

Notes from Northeast P-20 Collaborative Equity Lab:

2-26-2020

Members in attendance were all from Higher Education.

Identified areas for concern from root cause analysis:

- Out of field (5)
 - Special education (3)
 - ESOL (1)
 - World Lang. (1)
- Inexperienced Teachers (3)
- Ineffective Teachers (1)
- Inexperienced Leaders (1)
- Teacher shortage (1)

Solutions Walk for **Out of Field Teachers** and for **Out of Field Special Education Teachers**

Out of Field Teachers

- Certification (Possible Solutions):
 - Add a degree
 - Get information out (advertise)
 - Endorsements / add a field
 - GATAPP / GACE Prep
 - Guidance for High School Seniors
 - Recruitment
 - Higher Ed. Specialist
 - District Stipend
 - Professors with P-12 experience
- District Needs (Possible Solutions):
 - District buy-in
 - Collaboration (without this none of the other is possible)
 - Data sharing
 - Need projection
 - Prioritize
 - Share needs with higher ed.,etc.
 - Stipends
 - Job fair
 - Shared collaboration for endorsements
 - Flipped “classroom”

Out of Field Special Education Teachers

- Challenging Field (Possible Solutions):

- Financial considerations (\$ incentives)
- Must make it a priority (politically)
- Manage the perception
 - Stigma
 - Respect
- Inclusive support from school leaders
- Provide consistent, dedicated, support while in the field
- District level support
- Pinterest type of program with ideas and suggestions for Special Ed. Teachers
- Establish a consistent time each week where a Special Education Professor is available for calls to support those in the field
- Certification Process / Production (Possible Solutions):
 - Reduce the number of hoops required for Sp.Ed. majors preparing to teach
 - Online library of AsySyn. Certification spec. courses / RESA prov.
 - Alternative Tiered Pathway (incentivized)
 - Experiential credit – Universities with PSC