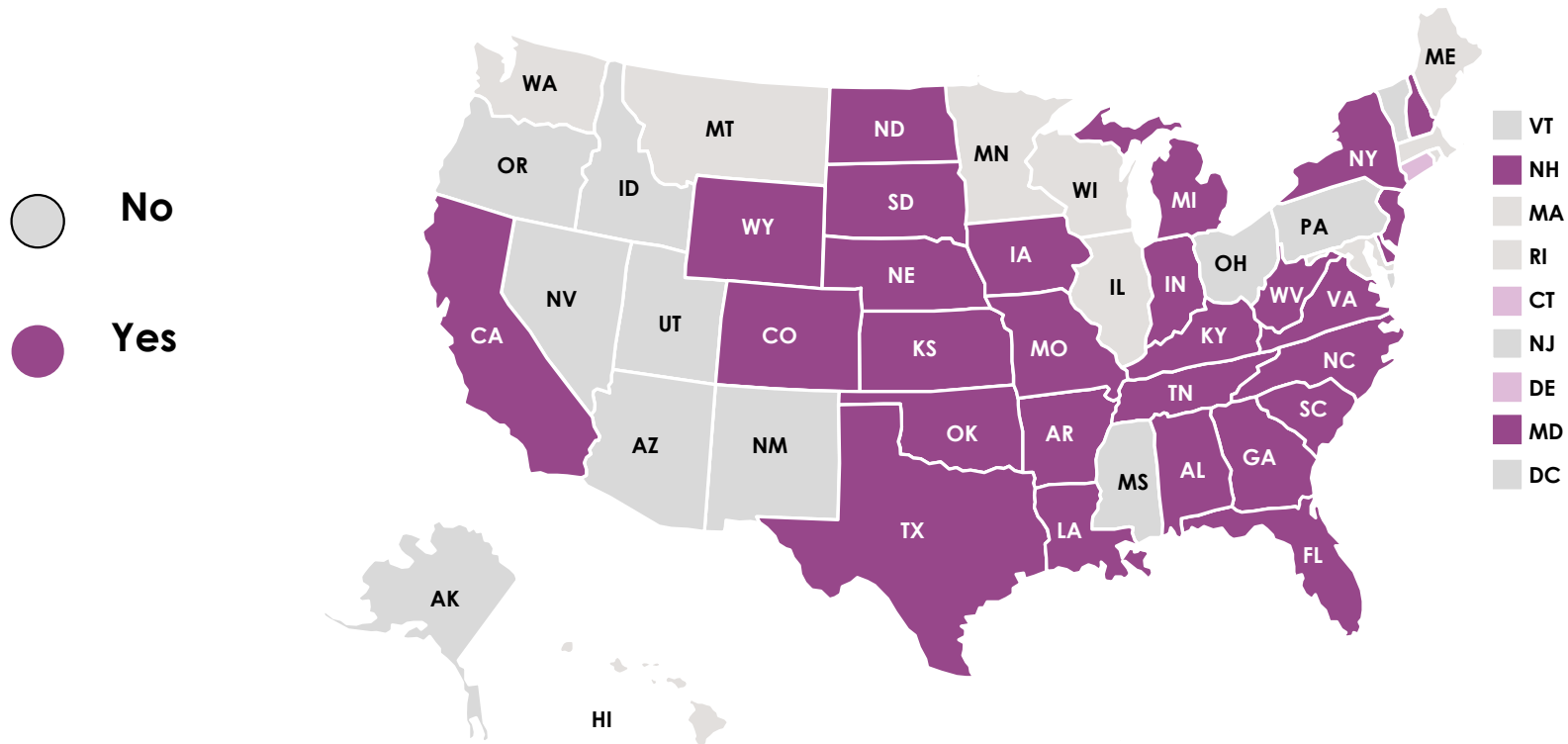


Key Components of Teacher RAPs

- Earn-and-Learn
- Classroom Learning
- Work-Based Learning
- Mentorship
- Credential

