

Virginia Department of Education
Division of Teacher Education, Licensure, and
Professional Practice

*Teacher Recruitment and
Retention Initiatives*

Dr. Thomas A. Elliott

April 26, 2006

The No Child Left Behind Act of 2001

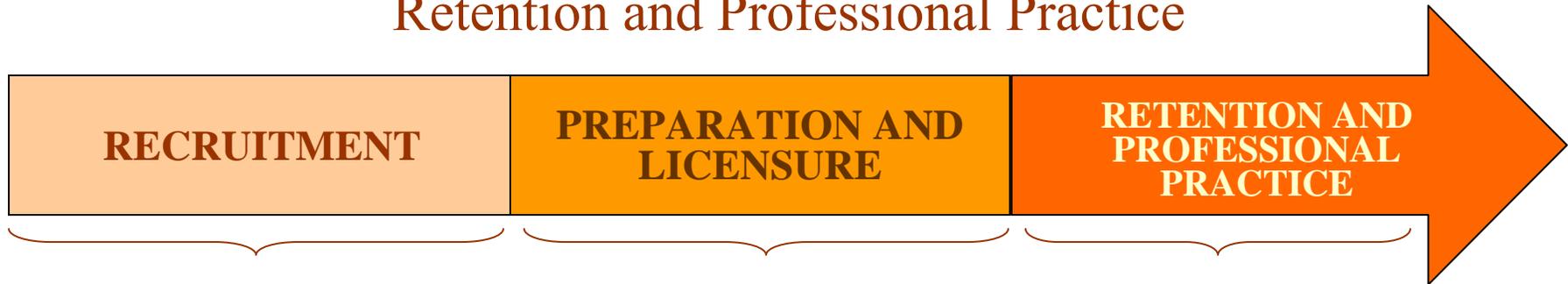
Goal #3:

By the end of the 2005-2006 school year, all students will be taught by highly qualified teachers.

Annual Percentage of Classes Taught by Highly Qualified Teachers

School Year	Target Percentage	Actual Percentage in High-Poverty Schools	Actual Percentage Statewide
2002-2003	83% (baseline)	77% (baseline)	83% (baseline)
2003-2004	85%	92.2%	94.5%
2004-2005	90%	93.5%	95.6%
2005-2006	100%	To be determined	To be determined

The Teaching Profession: Recruitment, Preparation and Licensure, and Retention and Professional Practice



RECRUITMENT

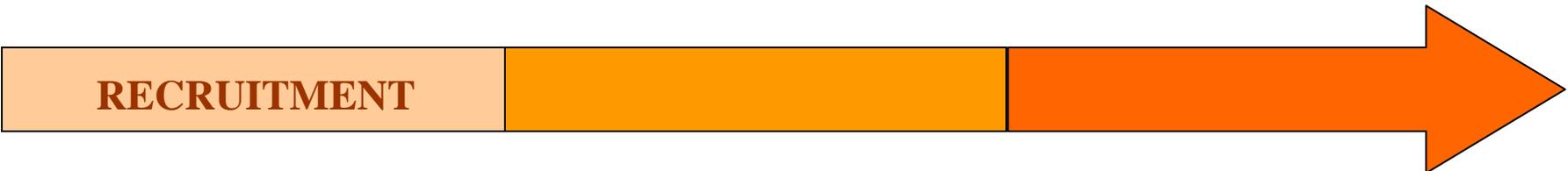
- Teachers for Tomorrow
- Teachers of Promise
- Electronic Job Bank and Hiring Hall
- Teach in Virginia
- Great Virginia Teach-In
- Paraprofessionals
- Expanding Career Switcher Programs
- Incentive Programs:
 - *Virginia Teaching Scholarship Loan Program*
 - *Teacher Incentives in Hard-to-Staff Schools*
 - *Virginia Middle School Teacher Corps*

PREPARATION AND LICENSURE

- Articulation Agreements
- Traditional Programs
- Alternate Routes
- Reciprocity
- Testing Requirements

