

# Equitable Access to Excellent Educators

## TOP 10 by 20

### MISSOURI PROUD



**Linda Glasgow 2015-16**  
Missouri Teacher of the Year  
Blue Springs R-IV

Having excellent educators in all classrooms provides an equitable opportunity for every Missouri student to learn at a high level. This update highlights four districts that are working to ensure that their students have access to effective educators.

#### Parkway School District • Spark!

Parkway School District identified the need for recruiting and retaining high-quality teacher candidates and developed the immersion-based Spark! program for aspiring teachers. They use existing school district resources for an authentic teaching and learning experience for high school students interested in pursuing a teaching career. District teachers serve as their mentors and coaches.

#### Fort Zumwalt School District • Identifying Teacher Shortages

Fort Zumwalt identified teacher shortages in the areas of special education and industrial technology and came up with a three-fold solution. They host an annual job fair facilitated by principals, a “College Day” experience for high school students interested in becoming teachers, and they offer four-year scholarships (worth \$24,000) for up to five aspiring teacher candidates focused on special education, math and science.

#### Center School District • Finding Aspiring Teachers

Center School District highlights the benefits of becoming a teacher through recruitment fairs and word-of-mouth marketing. Its partnership with the Career Education Consortium at the high school level encourages and identifies aspiring teachers. Thirty-five Center high school graduates have returned to teach in that district.

#### Cassville R-IV School District • “Grow Your Own” Teacher Recruitment Program

Cassville R-IV has a “Grow Your Own” marketing campaign that both inspires and encourages high school students to pursue teaching careers. Their partnerships with the local community college and nearby universities also encourage students to return home and teach in Cassville. Twenty-five percent of Cassville’s staff are “home grown.”



*Michael Dragoni, 2015-16 Missouri Teacher of the Year finalist from Ritenour*

*Preparing, developing and supporting effective educators is one of the ways Missouri is working towards the Top 10 by 20 goal of college and career readiness. Do you have an effective educator story? Contact us at [moequity@dese.mo.gov](mailto:moequity@dese.mo.gov) or 573-751-2931.*