Source: Council of Chief State
School Officers

State Registered Apprenticeship Programs



SOURCE: New America

Iowa



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Tennessee



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West Virginia



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Early Career Supports

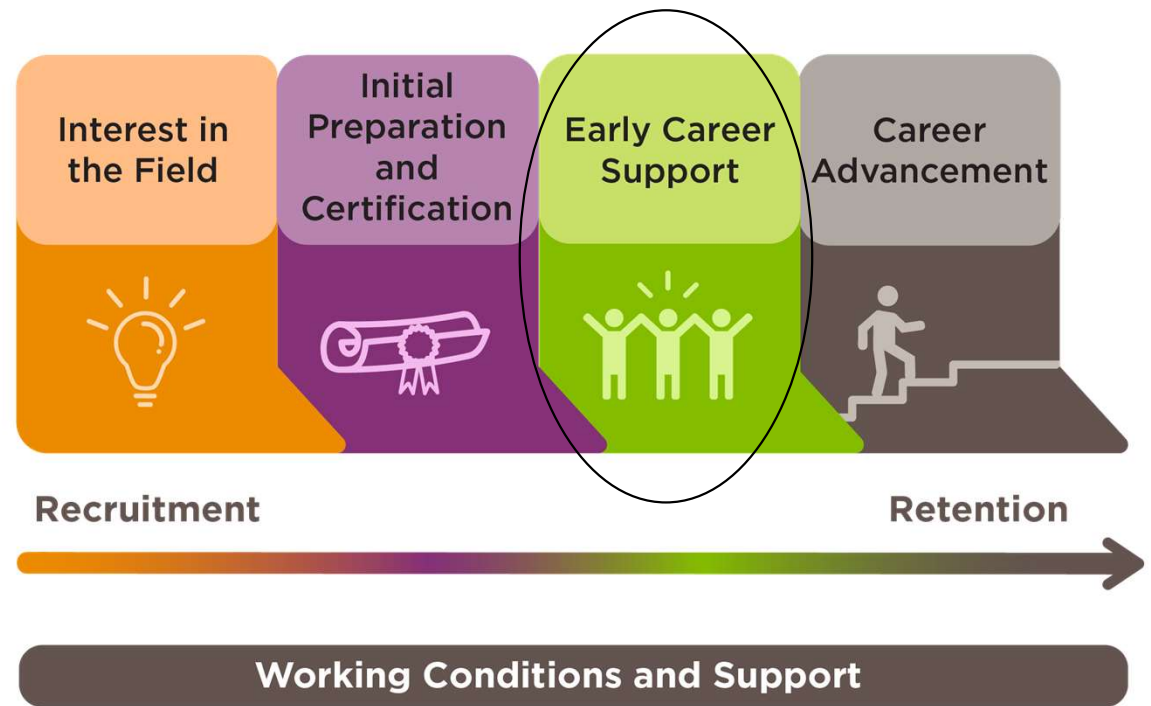
Induction & Mentoring



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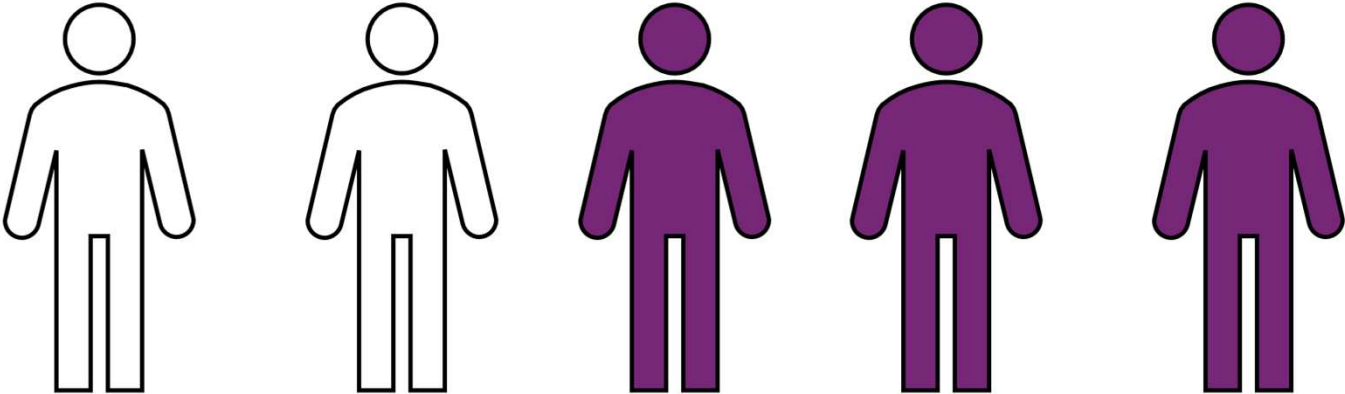
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Teacher Pipeline