RETENTION AND PROFESSIONAL PRACTICE

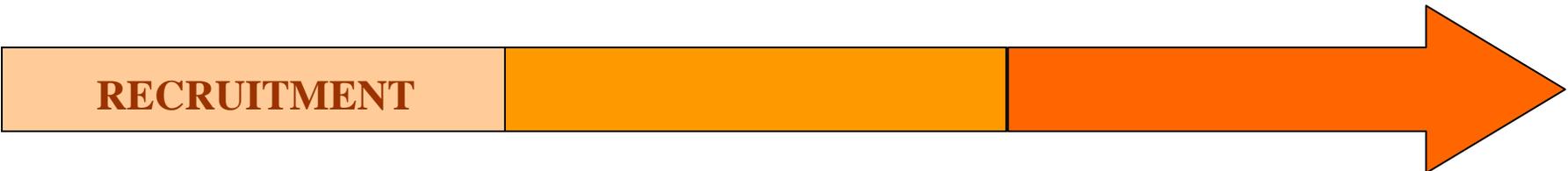
- National Board Certification
- Mentoring Programs
- High Quality Professional Development
- Licensure Renewal
- Uniform Performance Guidelines
- Professional Recognition:
 - *Meritorious New Teacher Designation*
 - *Regional Teachers of the Year*
 - *State Teacher of the Year*
 - *Milken Educators*
 - *Others*



RECRUITMENT

Incentive Programs: *Teacher Incentives in Hard-to-Staff Schools*

- Initial two-year pilot:
 - ◆ Caroline County and Franklin City
- Expansion project:
 - ◆ Brunswick County, Greenville County, and Petersburg City
- Incentives:
 - ◆ Schools receive faculty training
 - ◆ \$150-\$200 per student for school improvement projects (\$200 if school demonstrates a 10% reduction in the SOL failure rate from previous year)
 - ◆ One-time \$15,000 hiring incentive + an annual \$500 training and professional development stipend (if relocating to participating school)
 - ◆ One-time \$3,000 hiring incentive + an annual \$500 training and professional development stipend (if remaining at participating school)



RECRUITMENT

Incentive Programs: *Virginia Middle School Teacher Corps*

- Three-year program to assist low-performing middle schools to improve student learning in math
- Virginia Department of Education to maintain a corps of math teachers to provide high quality math instruction at eligible schools
- Teacher Corps compensation:
 - ◆ \$10,000 three-year salary differential if relocating to an eligible school
 - ◆ \$5,000 three-year salary differential if remaining at an eligible school
- School eligibility:
 - ◆ Must offer instruction in grades 6, 7, or 8
 - ◆ Must have received “accredited with warning” status in math OR
 - ◆ Did not meet AYP for math

Incentive Programs: *Virginia Middle School* *Teacher Corps* (continued)

- Teacher Corps eligibility:
 - ◆ Hold or be eligible for an active, renewable Virginia teaching license with appropriate middle school math teaching endorsement
 - ◆ Have completed a major or minor (18-21 semester hours) in math
 - ◆ Meet the NCLB highly qualified criteria for a middle school math teacher
 - ◆ Have completed at least three years of successful, full-time teaching in which math instruction was an important responsibility
 - ◆ Demonstrate competencies associated with delivering high quality instruction and improving mathematics achievement for all students
- 2005-06 implementation:
 - ◆ 13 out of 40 eligible school divisions received funding
 - ◆ 20 Teacher Corps members placed in 17 middle schools

