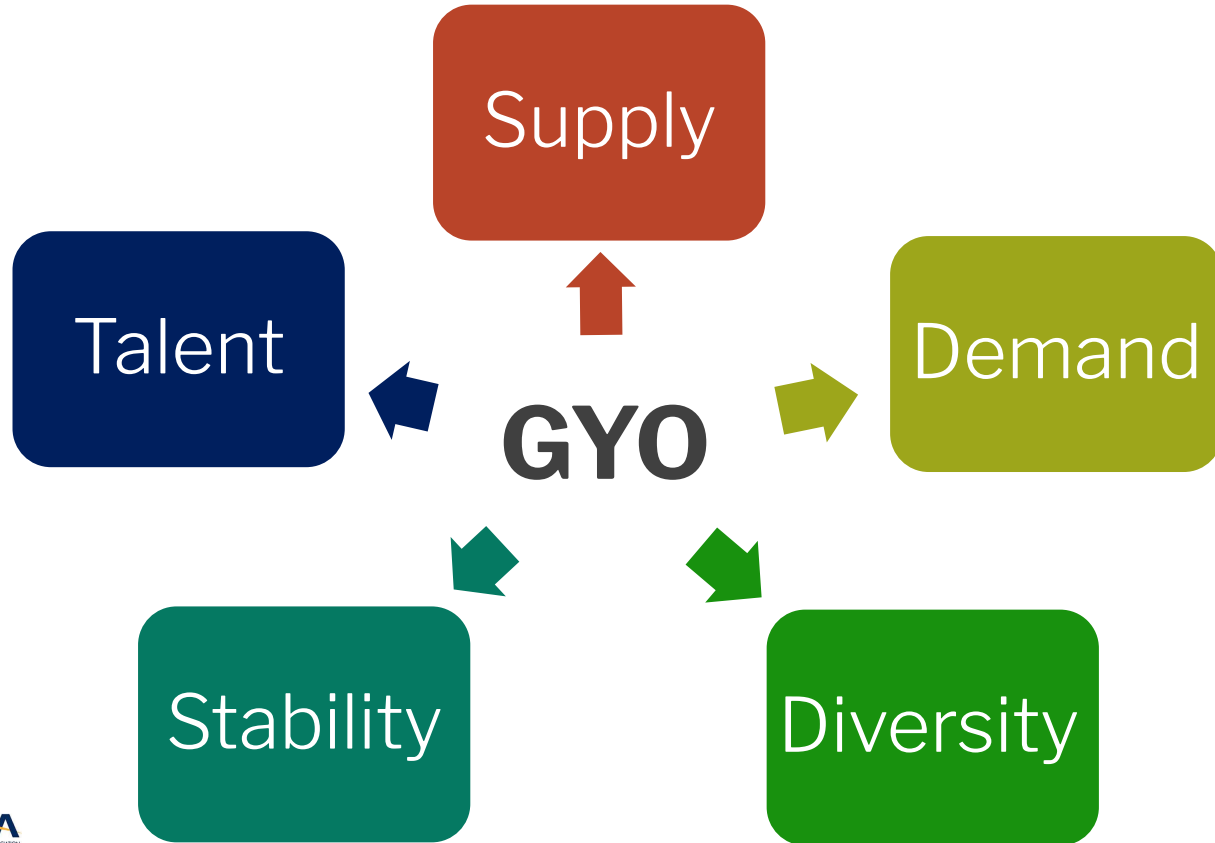


Growing Your Grow Your Own Program



Why are we focused on this?

