Supporting LEAs to Recruit, Prepare, and Retain Teachers
OPENING ACTIVITY

● Share an example of a recruitment or retention strategy that was not effective.

● What do you think it was not effective?
For Preparation Programs that Support Leaders and Teachers of Students with Disabilities

Dr. DaShaunda Patterson
Georgia State University
Purpose

● The Georgia CEEDAR State Leadership Team (SLT) Subcommittee on Recruitment and Retention invites applications from CEEDAR affiliated Education Preparation Providers that are interested in implementing unique and/or innovative practices related to the Recruiting and Retaining Teachers and Leaders who serve students with disabilities.

● To this end, the Recruit and Retain Subcommittee seeks to achieve these goals:

   **Goal 1:** Create flexible entry points to recruit and retain a diverse and effective teacher workforce in GA.
   **Goal 2:** Strengthen the outcomes identified by EPPs.
Priorities

- Proposed projects must meet at least one of the absolute priorities:
  - Priority 1: Evidence that initiative enhances existing programs that support the preparation and/or retention of special education teachers or leaders.
  - Priority 2: Evidence that initiatives lead to the recruitment of special education teachers or leaders.
  - Priority 3: Evidence that initiatives support the induction of special education teachers or leaders.
Process

- To meet the requirements and receive funds, faculty member from an IHE or team of IHEs must agree to:
  - Submit a proposal that addresses all prompts here.
  - Provide evidence of changes in practices/policies that support preparation, retention recruitment and/or induction for special education teachers or leaders.
  - Participate in 2-3 check-ins with GA-SLT and/or CEEDAR staff about the project status.
  - Present on project findings and lessons learned at dissemination events.
Program Information and Timeline

- Number of Awards: 2-10
- Maximum award for individual project: $5,000 to $25,000 based on budget narratives.
- Timeline:
  - Submission Opens: January 25, 2022
  - Deadline for Submission: April 1, 2022
  - Notification Date: May 6, 2022
  - Completion: Projects and reports must be completed by Friday, June 30th, 2023.
Results

- Six applications
- Double scored based on rubric
- Four proposals were awarded
  - Columbus State University
  - Georgia Gwinnett College
  - Georgia Southern
  - University of Georgia
- Status check one has been complete, and all projects are underway
- Check-in two will occur mid-February

Teacher Empowerment Project
Teacher Empowerment Project

Presenters:
Julie Blair, Julie.Blair@gcu.edu
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Talking Points

01 Prepare
02 Recruit
03 Retain
04 Break Out Group
WHOA!

How many years have you been teaching special education?

- 3-5: 12.3%
- Less than 1: 0.0%
- 10-15: 19.2%
- 5-10: 19.5%
- 2-3: 9.0%
- More than 15: 36.9%
AZ Teacher Prep Programs & Pathways

- Educator Preparation: IHEs, LEAs
- Traditional: IHEs
- Alternative Pathways: IHEs, iTeach
- Classroom-Based Programs: LEAs (11 programs)
- Other:
  - Substitute
  - Paid Student Teaching
  - Endorsements (SPD-Mild to Mod, Mod to Severe)
- Resources:
  - DEVELOPING A GROW YOUR OWN PROGRAM (azed.gov)
  - Educator Certification & Career | Arizona Department of Education (azed.gov)
  - Approved Educator Preparation Programs | Arizona Department of Education (azed.gov)
What would have helped you feel more prepared?
What factors contributed the scores you rated?
Recruitment Resources...

- Arizona @ Work
- Arizona Department of Education Job Board and Advertising Job Fairs
- Recruitment Event from Pima County:
- American Association for Employment in Education
What do they need?
What do they need?
Retention Resources...

- Mindfulness for Teachers and School Leaders | Selected
- Get a Move On! Breathe, Body, and Brain Breaks
- Survival Guide for Teachers
- Head Space for Educators
- Educator Resilience and Trauma-Informed Self-Care
What is your current reality?

What are your current staffing needs?

What might you need over the next year?

What might you need over the next year from us?

Teacher/Director Empowerment Project Community of Practice
“Never doubt that a small group of thoughtful, committed people can change the world..”

—Teacher Empowerment Project
You can't spell amAZing without AZ!

Thanks!

As we express our gratitude, we must never forget that the highest appreciation is not to utter words, but to live by them.
Station Rotations

- 10 minutes with each state for group discussion

Guiding Questions
- What successful strategies have been used in Georgia to recruit and retain teachers that could be utilized in your state?
- What is your state’s reality of SPED teachers – preparing, recruiting and retaining – and how can the Arizona work inform potential solutions in your state?
Debrief and Closing Connections

● Get into small groups and discuss any potential strategies or solutions your state could implement to successfully recruit and retain teachers.

● Share out any major talking points that you will take back to your state during state team time.
What’s Next?

Lunch and Learn Partner Poster Session
12:00 – 1:30 PM
InterContinental C, 5th Floor