RECRUITMENT

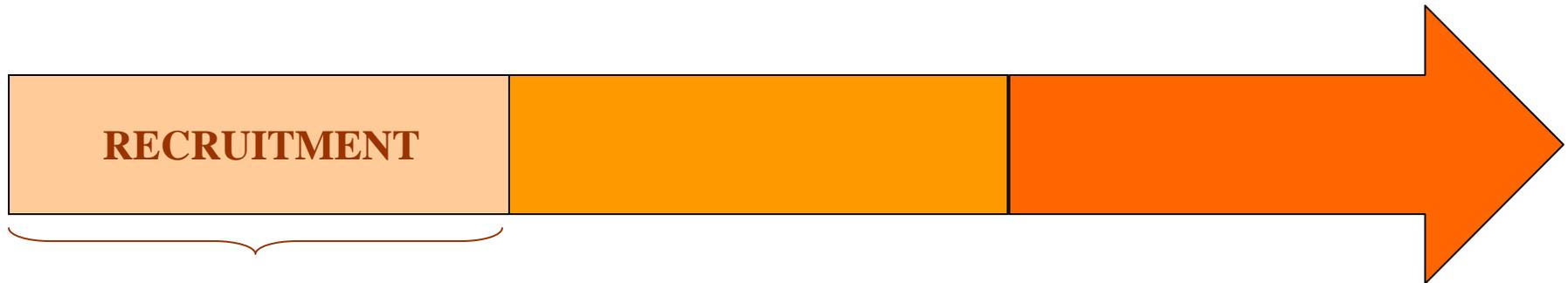
PREPARATION AND
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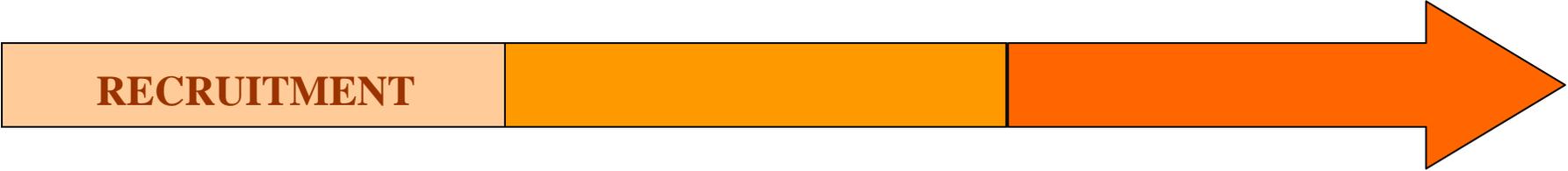
Issues Facing the Teaching Force

1. Recruit, prepare, and retain highly qualified teachers
2. Increase preparation and recruitment in critical shortage teaching areas
3. Enhance professional development to increase and sustain a highly qualified teaching force after 2005-06
4. Continue development of comprehensive data system to support policy decisions in the teaching profession
5. Institutionalize selected Teacher Quality Enhancement initiatives such as:
 - ◆ Teachers for Tomorrow
 - ◆ Teachers of Promise
 - ◆ The Great Virginia Teach-In

The Teaching Profession: Recruitment



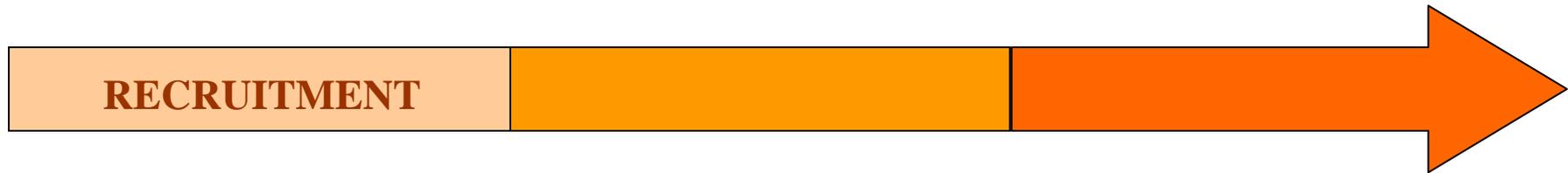
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RECRUITMENT

