



GROW YOUR OWN TEACHERS! STRATEGIES FOR BUILDING A TEACHER PIPELINE

“ENSURE EQUITABLE ACCESS TO EXCELLENT EDUCATORS”

August 1, 2016

Missouri Department
of Elementary and Secondary Education

The Rationale for Grow Your Own

“Approximately one-third of all teachers leave the teaching profession within **three years**, and almost half of all teachers leave teaching within **five years**”

(Irizarry, 2007)



The Rationale for Grow Your Own

“Not only do people tend to go to college near where they were raised, but they often tend to **return to their hometowns** to teach”

(Swanson, 2011)



The Rationale for Grow Your Own

“More than **60 percent** of America’s teachers work within **20 miles** of where they went to high school.”

(Brown, 2016).



Missouri Equity Plan

Concentration Areas Aligned With Theory of Action

**Recruit
high-
quality and
diverse
teacher
candidates**

**Ensure
relevant
and
effective
preparation**

**Provide an
adequate
quantity of
candidates
in all areas**

**Attract
candidates
to hard-to-
staff areas
and
geographic
locations**

**Cultivate
effective
principals to
support and
develop all
teachers**

**All Students Have
Equitable Access
To Excellent
Educators!**

Focus Areas of the Missouri Equity Plan

Grow Your Own

as a
means to
achieve
the State's
Equity
Goals

- **Teacher Shortages-** Provide an adequate quantity of qualified candidates in the educator pipeline
- **Teacher Incentives-** Attract teacher candidates to hard-to-staff subject areas or geographic locations
- **Diverse Educators-** Recruit high-quality, culturally diverse teacher candidates
- **Urban Education-** Ensure relevant and effective preparation for urban education teacher candidates



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Equity Focus : Teacher Shortages

Using the Grow Your Own Model...

Identified to meet specific teacher workforce needs by subject area or geographic location



Equity Focus : Teacher Incentives

Using the Grow Your Own Model...

Designed to offer attractive financial packages that will encourage the completion of a four-year Education Degree program



Equity Focus : Diverse Educators

Using the Grow Your Own Model...

Recruited to reflect a rapidly changing student population in public schools becoming more culturally diverse



Equity Focus : Urban Education

Using the Grow Your Own Model...

Emphasized to address unique challenges faced by educators who are often ill-prepared to effectively teach in urban school settings



Advantages of Grow Your Own

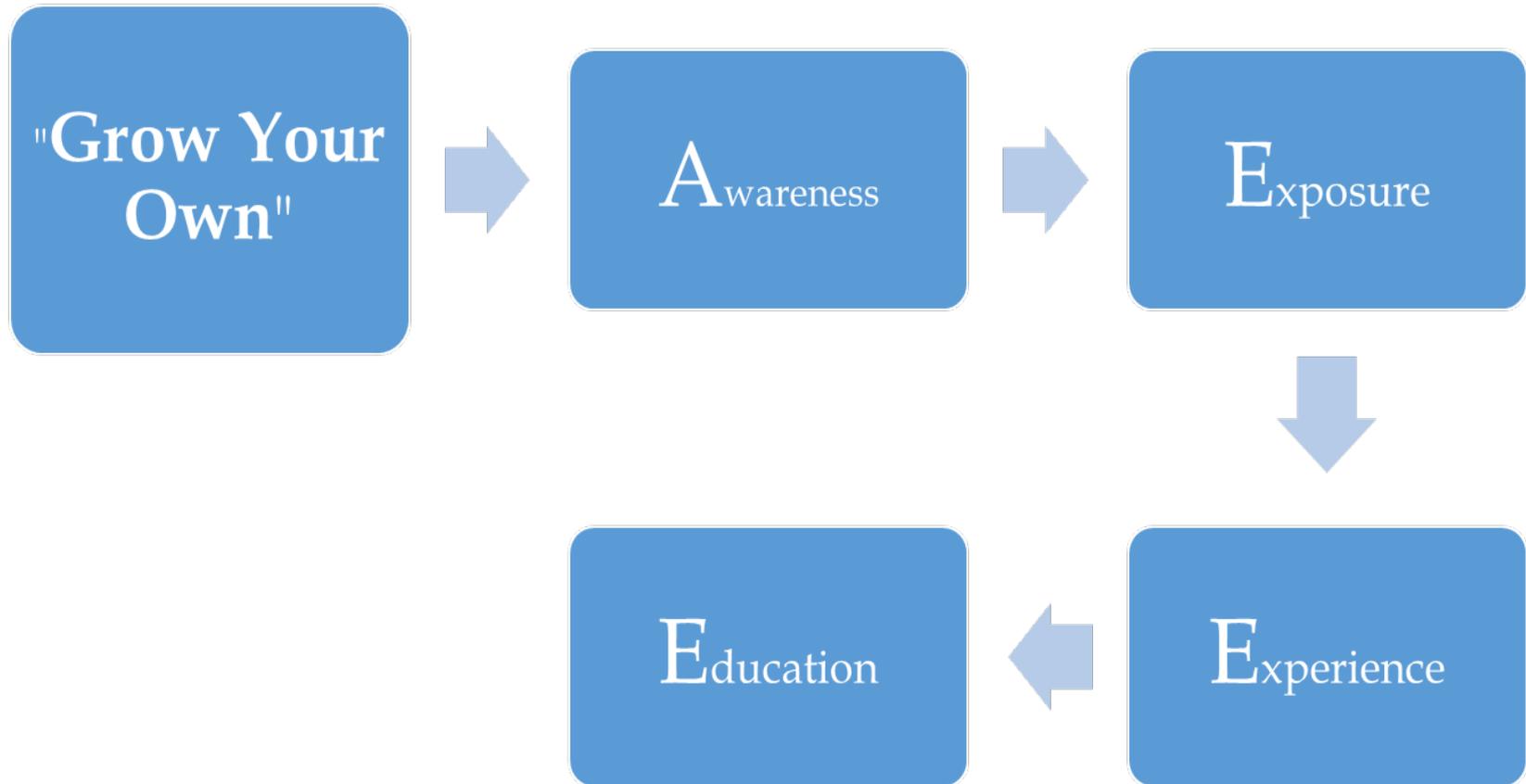
**Grow
Your Own**
as a
means to
achieve
the State's
Equity
Goals

