



**Welcome to
Diversifying the
Teacher Workforce
Affinity Group**

**Tuesday, August 1, 2023
3:00 – 4:00 pm Eastern**

Check in
question:
What would the
title of your
autobiography
be?



Welcome & Introductions



LaRon Scott

Associate Dean for Diversity,
Equity and Inclusion Associate
Professor, University of Virginia



Nichole Spalding

Technical Assistance Specialist,
CEEDAR, University of Florida





Diversifying the Teacher Workforce Scope and Sequence

Date	Topic
June 6	Overview & Framework, spotlight on Virginia
July 11	DEI Legislation Tracker & Spotlight on Hawaii
August 1	Spotlight on alternative pathways in Florida
Sept. 5	Spotlight on mentorship in Mississippi
Oct. 3	TBD
Nov. 7	Spotlight on California
Dec. 5	Spotlight on Arizona



Agenda

Welcome and introductions – 5 min

Resource Highlight – 10 min

Example in Action (guest speaker) - 20 min

Breakout Groups – 20 min

Final Thoughts – 5 min





CULTURALLY RELEVANT EDUCATION PD PACK

Resource Highlight

- <https://cedar.education.ufl.edu/portfolio/culturally-relevant-education-pd-pack/>

Special Guest: Examples in Action



Dr. Keri Fogle

Associate Professor of Special Education
Principal Investigator & Director, Para-
to-Teacher Tuition Support Program
School of Education
University of West Florida



Para-to-Teacher Tuition Support for Exceptional Student Educators



Are you a paraprofessional working with students with disabilities?

Para-to-Teacher Tuition Support Program

Today's objectives:

- Identify how Florida's pathway program impacts the shortages of certified special education teachers
- Distinguish how sustainability is key in continuing positive outputs for pathway programs

Paraprofessional GYO's Nationwide

Grow Your Own Teachers: A 50-State Scan of Policies and Programs (Garcia, 2020)

- GYO's operate at state and local levels across U.S.
- No universal model
- Most are local GYO's between IHE and districts
 - Small and limited, not sustainable
 - Producers of most GYO research
- Several states fund GYO's
 - Some dedicated to paraprofessionals
 - More sustainable across years

Comparatively Speaking

Grow Your Own Teachers: A 50-State Scan of Policies and Programs (Garcia, 2020)

Grow Your Own Policies and Programs in the 50 States and District of Columbia - Updated

State	Does the State Have a GYO Policy?	Does the State Fund Any GYO Programs?	Are there GYO programs for high school students at the state/district level?	What Types of GYO Programs are Offered?	Are there GYO programs for paraeducators at the state/district level?	What Types of GYO Programs are Offered?1	Are there GYO Program for Bilingual Educators?
Florida	No	No	Yes	Future Educators Club; Teacher Academy	No	N/A	No

<https://www.newamerica.org/education-policy/reports/grow-your-own-teachers/a-look-at-the-data/>

State-funded GYO Approaches

(Muniz, 2020)

- **California** – 2 rounds of loan forgiveness; most recent in 2016-2017; only budgeted for 1,000 candidates
- **New York** - \$500,000; requires partnerships between high needs district and IHEs
- **Washington** – \$600,000 for 2020-2022; \$4,000 per year to complete A.A. degree (including paraprofessionals); available for 100 district staff including paraprofessionals
- **Minnesota** – P2T graduate level teacher residency; offered by 2 IHEs and 3 districts
- **Pennsylvania** - \$1.5 million total; \$50,000 for each intermediary that applies