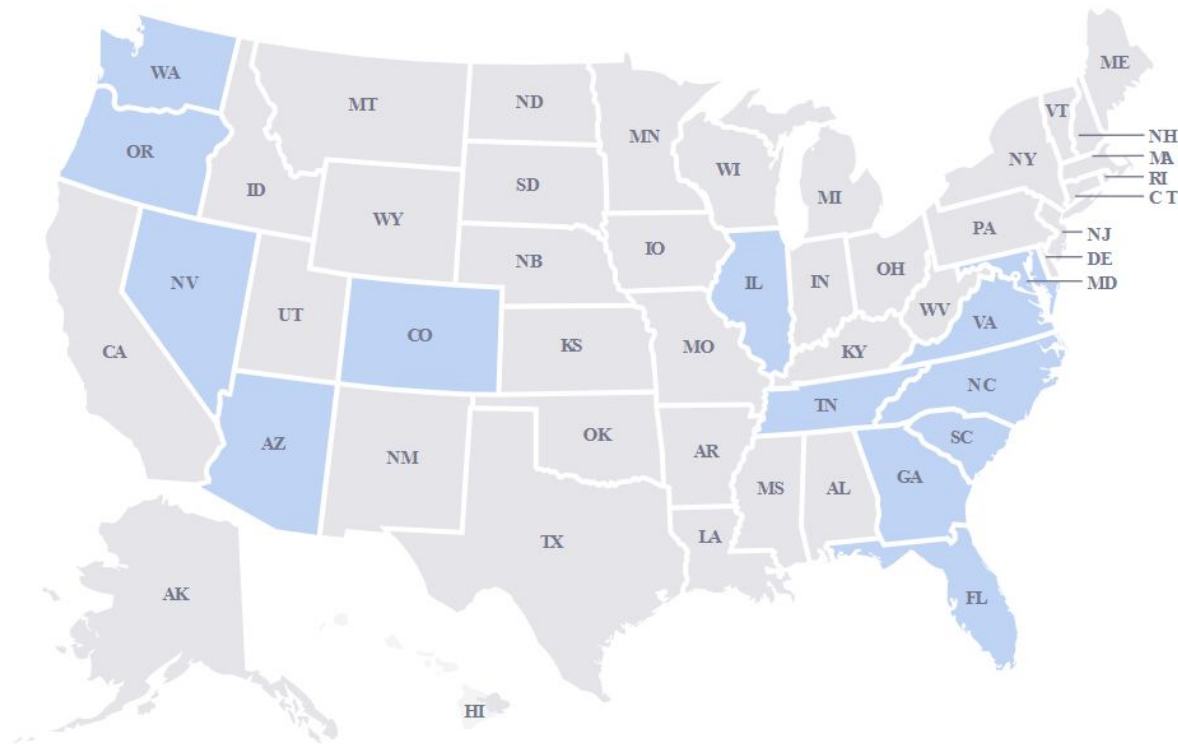


Large Countywide & Suburban District Consortium

22

1.9M

~US



Panelists



Catty Moore
Wake County Public
School System (NC)



Andi Furlis
Mesa Public
Schools (AZ)



Grow Your Own Teacher Recruitment and Development:

A Presentation for the American Association of School Administrators'
2023 National Conference

Wake County Public School System



- Located in Wake County, North Carolina, including Raleigh and parts of the Research Triangle
- Serves nearly 160,000 students
- Operates 198 schools
- Employs 20,000+ staff, including 11,000+ teachers

Future Teachers Program

WCPSS Talent Recruitment and Development Program





Future Teachers Program Overview

The Future Teachers Program seeks to identify, recruit and develop teaching talent from our graduating senior class and local university students

The program provides all participants:

- A guaranteed job with WCPSS pending the successful completion of their educator preparation program;
- Ongoing professional learning and networking opportunities; and
- A \$3,000 stipend in exchange for four years of participation in the program.

By the Numbers



Since the program begin in 2015, Future Teachers:

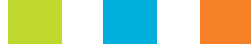
- Produced 54 teachers who were hired with WCPSS upon completion of their educator preparation programs*
 - 83% of these teachers are still employed by our district
- Accepted 85 participants into current cohorts
- Accepted a cohort of 37 participants (largest ever) in 2022
- Retained 80% of participants in current cohorts

** Note: Only four Future Teachers cohorts have completed their educator preparation programs to date.*



Focus on Diversity

- 33% of current Future Teachers participants are students of color
- Goal is for each cohort to include at least 50% students of color
- Recruiting efforts include the following intentional strategies to connect with students of color:
 - Information session panelists
 - School outreach
 - Applicant interviewers



Looking Ahead

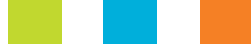
Future Teachers Program goals:

- Annually increase the total number of applications received
- Annually increase the number of applications received from students of color and male students
- Minimize the number of students who withdraw from the Future Teacher program before college graduation
- Annually increase retention rates of Future Teacher hires