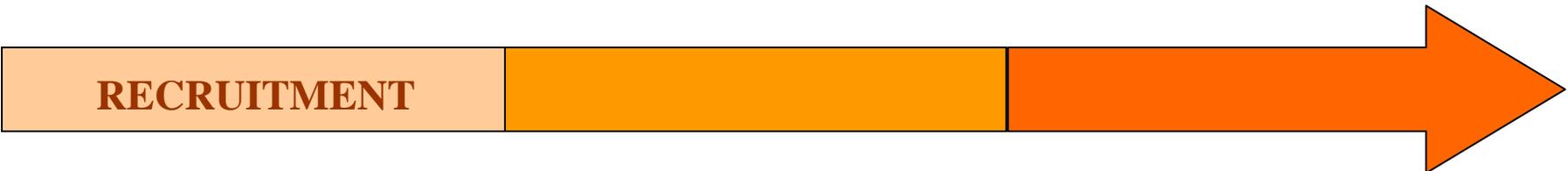
Teachers for Tomorrow

- Program purposes:
 - ◆ Identify and prepare high school students interested in a teaching career
 - ◆ “Grow your own”
 - ◆ Foster student interest in and appreciation for the teaching profession
 - ◆ Attract students to teaching in critical shortage and high-need areas
- Program benefits:
 - ◆ An introduction to teaching (South Carolina’s *Teacher Cadet Curriculum*)
 - ◆ Potential dual enrollment credit
 - ◆ Field observation and experience
 - ◆ Meaningful, creative, hands-on learning activities
- Current participation:
 - ◆ Over 60 schools
 - ◆ More than 900 high school juniors and seniors enrolled



Teachers of Promise

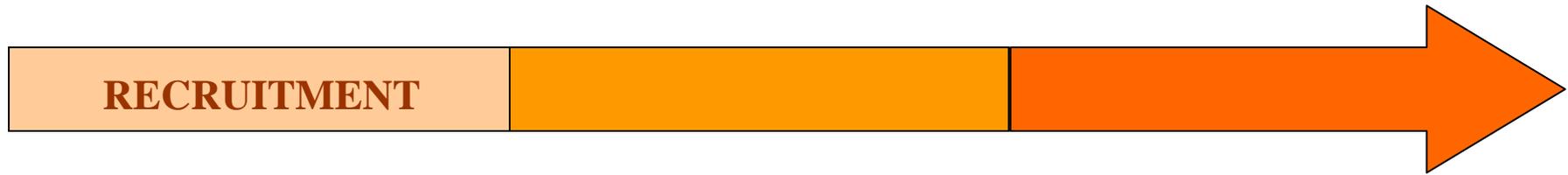
- Goals:
 - ◆ Recruit program completers to stay and teach in Virginia
 - ◆ Present the positive benefits of teaching in Virginia
 - ◆ Induct prospective teachers into the profession
- Program history:
 - ◆ Established in 2004
 - ◆ 434 prospective teachers inducted
 - ◆ Annual participation by approved teacher preparation programs
- Support provided by exemplary teachers to inductees during their initial years of teaching (Milken educators, NBCT, regional and state teachers of the year, etc.)



RECRUITMENT

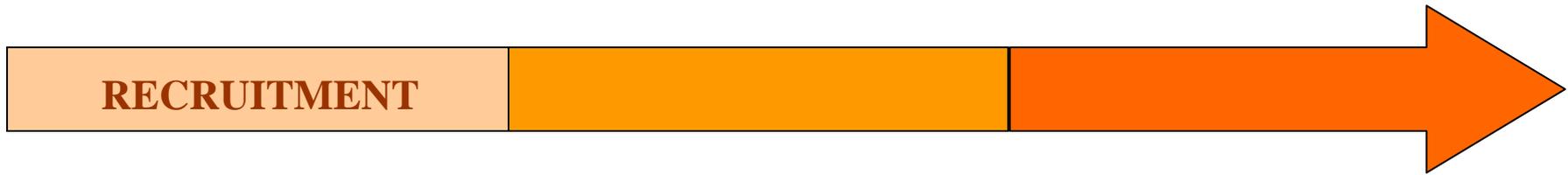
Electronic Job Bank and Hiring Hall

- Online recruitment tool that connects Virginia school divisions with prospective qualified candidates
- Currently used by 98% of school divisions
- Job bank features:
 - ◆ Single, secure online application process regardless of the number of positions being sought
 - ◆ Filtering mechanisms that expedite application review and identification of qualified candidates
 - ◆ Online correspondence between school division and applicant
- An estimated 3,755 applicants hired since 2003



Teach in Virginia

- Partnership with The New Teacher Project to implement a statewide initiative, *Teach in Virginia* (2003-2004)
- Primary goal: recruit highly qualified candidates in rural and urban school divisions (2003-2004) and hard-to-staff school divisions (2004-2005 and 2005-2006) across the commonwealth