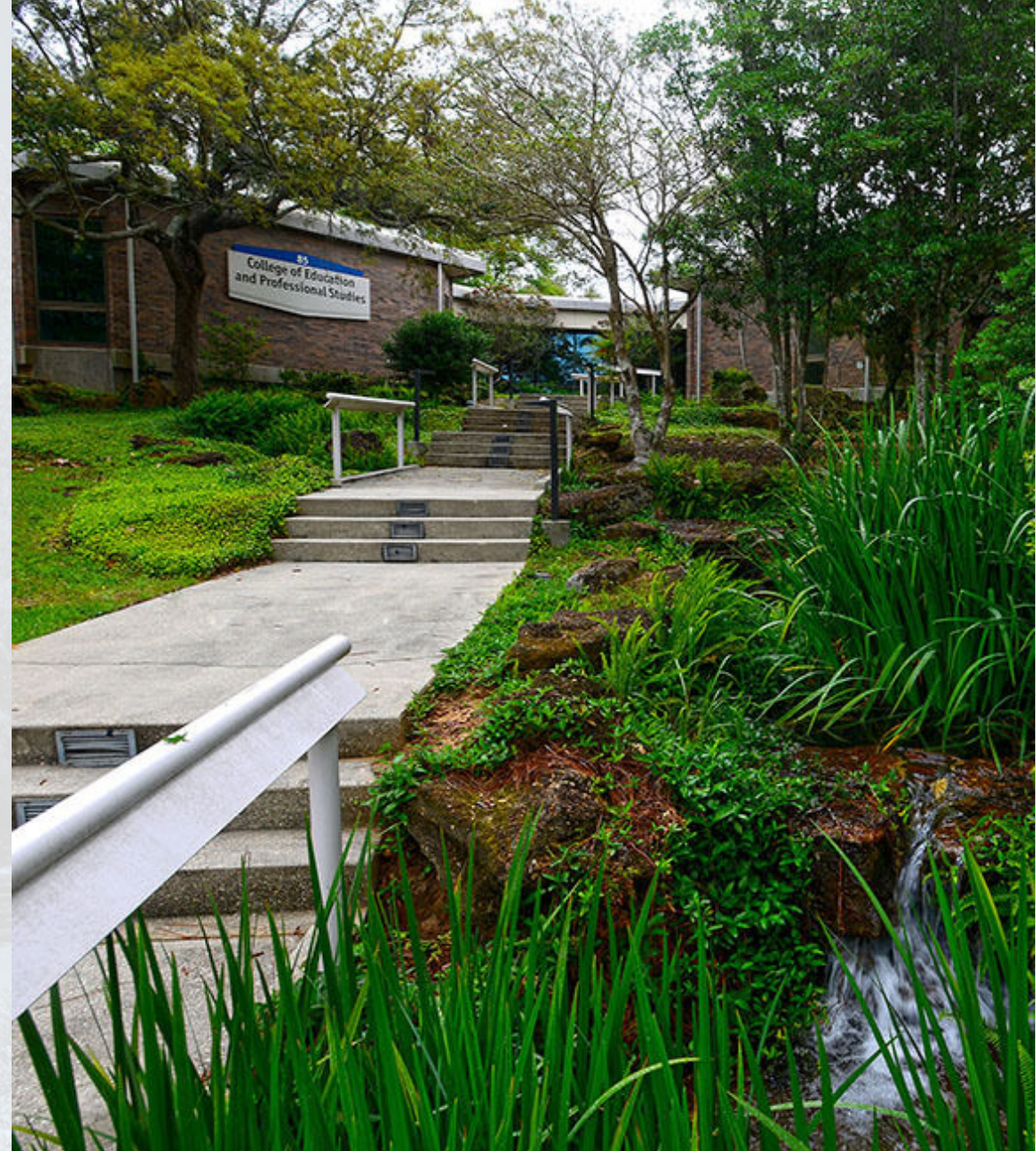
Para-to-Teacher Tuition Support Program

Attract, Prepare, Retain

- Address critical shortage of special education teachers statewide for more than a decade
- Provide tuition and textbook support for paraprofessionals to earn degrees in special education, deaf education, or visual disabilities
 - Paraprofessionals can attend eligible initial certification teacher preparation programs throughout Florida (undergraduate and graduate levels)

A little history and context

- Program originated in 2009
- Part of umbrella personnel professional development grant
 - Annual, renewable federal flow-through funding under IDEA
- Operated and managed within the University of West Florida
- New PI/Director 2018
- New Coordinator 2021
- Added graduate tuition support in 2022