CCTI: Wake-Durham

Educator Preparation Program for Resident Teachers





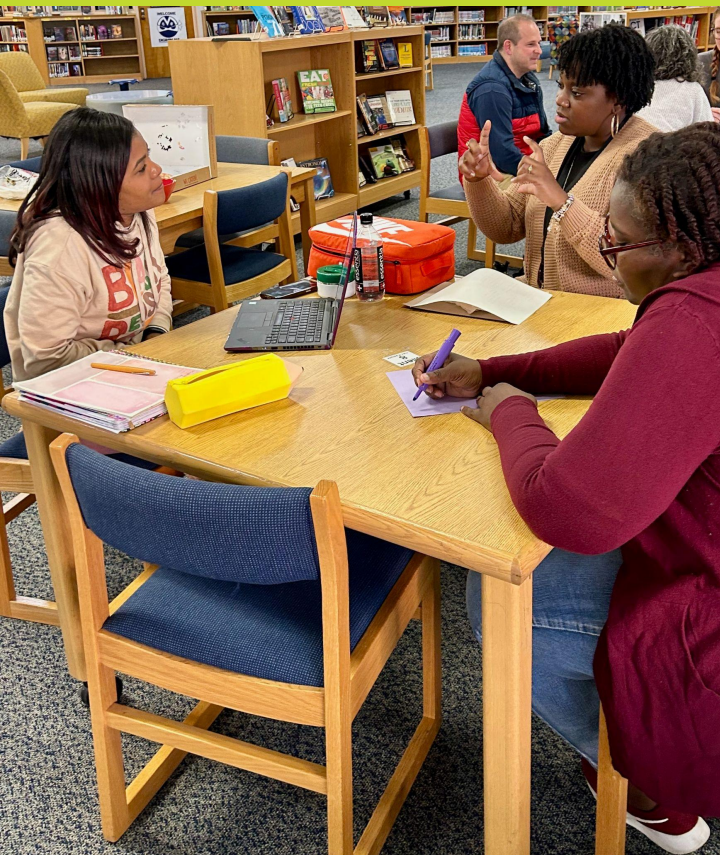
CCTI: Wake-Durham Program Overview

An in-district educator preparation program, CCTI: Wake-Durham recruits, develops, and licenses resident educators in Wake County and Durham school systems.

The program provides all participants:

- A 14-month cohort model in three flexible formats for full-time teachers of record
- Coaching support
- Portfolio support for content and performance assessments (edTPA)
- Low-cost tuition and payroll deduction option

By the Numbers



CCTI: Wake-Durham

- Supports 88 current resident educators earning their NC Professional Educator License
- 58 participants joined since CCTI: Wake-Durham partnership launched
 - Fully online: 47
 - Distance* or in-person: 11

CCTI graduate performance and retention:

- 100% first-time pass rate for the edTPA with average score of 47.6 (state average is 42.6)
- 80% statewide retention for cohorts 1-3 (2017-2020)
- 66% school retention for cohorts 1-3 (2017-2020)

*Distance learning includes synchronous and asynchronous class sessions



Looking Ahead

CCTI: Wake-Durham goals:

- Increase the number of participants we serve annually to 95
- Increase enrollment of students of color to at least 50% of each cohort
- Increase assessment support for elementary and SPED educators
- Increase awareness of the NC residency program in our local communities



Teacher Recruitment

Dr. Andi Furlis

Superintendent, Mesa Public Schools

Teacher and School Leader (TSL) Grant

Partnered with ASU
MLFTC

- Partnered with Arizona State University (ASU) Mary Lou Fulton Teachers College (MLFTC)
- Three-year grant of \$8.2 million
- Possibility of fourth and fifth year

Teacher and School Leader (TSL) Grant

Partnered with ASU
MLFTC

→ Various Initiatives

- ◆ Recruitment & Retention
- ◆ Next Education Workforce
- ◆ HR management systems and procedures
- ◆ Grow Your Own programs

Grow Your Own Programs

GYO @ MPS





Growing Our Own for the Next Education Workforce in Mesa Public Schools, starting in High School CTE Education Professions

GENDER		
	Number	Percent
Female	196	89.1
Male	15	6.8
Prefer not to say	8	3.6
Total	220	100

YEAR IN HIGH SCHOOL		
	Number	Percent
Freshman	48	21.8
Sophomore	75	34.1
Junior	67	30.4
Senior	28	12.7
No Response	2	1
Total	220	100



RACE/ETHNICITY		
	Number	Percent
American Indian/Alaska Native	12	5.5
Asian	0	0
Black/African American	13	5.9
Latino	113	51.4
Native Hawaiian/Pacific Islander	0	0
White	93	42.3
Other	15	6.8

GYO @ MPS High School

Do you want to work in education?