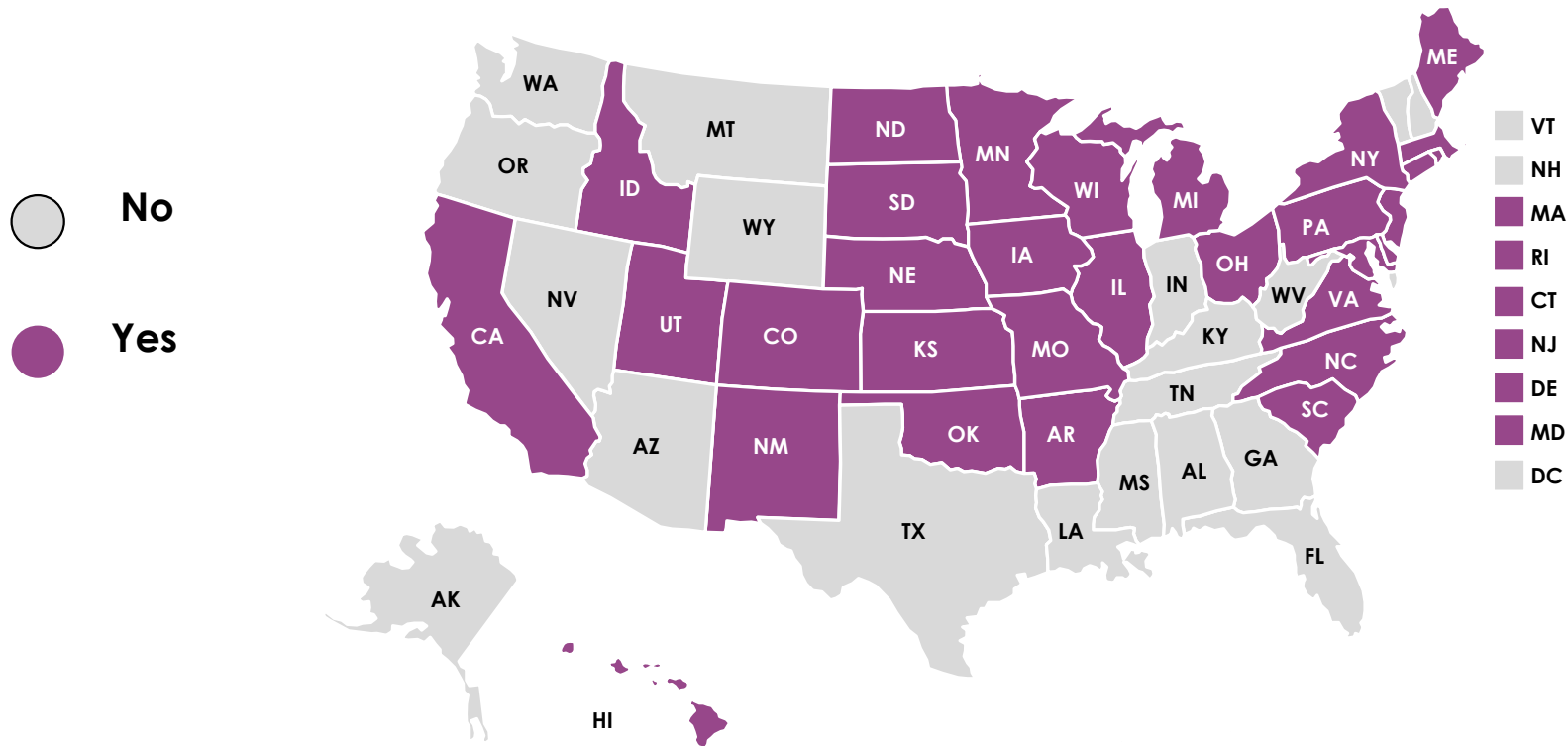


Ensuring **quality teaching**, including a diverse workforce, is a priority at every stage in the teacher pipeline.

Teacher Attrition in the First 5 Years



Requirements for Mentoring and Induction



Induction and Mentoring

A multi-year, structured program of mentorship and professional development in which trained mentors provide constructive feedback to new teachers.

Program Elements

- Rigorous mentor selection based on the qualities of an effective mentor
- Ongoing professional development and support for mentors
- Sanctioned time for mentor-teacher interactions
- Multiyear mentoring
- Intensive and specific guidance moving teaching practice forward
