

Indiana Blue Ribbon Commission on the Recruitment and Retention of Excellent Educators

Generating Strategies

October 5, 2015

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Welcome

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Great Lakes Comprehensive Center

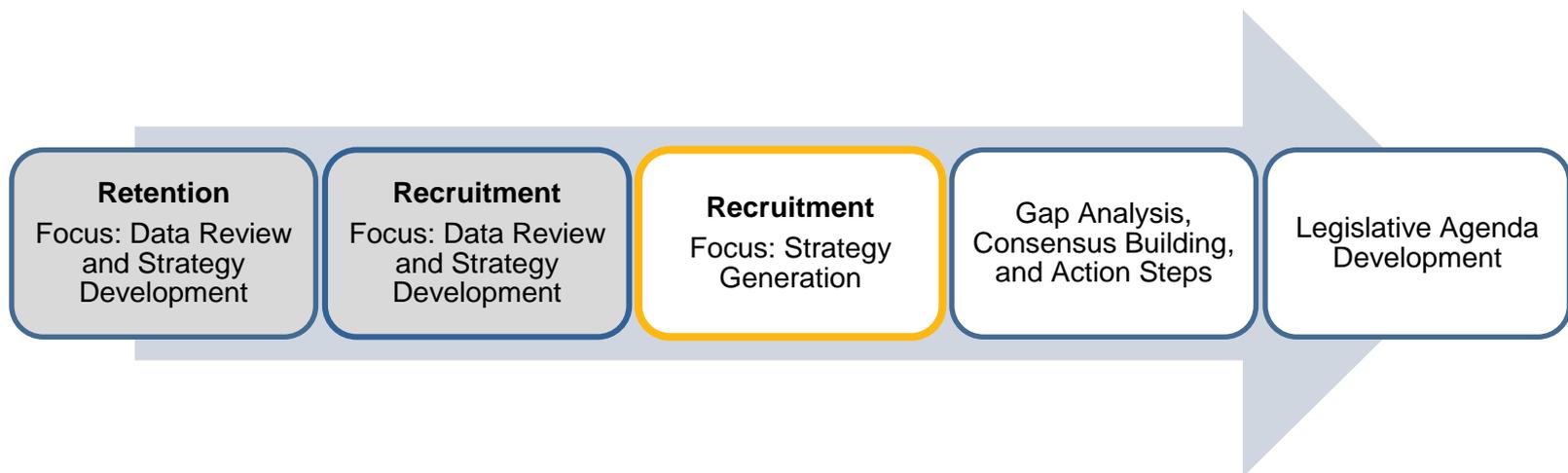
- Provides high-quality technical assistance that focuses on key initiatives, aligns with the work of the content centers, and builds the capacity of state education agencies to implement, support, scale up, and sustain initiatives statewide.
- Current projects address strategic planning, standards and assessments, STEM (science, technology, engineering, and mathematics) education, educator effectiveness (preparation, evaluation, development), outreach, low-performing schools, and educators of special populations.

Center on Great Teachers and Leaders

- Provides national technical assistance that fosters the capacity of practitioners, researchers, innovators, and experts to build and sustain a seamless system of support for great teachers and leaders for every school in every state in the nation.

Introductions and Agenda

- Welcome, Introductions, Agenda
- Review of Last Meeting
- Focus Issue: Strategies



Meeting Outcomes

You will...

1. Review national materials related to retention, recruitment, and the root causes identified in previous sessions.
2. Generate strategies responding to the root causes
3. Review strategies for recruitment and retention and blend them into a single, ranked list

Discussion Norms

1. **Promote a spirit of inquiry.** Ask questions of other participants to enhance shared understanding.
2. **Welcome all ideas.** Share your ideas, and listen to the ideas shared by other participants.
3. **Support inclusion.** Invite other participants to speak, and monitor your own contributions to ensure all voices are heard.

Overview of Process

Focus Issue: Recruitment

- **Table study.**
- **Generate strategies.**
- **Review strategies.**
- **Closing and next steps**

Table Study

Review National Resources

Table Study

- Each study team will read materials related to a broad topic that affects teacher retention and recruitment. The broad topics are a superficial division. The topics and trends the materials discuss are highly related and affect one another.
- Each study team will read their materials, discuss them, and develop three takeaways to share with the whole group.
- The table facilitators will guide this process.

Table Study: Share Out

What three takeaways did your study team develop?

Generate Strategies

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Process for Generating Strategies

- We will jigsaw our study groups so that each group has someone familiar with each piece of research.
- In each small group, we will generate strategies.
- The table facilitators will guide this process.

Strategies for Addressing Recruitment Challenges

Strategies should be:

- Directly tied to the root causes
- Evidence based
- Fluid over time as new data become available

Examples: Retention of Excellent Teachers

- Create career advancement opportunities that keep teachers in schools as instructional coaches, demonstration teachers, or teacher leaders.
- Support school culture and stability through mentorship programs for school leaders.

Small Group: Generating Strategies

- 1. Expand.** What are policies and programs already in place in Indiana that we can expand or scale up?
- 2. Adapt or Restart.** What are policies or programs in place elsewhere in the nation or in Indiana's past that we can adapt or restart?
- 3. Stop.** What are policies or programs in place in Indiana that are contributing to the retention and recruitment challenges and could be stopped?

Whole Group: Strategy Discussion

What is one strategy
your group identified?

Strategy Review

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Strategy Review

- Review the list of strategies this commission generated for recruitment.
- Identify any recruitment strategies that overlap with the retention strategies. Stack these strategies together.
- Rank your strategies based on degree of impact and immediacy.
 - Which strategies could most improve teacher retention and recruitment?
 - Which strategies should we enact as soon as possible to have the greatest effect?
- Each group has a set of 10 envelopes labeled 1 through 10. Place your highest ranked strategy in the envelope marked “1” and continue through your tenth highest.
- Place the remaining strategies in the large folder. We will record all ideas. We are just ranking to identify a starting point.

Closing and Next Steps

Upcoming Meetings and Topics

- **October 15 (Indiana State Library):** Gap Analysis, Consensus Building, and Action Steps
- **November 16 (Indiana Government Center South):** Legislative Agenda Development
- **December 7 (Indiana State House Chamber):** Legislative Agenda Development

Thank you!

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