	Number	Percent
Yes	60	27.3
No	68	30.9
Undecided	91	41.4
No Response	1	0.5

Do you want to become an educator?

	Number	Percent
Yes	51	23.2
No	62	28.2
Undecided	106	48.2
No Response	1	0.5

What is Education Professions?



Education Professions is a **Career and Technical Education** program designed to introduce students to careers in the education field. To be a CTE program completer, students must complete two years of the program. As part of the program, high school students spend **sustained time in MPS' preschools and K-12 schools.**



EdProfessions
Student
Year 1



EdProfessions
Student
Year 2
(CTE Program Completer)



EdProfessions
Student
Year 3+



Micro-Credentials
College Credit



mesa
PUBLIC SCHOOLS
Graduate

MPS Graduate who now exhibits both the **Learner** and **Learning Facilitator Look Fors** in the Portrait of a **Graduate** in Mesa Public Schools' Next Education Workforce.

Field
Experience

Reading Tutoring
(Pull Out Model)

Reading or Math
Community
Educator (Push-In)

Reading or Math
Community
Educator (Push-In)

Field
Experience
Frequency

2x/Week

3x/Week

4x/Week

Training

Curriculum + Nanocourses from Arizona State University's
Mary Lou Fulton Teachers College

 Industry
Credentials

Reading Tutor
Micro-Credential

PRAXIS
Paraprofessional
Credential

Micro-Credentials from
ASU's Nanocourses



College
Credit

EDU221 - Introduction
to Education

Community
Educator

Volunteer
reading tutor
through college
+ beyond.

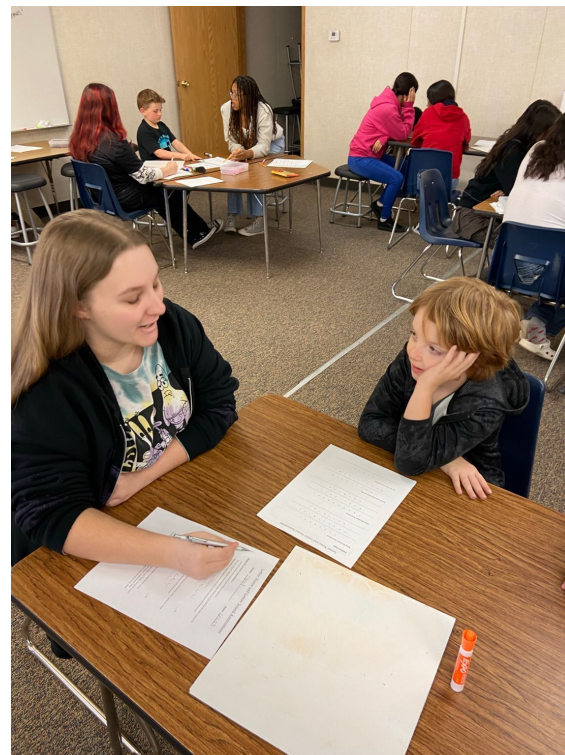
Paraeducator

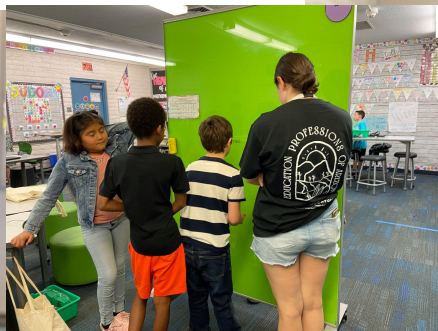
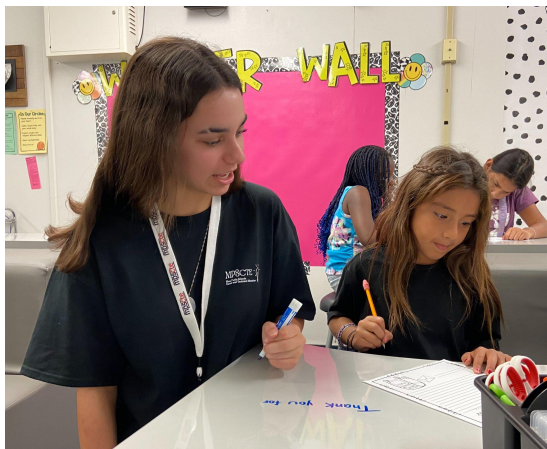
Specialized
paraeducator
(e.g., reading
tutor).