Teach in Virginia (continued)

Program overview:

YEAR ONE

(2003-2004)

Partnered with 37 school divisions based on HiPUR criteria

Referred 332 highly qualified candidates in high-need subjects

70 candidates hired by partner school divisions

YEAR TWO

(2004-2005)

Partnered with 67 rural and urban school divisions

Referred 437 highly qualified candidates in high-need subjects

148 candidates hired by partner school divisions

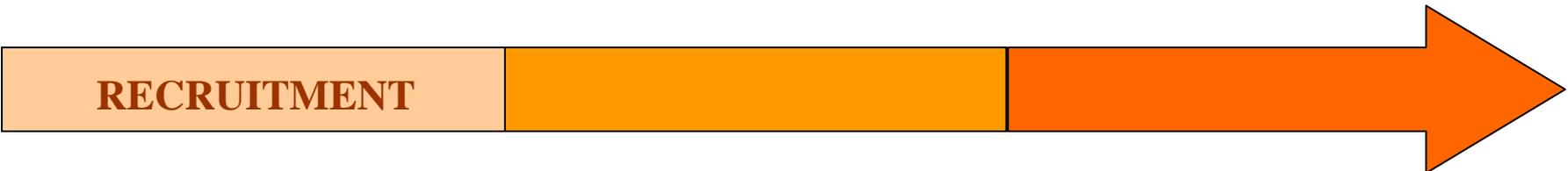
YEAR THREE

(2005-2006)

Partnered with 48 hard-to-staff school divisions

Goal: Refer 450 highly qualified candidates in high-need subjects

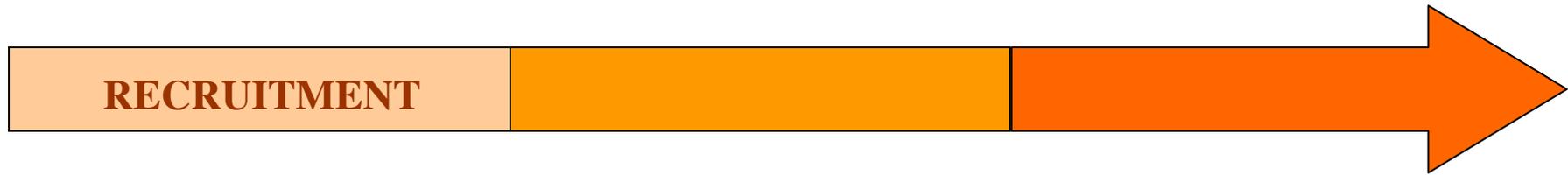
Goal: Place 180 teachers



RECRUITMENT

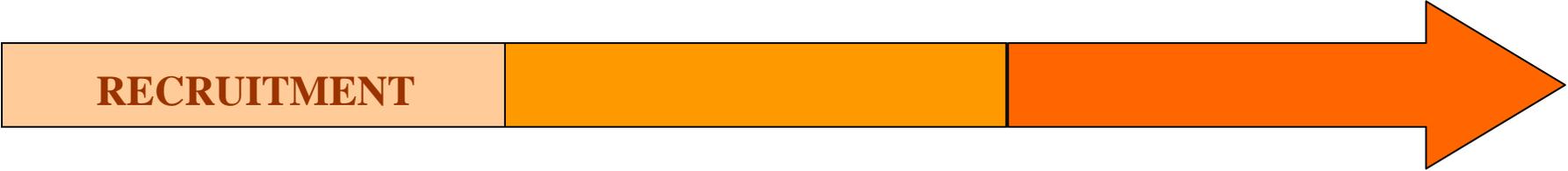
Great Virginia Teach-In

- Statewide teacher recruitment, workshop, and information event featuring:
 - ◆ 2,300 attendees (approximately 71% in-state; 29% out-of-state or foreign country)
 - ◆ 110 school divisions
 - ◆ 30 state-approved teacher preparation programs
 - ◆ 9 Career Switcher programs
 - ◆ 50 professional development workshops
 - ◆ Licensure advisement for about 800 individuals – transcript reviews, licensure workshops, and one-on-one licensure consultation
- Nearly 1,000 teachers employed by 50% of school divisions participating in Teach-In events