- Professional teaching standards and data-driven conversations
- Ongoing professional development for beginning teachers
- Clear roles and responsibilities for administrators
- Collaboration with all stakeholders

Source: Center on Great Teachers and Leaders

Georgia



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Michigan



Alaska



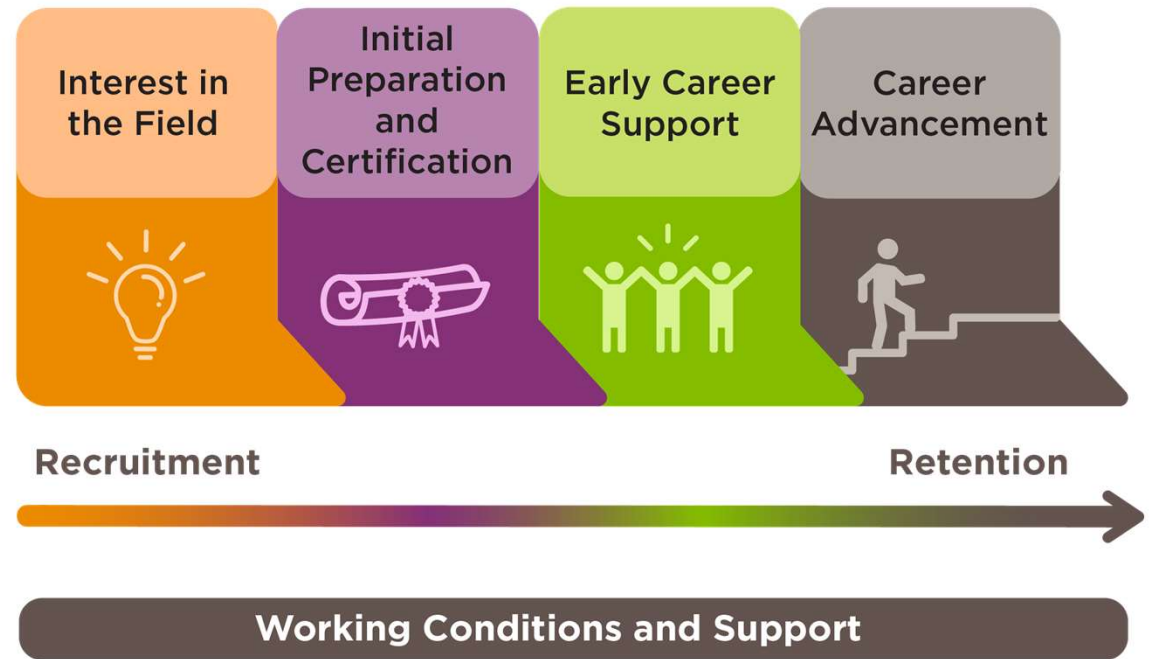
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Funding Early Career Supports

- **Pilot Programs**
- **State Education Agency Resource Development**
- **District Assistance**

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Your education policy team.

THANK YOU

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