Para-to-Teacher Tuition Support

Funding for both undergraduate and graduate level

- ** Tuition support for 2 courses per semester (fall, spring, and summer) both undergraduate and graduate level
- ** \$40 per course towards books for up to two courses per semester
- Attend choice of a Florida college/university program in special education, deaf education, or visual disabilities

*Online universities outside of Florida are not applicable *

Bachelor's Level Applicants Must:

- Be employed as a paraprofessional assisting students with disabilities in a Florida public school or charter school
- Have earned at least an Associate of Arts degree with a minimum overall 2.5 GPA
- Have passed all portions of the General Knowledge Test prior to applying
- Be admitted to a special education teacher preparation program leading to initial certification at one of the state approved colleges or universities

Master's Level Applicants Must:

- Be employed as a paraprofessional assisting students with disabilities in a Florida public school or charter school
- Have earned at least a Bachelor's degree in non-education field with a minimum overall 3.0 GPA
 - No GKT under new state regulations
- Be admitted to a graduate special education teacher preparation program leading to initial certification at one of the state approved colleges or universities
 - UCF, UNF, or USF (face-to-face programs)

Service Obligation

Following graduation applicants agree to:

Undergraduate:

- Teach students with disabilities in a Florida public school for a minimum of 2 years for every 1 academic year of tuition support
 - May be required to pay back funds if not teaching students with disabilities in a Florida public school

Graduate:

- Teach students with disabilities in a Florida public school for a minimum of 1 year for every 1 academic semester of tuition support

*Have up to two years to begin to fulfill service obligation after graduation

Para to Teacher Tuition Support for Exceptional Student Educators



Do you already have an A.A. degree or Bachelor's degree?



<https://paratoteacherprogram.com/>



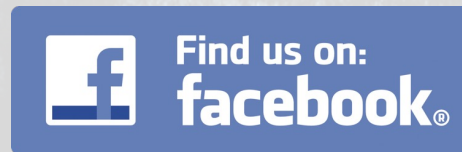
Christina Diuguid
UWF Student and Paraprofessional
Para to Teacher Support Program

Dr. Keri Fogle
Director
Para to Teacher Support Program



More Than Just Tuition Support

- Quarterly problem-solving sessions
- Semi-annual newsletter with resources and program updates to current and past participants



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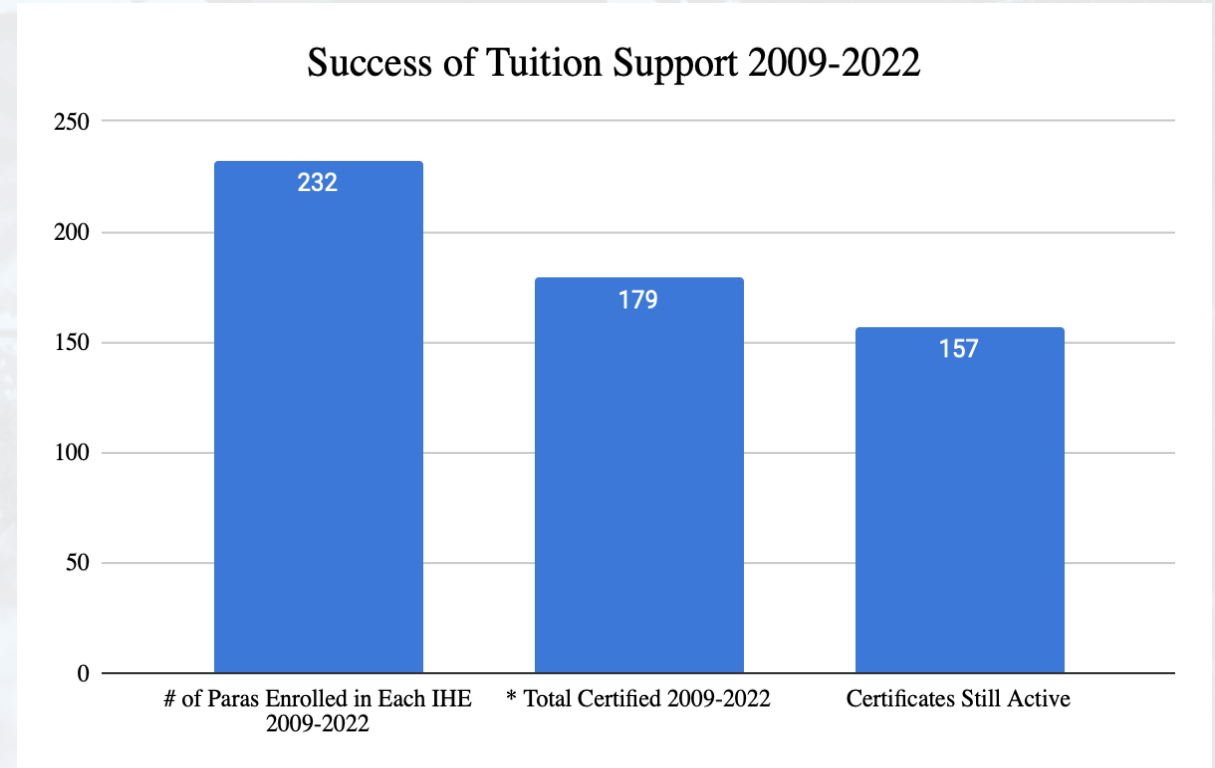
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More Than Just Tuition Support

