

Southeast P-20 Charts (October 3, 2019)

Identified Areas of Focus:

1. Ineffective Teachers
2. Teacher Shortage

Root Causes:

1. Ineffective Teachers
 - a. *Work/Life Balance (Personal issues)*
 - b. *Training / PL (PLCs connected between higher ed and LEA)*
 - c. *Support, Guidance, Mentors, Expectations*
2. Teacher Shortage
 - a. *Salary (student debt, cost/benefit, housing)*
 - b. *Public Perception (lack of respect, not attractive career)*
 - c. *Teacher Expectations (Other things)*
 - d. *Competitive Salary (Other enticements)*
 - e. *Rural Needs*
 - f. *Fewer applicants (Lack of enrollment in TE programs)*
 - g. *Teacher Stress*
 - h. *Teacher Resources (lack of...)*
 - i. *Attractiveness of district or region*
 - j. *Isolation of teachers / lack of diversity*

Solutions' Walk:

INEFFECTIVE TEACHERS

Group 1: Charts 1 -3

Chart 1- Work/Life Balance (Personal)

- Training / prep to staff about balance (how to manage it)
- Employee assistance program (Peer-to-go)
- Stop filling the plate
- Mindful about expectations beyond the school day
- New teachers with unrealistic expectations – help them be prepared and knowledgeable
- Give people less grief about having a life.

Chart 2: Training / PL (PLCs - connected between higher ed and LEA)

- Starting earlier with time in schools
- Communication between higher ed and LEA
- True preparation (not just teaching; paperwork/behavior mgt.)

- Teacher prep – family engagement
- Leaders prep – to be good coaches and provide effective feedback
- Focus on collaboration w/ RESA experts

Chart 3: Support, Guidance, Mentors, and Expectations

- Better prep for mentors
- Communicate expectations effectively (established & continued in pre-induction)
- Better trained school leaders on how to teach teachers
- Offer mentor program for Pre k- 12 teachers from 1st day to 3 years
- Explain goals and expectations (and plan how to complete)

TEACHER SHORTAGE

Group 2: Charts 4 – 6

Chart 4: Salary (student debt, housing, cost / benefit)

- Make benefits transparent – help new teachers see/understand the benefits
- Paid internships
- Lobby for student loan debt relief
- TRS – defined benefit (make sure teachers understand it and what the LEA is contributing)
- Total compensation for 190 days
- Perks (work/life balance, family time, summer)

Chart 5: Public Perception (lack of respect, not attractive career)

- Own best advocate (educators promote the career)
- Effective marketing (TV, Facebook, social media)
- Global perspective (recognized culturally)
- Be conscious of perception
- Public servants advocate (experience / knowledge of Public ed)

Chart 6: Teacher Expectations (Other things)

- Project the image we want to reflect (positive, tech savvy, accent tools)
- Keep close contact with reasonable expectations for teacher prep requirements
- Narrow focus of teachers with legislators
- Prioritize expectations

Group 3: Charts 7 – 9

Chart 7: Competitive Salary (Other enticements)

- Signing bonus
- % of student loan forgiveness (in general, not just critical need areas)
- Along w/ TRS – matching % toward 401K, 403B, etc.
- Improve benefits package (include Dental and Eye)
- Complimentary money counseling (i.e., Dave Ramsey)

- State and local raises

Chart 8: Rural Needs

- RESA exchange ideas
- Prof. Learning / PLCs – Skype sessions among districts
- Job alike
- Partnerships between school and business
- Chamber of Commerce – welcomes new teachers and families to promote the community
- Mental health service
- Campaign to promote rural living
- “home grown” educators

Chart 9 – Fewer Applicants (Lack of enrollment in TE programs)

- Job shadowing opportunities for soon to be grads in college and HS (and those declaring ED as major)
- Campaign effort for teaching from the state
- Efforts to publicize benefits to undergrads
- Making TE prep programs more accessible (online programs, lower cost)
- Expand TE pathways to focus on secondary ed. options
- College of Education engagement with area high schools

Group 4: Charts 10 – 13:

Chart 10 – Teacher Stress:

- Lesson responsibilities
- Perks
- Admin. Support
- PLCs
- More support staff
- More supplies, resources
- Better prepared students (pre-requisite skills / prior grades)
- Leave planning time alone – no added duties during planning
- Behavior management and support
- Do not place inexperienced teachers in difficult classes
- Prin and APs support teachers
- More planning time
- Sensory rooms for destressing

Chart 11 – Teacher Resources (Lack of..)

- Find partners: business, civic, community groups, industry, churches, higher ed
- Grant writers
- Maximize by sharing

- Inventory/data base for all supplies in district (specialty supplies)
- Maximize funding (state, local, fed)
- Inform teachers to support resources.

Chart 12 – Attractiveness of Region / District

- Increase marketing for teacher recruitment
- Involve TOTYs in recruitment
- Provide financial incentives to attract new teachers
- Educate – cost of living (real estate, tax rates)
- Advertise job opportunities for spouses
- Showcase quality of life – low crime, local attractions.

Chart 13 – Isolation of Teachers / Lack of Diversity

- Intentional goals for recruiting diverse teachers and administrators
- Promoting “home grown” programs
- Provide incentive for hiring diverse teachers
- Preparing and targeting diversity in K-12 education
- EPPs/RESAs/GaTAPP need diverse faculty
- Provide mentorship/collaboration
- Co-teaching among diverse teachers and new vs. seasoned teachers.