Professional
Educator

Associate
Teacher,
Professional
Educator, Lead
Teacher

Photos from PULL OUT Model





Photos from PUSH IN Model

GYO @ MPS

PARAEDUCATORS

Structural Barriers Identified by Paraeducators

Barrier	Strategy to Address
<i>Understanding how to pay for college</i>	College finances education integrated into high school GYO courses.
<i>Cost of tuition for their college degree</i>	Access to Arizona Teacher Academy* scholarships for GYO and paraeducators.
<i>Time commitment</i>	Working with teacher preparation division at MLFTC to build flexible options for paraeducators.

**The Arizona Teacher Academy is a scholarship for educators seeking degrees that lead to certification. They must agree to teach in Arizona public schools for as many years as they receive the scholarship.*

Example: 2 years of scholarship = 2 years of teaching in Arizona public schools.

Surprises & Learnings

- Most paraeducators in MPS have some college education.
 - 30.5% paraeducators have some college credit, but no degree.
 - 41.8% of paraeducators have an associate's degree or above.
- This means that almost half of paraeducators wouldn't be starting from scratch if they decided to pursue a degree leading to teacher certification. It is about supporting them to the finish line.

GYO @ MPS

PARAEDUCATORS

Mesa Public Schools



Mesa Public Schools



- ★ Requires bachelor's degree in any field
- ★ Be a teacher - teacher pay and benefits right away
- ★ Two-year program
- ★ No tuition
- ★ No evening or weekend classes
- ★ Obtain a 12-year teacher certification after completion

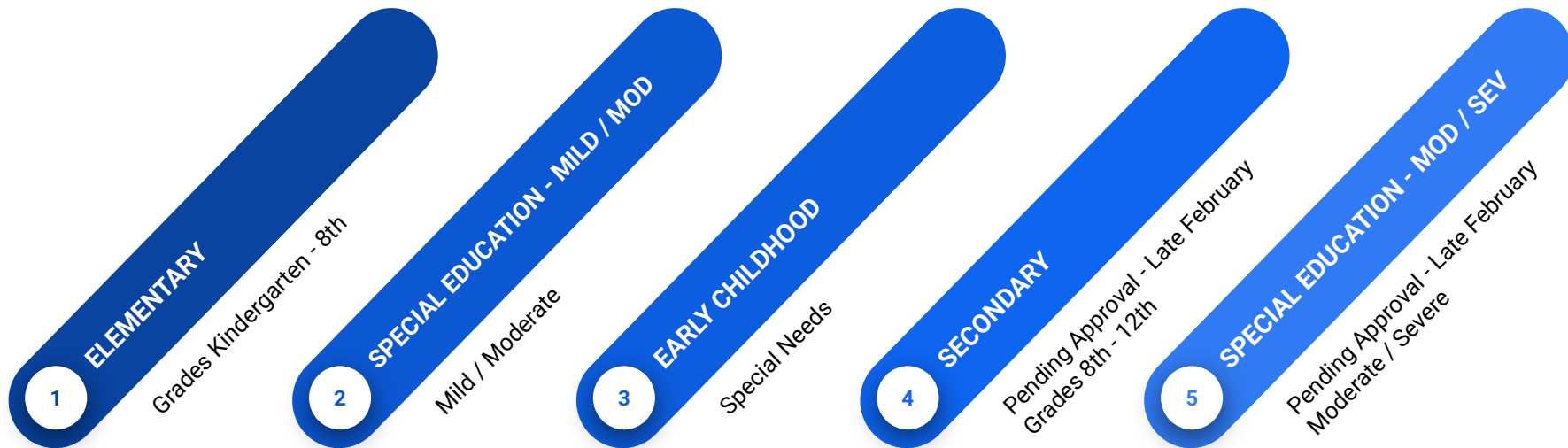
Mesa Public Schools



- ★ Develops teacher to meet Mesa Public Schools' expectations and our students' needs
- ★ Coaching provided by Mesa Public Schools' experts
- ★ Job-embedded coaching and modeling
- ★ Provided researched-based professional development
- ★ Extended work calendar

Mesa Public Schools

Path²Teach



LIFE CHANGING



Paraeducator - single mother who joined MPS Path2Teach