- Data needed to grow the program among shortage discussions
- Merged tracking data across years
- New program coordinator self-audited all background records
 - IHE where attended for tuition support (active, completed, withdrew)
 - School district upon program entrance
 - Type of certification earned including expiration dates
- Cross-checked every participant in state certification lookup system
- De-identified all data for analysis (IRB #1929228-1)

Para-to-Teacher Tuition Support Program

# of Paras Enrolled in Each IHE 2009-2022	232
* Total Certified 2009-2022	179
Certificates Still Active	157
Retention Rate of Certificates	87.71%



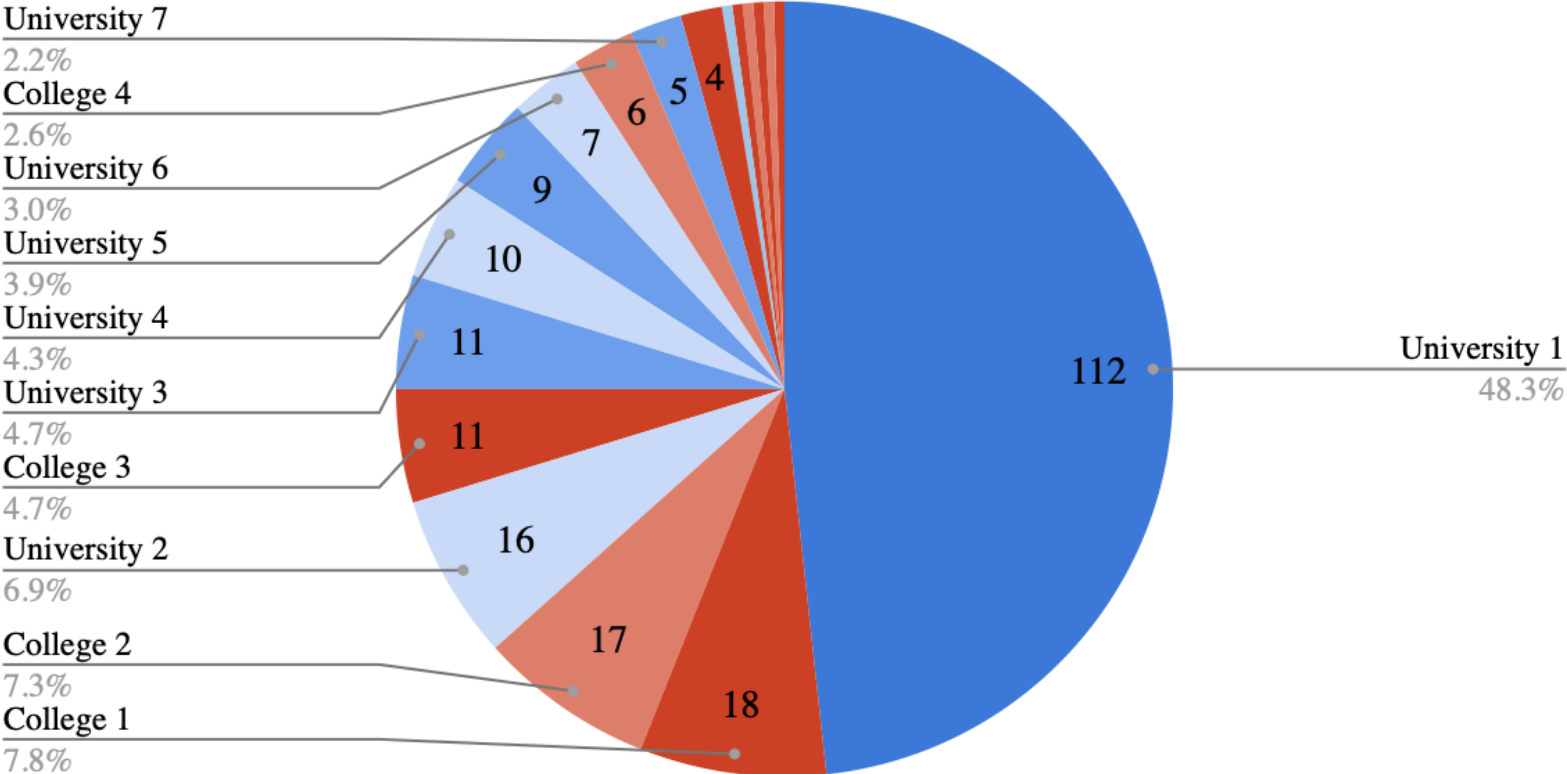
* Not all recent graduates located in state system

** 11 former paras earned certification in Ed. Leadership

Para-to-Teacher Tuition Support Program

of Paras Enrolled in Each IHE 2009-2022 (18 IHEs)

232 Total Paras



District Rank by Enrollment of Paras by District Size

1st place 24 paras – 28th largest district - 30,000 students

2nd place 14 paras – 22nd

5th

4th place 10 paras – 7th

49th

30th

7th place 9 paras - 3rd

8th place 8 paras - 2nd

9th

10th place 7 paras - 20th

23rd

13th (6 paras)

Largest district in Florida

4th largest in nation

345,000 students

District Rank by Enrollment of Paras by District Size & IHE

1 st place	24 paras	- 28 th ; No IHE
2 nd place	14 paras	- 22 nd ; No IHE
		5 th ; University #2
4 th place	10 paras	- 7 th ; College #3
		49 th ; No IHE
		30 th ; No IHE
7 th place	9 paras	- 3 rd ; University #3
8 th place	8 paras	- 2 nd ; College #4
		9 th ; University #5/College #6
10 th place	7 paras	- 20 th ; College #1
		23 rd ; University #8

Para-to-Teacher Tuition Support

What does this all mean?

- IHE accessibility for paraprofessionals is critical
- Statewide tuition support model allows for more options in choice of IHE program
- Sustainability is key to large-scale impact as opposed to “one-and-done” programs
- Room for growth and partnerships among IHEs and large districts
 - Would require more funding

Nichole Spalding-Watson • 1m

Diversifying the Teacher Workforce (click on comment button to answer)

with Dr. Keri Fogle

5 minutes: How can we access Grow Your Own programs to diversify the teacher workforce?



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5 minutes: What are ways we can partner across IHEs, SEAs, and LEAs, to expand the reach of Grow Your Own programs and diversify the teacher workforce?



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10-15 minutes: What are your next steps?



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Final Thoughts/Takeaways?

See you next time!

Next Meeting: Sept 5, 2023