GROW YOUR OWN TEACHERS!
STRATEGIES FOR BUILDING A TEACHER PIPELINE

“ENSURE EQUITABLE ACCESS TO EXCELLENT EDUCATORS”
“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)
“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)
“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

- **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
Using the Grow Your Own Model...
Identified to meet specific teacher workforce needs by subject area or geographic location
Using the Grow Your Own Model...

Designed to offer attractive financial packages that will encourage the completion of a four-year Education Degree program
Using the Grow Your Own Model...

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

"Grow Your Own"

Awareness

Exposure

Education

Experience
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...
<table>
<thead>
<tr>
<th>Fort Zumwalt</th>
<th>Raytown Quality Schools</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Featured Guest</strong></td>
<td><strong>Featured Guest</strong></td>
</tr>
<tr>
<td>Dr. Patty Corum - Former Deputy Superintendent</td>
<td>Dr. Marlene DeVilbiss -</td>
</tr>
<tr>
<td>of Schools</td>
<td>Director of Human</td>
</tr>
<tr>
<td>“Teacher Loan Forgiveness Program”</td>
<td>Resources</td>
</tr>
<tr>
<td></td>
<td>Raytown “Grow Your Own”</td>
</tr>
</tbody>
</table>
A District Resource Guide to Creating Your Own Teacher Pipeline


Contact Information:
educatordixon@yahoo.com  Andrea Dixon-Seahorn
Special Consultant for Equitable Education
Paul.Katnik@dese.mo.gov  Paul Katnik
Assistant Commissioner- Office of Educator Quality

(573) 751-2931
(573) 751-2990