

In-House Teacher Pipelines

Grow Your Own



Mark Maus
North Kansas City Schools

Beth Davey
Teacher, Ritenour School District

*The single most important factor
in student success is the*

TEACHER

in front of them.



Current state of education

- 23% decrease in new teachers from 2008-2016¹
- Nearly 8% of teachers leave teaching each year²
- Additional 8% of teachers move to a different school or position, making the overall turnover rate about 16%²

Statistics come from the Learning Policy Institute

1: <https://learningpolicyinstitute.org/product/coming-crisis-teaching-brief>

2: Carver-Thomas, D. & Darling-Hammond, L. (2017). Teacher turnover: Why it matters and what we can do about it. Palo Alto, CA: Learning Policy Institute.

The Need for Grow Your Own Programs

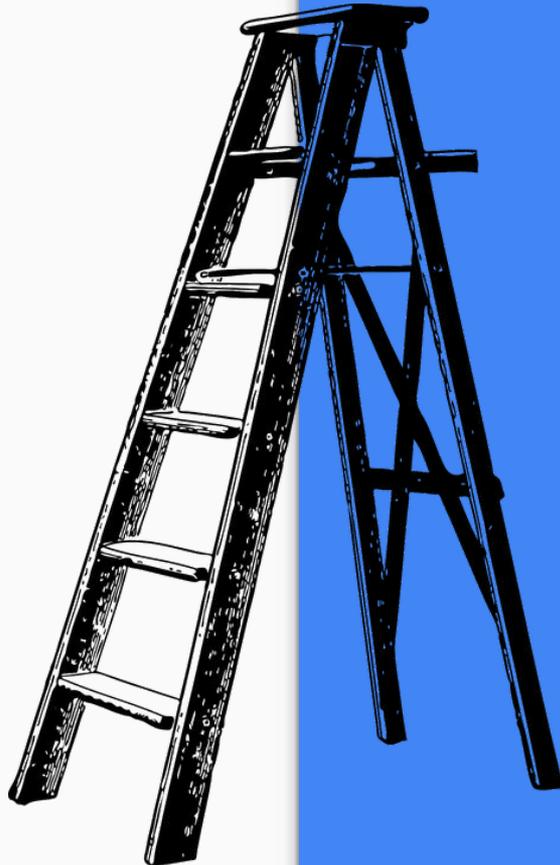
TEACHER SHORTAGES

5% of Missouri teaching positions are vacant or filled with teachers who are not certified for the position

Barriers

- ❖ student debt
- ❖ low pay
- ❖ public perception
- ❖ cost of pre-service process

practice



need

The Hard Questions

- Are we putting funds toward programs that encourage future teachers?
- Are we being relational with the teachers we do have to make them feel valued and appreciated?
- Are we supporting and encouraging our teachers?
- Are we sharing celebrations about our schools so people realize how awesome public education is?



Turn and Talk

On a Post it note-

1. Write your school district name.
2. Do you have a GYO program in your district?
3. List the shortage areas/staffing needs in your district
4. What are you most concerned about when it comes to teacher recruitment in your own district?
5. Share with someone sitting near.
6. Add your post it note to the chart paper that best describes your district in terms of urban, rural, suburban.

Cassville R-IV



CASSVILLE R-IV SCHOOL DISTRICT



Cassville- Student Feedback

“I have wanted to be a teacher for as long as I can remember and while being in Teach and Train, I have learned that that want has been further solidified. I look forward to going to Practicum every day to be able to work with my kids. I enjoy working with my kids and watching them learn and grow.” -Current HS Senior

“I was on the fence between education and nursing. While I enjoyed my practicum experience it helped me to see that teaching was not the profession for me. Figuring this out in high school probably saved me thousands of dollars in college and countless hours of wasted time.” -Current College Junior

“I always had a feeling that I wanted to become a teacher but through the program my decision was set in stone. I learned that while it's definitely not an easy job it's rewarding in so many ways. Without this program I truly think I wouldn't have been so ready to take the steps to make teaching my career.”
-Current College Freshman

“Teach and Train taught me so much more than than any college class I have taken so far under my Education major (In fact- I can use a lot of my old assignments and even the same text book!) Without Teach and Train, I would not have been nearly as successful as I have been in my education courses either. Teach and Train taught me a little bit about every aspect of education in just two short years, I would recommend that course to anyone who is even slightly considering teaching! It is well worth it!”
- Current College Sophomore



North Kansas City

25 current participants - 12 more accepted

- Focus of at least 50% of all participants to be educators of color

Dual-credit Teaching specific courses offered in all HS

- Goal is for students to experience classrooms before HS graduation

Agreements for transfer of credits

- Focus on courses required for a degree in education (Core 42)
- Dual-credit Teaching specific courses offered in HS

North Kansas City School District

Post High School participants have a Mentor in NKCS

Offset costs of college:

- A+ Scholarship with local Community College - books and supplies
- Classes through Northwest-KC Campus for no cost
- Work for district (SACC & AVID Tutor & Paraprofessional)
- Classes offered at night – Paraprofessional (benefit eligible)

Work for the district for 3 years

NKCS GYO Story - Freshman at MCC

Inspired by her third grade teacher and the caring way in which she built relationships with her students, Maya began to consider teaching as a career as an eight year old. Her high school counselor served as a role model and mentor and provided the influence for Maya to consider the Grow Your Own Program.

The GYO program provided the opportunity for Maya to experience working directly with students and confirmed her choice of entering the teaching profession. Maya loved the experience of spending four weeks of her summer in classrooms working directly with students; getting hands-on experiences of being a teacher.

Maya is excited to complete her education and return to a classroom in the North Kansas City School District as a teacher and to make an impact on students in her community as others have done for her.

NKCS Next Steps with GYO

Opportunities Being Explored:

- Business and Trades Building through local Community College
 - Cisco
 - HVAC
- Paraprofessional - finishing program
 - Work with other districts

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Your Role in Teacher Recruitment

Atmosphere

Community Education

Engage Faculty

Change the Narrative

Start

or

Strengthen



Discussion - LEARN from one another

Consider:

When it comes to establishing or strengthening a teacher pipeline in your district...

--- What is one excitement?

--- What is one concern?



Grow Your Own Task Force contact information:

Mark Maus, Mark.Maus@nkcschools.org

Beth Davey, daveyb@ritenourschools.org

Linda Glasgow, glasgow@ucmo.edu

Dr. Paul Katnik, Paul.Katnik@dese.mo.gov