- ❑ Fosters a culture of collaboration
- ❑ Promotes a positive image
- ❑ Develops the teacher workforce
- ❑ Provides authentic early learning, field experiences
- ❑ Instills community pride



Grow Your Own Teacher Pipeline

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Grow Your Own: Awareness Level

Gaining an awareness of local teacher workforce issues for educational stakeholders to plan and develop a “**Grow Your Own Teacher**” Program

- ❑ Establish a “**Grow Your Own**” Task Force
- ❑ Conduct Action Research
- ❑ Enhance Educator Recognition
- ❑ Promote *Teacher Appreciation Week*
- ❑ Partner with community organizations and businesses



Grow Your Own: Exposure Level

Providing exposure for students in the elementary, middle, and high school grade levels, highlighting the teaching profession as a rewarding career choice

- Coordinate Elementary School level “*Career Day*” activities
- Organize Middle School level “*Career Exploration*” activities
- Host High School level- “*Education Career Fair*”
- Conduct career interest surveys
- Utilize A-Plus students as tutors



Grow Your Own: Experience Level

Cultivating authentic “early learning” experiences for middle and high students with aspirations or dispositions to become educators

- Sponsor clubs/chapters (MS & HS)
(ex. Future Teachers of America/ Educators Rising)
- Host Annual College Fairs
- Identify and select prospective talent using various criteria
- Provide Introductory Coursework
- Offer Job Shadowing opportunities



Grow Your Own: Education Level

Preparing high school students who are potential teacher candidates for the rigorous requirements to complete a four-year Education Degree program

- Provide standards-based learning
(ex. Educators Rising / Teacher Cadets)
- Arrange for College Credit
- Host district or university-sponsored campus visits
- Create paid (*Summer or Year-Round*) internships
- Train for Cultural Competence or Community Responsiveness



Missouri's "Grow Your Own" Goal

1,500

new teacher
candidates in
the pipeline
beginning
with the
2017-2018
Academic
Year

- There are 611 High Schools:
2 students per school = 1,222
Prospective Teachers Candidates
3 students per school = 1,833
Prospective Teacher Candidates
- Estimated at **1,500** new candidates
in the teacher pipeline through a
"Home Grown" recruiting process at
the district level...



Grow Your Own: Testimonials

Fort Zumwalt

□ Featured Guest

Dr. Patty Corum-
Former Deputy
Superintendent of
Schools

*“Teacher Loan
Forgiveness Program”*

Raytown Quality Schools

□ Featured Guest

Dr. Marlene DeVilbiss-
Director of Human
Resources

*Raytown “Grow Your
Own”*



Grow Your Own!

A District Resource Guide to
Creating Your Own Teacher Pipeline



References

Brown, D. (2016). The grow your own imperative. Educational Leadership. Summer 2016 Digital Issue. Retrieved from <http://www.educationalleadershipdigital.com/educational-leadership/2016summerfree?pg=53> .

Irizarry, J.G. (2007). Home-growing teachers of color: A town-gown partnership. Teacher Education Quarterly, Fall 2007, 87-102.

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