

Educator Workforce Recruitment and Development (EWRAD)

The Educator Workforce Recruitment and Development (EWRAD) Unit administers several statewide initiatives and programs for effective school staffing. School staffing and workforce development are grounded in an “Effective School Staffing Continuum” that encompasses educator recruitment, selection and placement, preparation and certification, induction and support, performance assessment, and the retention of high performing, highly qualified and effective teachers over time in the schools and content areas where teachers are most needed. EWRAD initiatives and programs include:

- TeachGeorgia.org (TG.org) website – TG.org is the state’s official electronic recruitment site on which educator candidates and applicants can learn about becoming a teacher, student services provider, or leader in Georgia public, publicly-funded charter, EI², Juvenile Justice schools, and State Schools for the Blind and Deaf ([Georgia] school systems). TG.org is accessible statewide, nationally, and internationally. Individuals can view current openings posted by Pre-kindergarten – Grade 12 (PreK-12) school systems and can complete a resume to apply for posted positions. The site provides links to other websites where individuals can learn about school systems statewide, job searching and application procedures, preparation pathways and education program providers, certification, state and federal recruitment programs, staffing initiatives, and financial aid options.
- FOCUS (Focus on Under-represented Staff and Staffing Systems) Targeted Recruitment Services focuses on the identification and recruitment of teachers into hard-to-staff and high-need content areas, school systems, and schools. Based on statewide data, current Georgia Professional Standards Commission (PreK-12) recruitment target areas are mathematics, sciences, special education, foreign languages, and teachers of English Language Learning and English as a Second Language. FOCUS provides one-time, \$1,000 stipends to eligible first and second year non-traditional teachers in eligible schools, and allocates \$500 service stipends to mentors/coaches of eligible teacher participants. Training and instructional development, content resources, and other strategies for supporting teachers, mentor/coaches and school leaders are components in FOCUS field-based and internal EWRAD activities.
 - Regional Recruitment – The GaPSC regionalizes Educator Recruiters to best serve Georgia school systems. Recruiters are stationed in GaPSC to serve North, Northwest and Northeast Georgia, and are assigned to Regional Educational Service Agencies (RESAs) to serve Southwest and Southeast Georgia school systems and schools.
 - The DART (Direct Assistance in the Recruitment of Teachers) Initiative is a TG.org feature designed to assist school systems to identify specific staffing needs. At the request of school systems, DART links teacher candidates with opens teaching positions in Georgia school systems.
- Educator Workforce Planning and Development is an activity focused on effective school staffing and workforce development. EWRAD currently administers and implements:

- Transition to Teaching (TTT) – The FOCUS project is a PreK-12 grant partnership with the United States Department of Education (USDOE). The program assists eligible school systems across Georgia to recruit and select highly qualified teacher candidates that enter education via non-traditional pathways. FOCUS provides funds and assistance to preparation providers and school human resource officers as they design placement, preparation and certification, and support strategies for newly hired and novice non-traditional teachers. EWRAD implements change partnerships to enhance workforce development strategies that lead to the retention of high performing, highly qualified and effective teachers over time in the content areas and schools where teachers are most needed.
- Educator Workforce Planning and Development (EWPAD) Leadership Group – The EWPAD Leadership Group is comprised of representatives of statewide school systems and schools, institutions of higher education, Georgia Academy for Teacher Preparation and Pedagogy (GaTAPP) program providers, state education agencies and organizations, the business community, and the governor’s office. The group meets periodically to assess statewide school staffing needs, and to develop and implement strategies and tools that foster effective school staffing.
- Instructional Capital Planner (ICP) – The ICP is an online tool designed to provide school staffing information to schools, school systems, education preparation providers, the Georgia Department of Education (GaDOE), and policy makers. The ICP displays the current teacher workforce by certification areas and levels, instructional level, and content taught in all public PREK-12 schools. The ICP also shows teacher-pupil ratios and desired ratios by school and content, and provides information about qualified individuals seeking employment in Georgia schools.
- Georgia School Staffing Survey (GSS) – The GSS is an online data collection tool providing data on classroom teacher vacancies in Georgia public PREK-12 schools. GSS conducts a fall and spring collection and reporting periods. The GSS times coincide with other staffing data collected collection and reporting periods established by other Georgia state education agencies. The tool shows actual local, regional, and state educator vacancies at the time of data collection. GSS data are intended to enhance the understanding of current and trend staffing data for school systems and policy makers, and to facilitate staffing planning and strategic initiatives for school systems, educator preparation providers, Georgia state education agencies, and policy makers, etc.
- 21st Century Technology Learning Communities are components of the EWRAD program. Two primary learning communities are:
 - Leadership Support Initiative (LSI) – The mixed model (virtual and face-to-face) initiative is in the Transition to Teaching program. The LSI provides training and access to online instructional resources and content for the development of school and central office leaders who are adept in supporting new teachers and the mentors and coaches of new teachers. The emphasis is on leaders in high-need and hard-to-staff schools and school systems with significant numbers of non-traditional teachers.

- Blended Model Non-traditional Preparation Project - EWARD partners with GaTAPP to provide GaTAPP program providers with ongoing development, training and technical support in the use of LiveText web-based technology for data collection, resource sharing, and instructional delivery for non-traditional teachers across Georgia.