

NCPN 2018 CONFERENCE | LOUISVILLE, KENTUCKY

GROW YOUR OWN: CAREER PATHWAYS FOR EDUCATORS

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American Institutes for Research

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About the American Institutes for Research



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Established in 1946, the American Institutes for Research (AIR) is an independent, nonpartisan, not-for-profit organization that conducts behavioral and social science research on important social issues and delivers technical assistance, both domestically and internationally, in the areas of education, health, and workforce productivity.

Agenda

- Teacher Shortages
- Grow Your Own (GYO) Teachers Program Research
- Three Scenarios

Teacher Shortages



- **By state**
- By subject area
- By school level
- By student minority/poverty enrollments
- By staff race/ethnicity

Source: Center for Public Education, <http://www.centerforpubliceducation.org/research/overview-teacher-shortages-glance>

GYO Teachers Program Research Overview

Why grow your own teacher workforce?

- Location Effects
- Diversifying the Teacher Pipeline
- K–12 and Postsecondary Partnerships
- Incentives

Location Effects

What does research say about attracting and retaining teachers in urban and rural communities?

- Most teachers prefer:
 - to work in close proximity to their hometown
(60% of teachers teach within 20 miles of their high school) and
 - to teach students who share demographics.

Diversifying the Teacher Pipeline

What does research say about attracting and retaining a diverse teacher workforce?

- Teachers of color:
 - are more likely to serve high-need student populations,
 - are underrepresented in the teaching workforce, and
 - have higher rates of attrition.

K–12 and Postsecondary Partnerships

What does research say about creating successful partnerships between school districts and postsecondary education?

- Successful partnerships share four characteristics:
 1. Common understanding of programs' purpose and goals
 2. Flexibility among partners
 3. Close proximity between district and institution of higher education
 4. Engaged college liaisons

Incentives

What does research say about financial incentives to attract and retain teachers?

- Potentially useful recruitment tools include the following:
 - Loan forgiveness
 - Recruitment bonuses
 - Tuition reimbursement
 - Housing

Connecting Educator Pathways With CTE

What AIR is learning:

- Early stages of work
- Career and technical education (CTE) high-priority pathways = high demand, high wage
 - Where do educator pathways fit?
 - How do states and local communities create and sustain pathways that are not high priority but are still necessary?

Three Scenarios

State A: K–16 Regional Partnerships

- Districts + postsecondary education

State B: GYO Pathways

- District Request for Proposals + knowledge, skills, and dispositions

State C: GYO for CTE Teachers

- Combining pathways

Directions:

- Choose a state to discuss
- Choose a recorder
- Choose a reporter
- Discuss for 10 minutes
- Report out

Three Scenarios

Discussion questions for scenarios:

- Who are the stakeholders? Who needs to be at the table?
- How long should it take to be successful?
- How would you know if you were successful?
- What are the strengths and weaknesses of this approach?
- What should states and districts be thinking about to make this approach successful?

Resources

American Institutes for Research

<https://www.air.org/>

Center on Great Teachers and Leaders

<https://www.gtlcenter.org/>

College and Career Readiness and Success Center

<https://ccrscenter.org/>

Midwest Comprehensive Center

<https://midwest-cc.org/>

Texas Comprehensive Center

<https://texas-cc.org/>

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THANK YOU