

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

Reflection and Action

October 5, 2015

GREAT LAKES
Comprehensive Center

at American Institutes for Research ■



Welcome

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Great Lakes Comprehensive Center

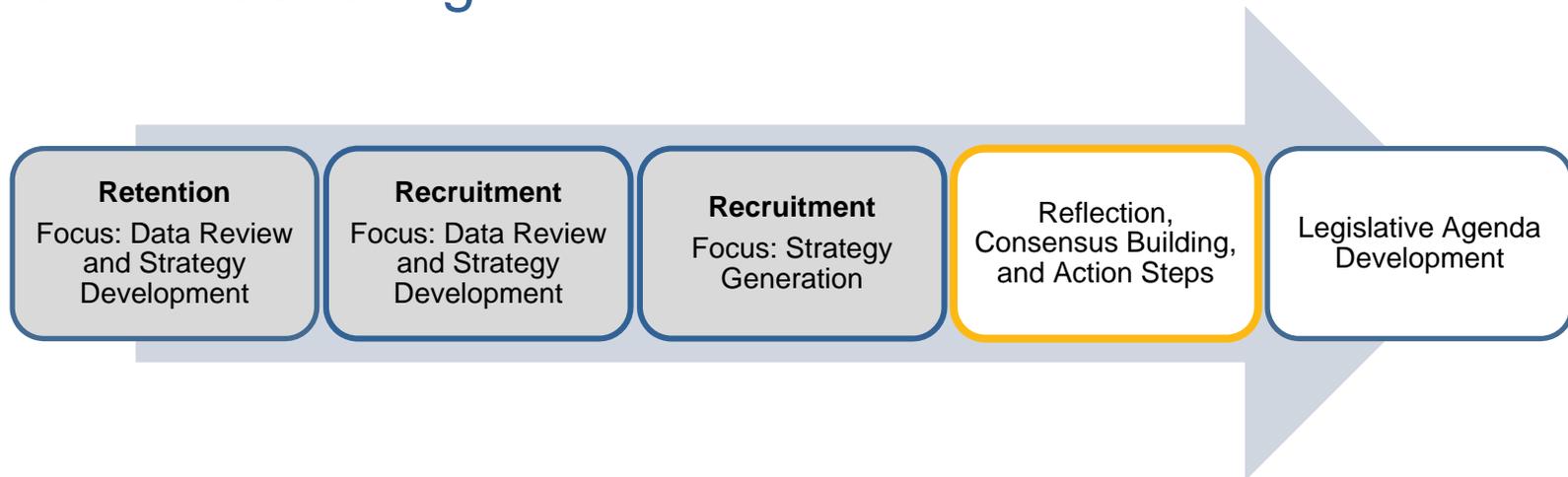
- Provides high-quality technical assistance that focuses on key initiatives, aligns with the work of the content centers, and builds the capacity of state education agencies to implement, support, scale up, and sustain initiatives statewide.
- Current projects address strategic planning, standards and 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
- Reflection
- Question and Answer
- Action Planning



Meeting Outcomes

You will...

1. Reflect on the previous three sessions and reorient on the purpose of this commission;
2. Receive clarification for ongoing areas of confusion; and
3. Begin the process of turning ideas into actions.

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.

Reflection

Restatement of Purpose

Why are we here?

The Commission So Far

We have

- Studied data related to the retention and recruitment issues in Indiana;
- Brainstormed root causes and possible strategies for responding to these issues using our expertise and experiences; and,
- Reviewed related national materials.

The Commission So Far

From our work we have generated a list of ten possible strategies for responding to the issues Indiana faces for recruitment and retention.

1. Mentoring
2. Compensation
3. Positive press
4. Career options/ladder and leadership opportunities/support for teachers
5. Streamline, pare down, and clarify role of standardized tests
6. Revise teacher evaluations (especially to not use or limit use of student test scores)
7. Recognize and support teachers' ongoing learning (e.g., Master's degrees, NBCT)
8. Offset costs of preparation programs
9. Clinical experiences for teacher candidates
10. Revise PD (e.g., increase collaboration, different topics, revise PGP)

Question and Answer

Action Groups

We have 10 top strategies of varying scope and scale. While we can work with 10 small groups, we can also combine some of the strategies together. Do you have any recommendations for combinations?

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Action Planning

Your table facilitator will provide your group with a couple worksheets for you to work through. Please access the Internet as needed. You may also consult with someone in another group if you think they might have answers or ideas that would benefit your group.

You have approximately one hour to complete the worksheets. Please manage your time well.

Table Walk

Take time to walk around the room and review and give feedback on the work completed by other groups.

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Closing and Next Steps

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Upcoming Meetings and Topics

- **November 16 (Indiana Government Center South):** Legislative Agenda Development
- **December 7 (Indiana State House Chamber):** Legislative Agenda Development

Thank you!

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