Paraprofessionals

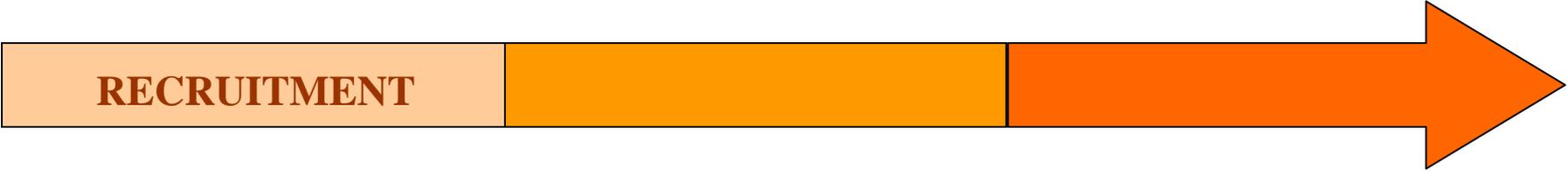
- Partnerships between a teacher preparation program and one or more school divisions to help paraprofessionals earn baccalaureate degrees
- Grow your own initiative – from paraprofessionals to licensed teachers
- Goals:
 - ◆ Increase the number of highly qualified teachers with strong family ties in the community
 - ◆ Increase the pool of teachers in critical shortage areas in hard-to-staff locations
 - ◆ Provide access to professional development opportunities



RECRUITMENT

Expanding Career Switcher Programs

- Access to the Career Switcher program through:
 - ◆ School divisions
 - ◆ Community colleges
 - ◆ Institutions of higher learning
- Critical shortage areas and vacancies in hard-to-staff schools:
 - ◆ Extend opportunities to train provisionally-licensed teachers through the Career Switcher program
 - ◆ Encourage Career Switcher completers to seek positions in hard-to-staff schools
- Program marketing and statewide recruitment



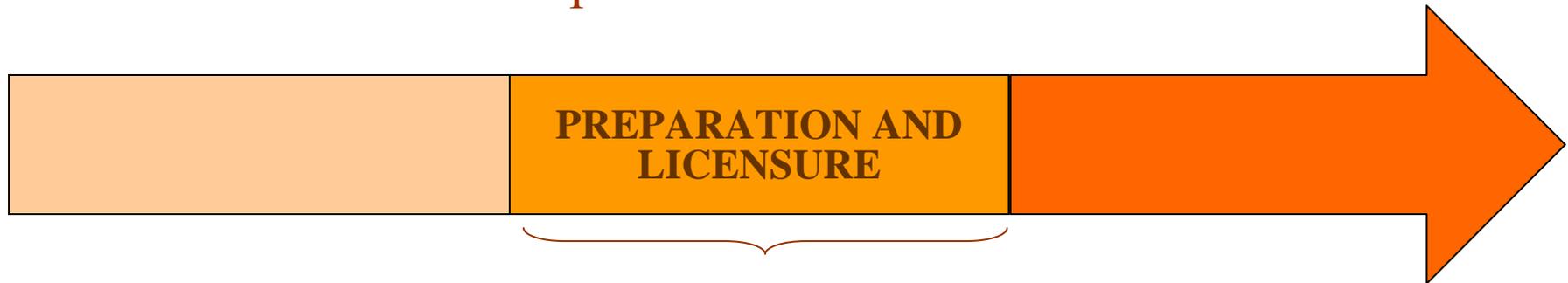
RECRUITMENT

Incentive Programs:

Virginia Teaching Scholarship Loan Program

- 100 scholarships or loans to students preparing to teach in critical shortage areas
- Requirements:
 - ◆ Approved teacher preparation program nomination
 - ◆ Grade point average of 2.7 or better
 - ◆ Virginia residence
 - ◆ Full- or part-time enrollment as a sophomore or higher
 - ◆ Scholarship or loan amount up to \$3,720
- One semester of teaching equals \$1,000
- Number of scholarships based on General Assembly appropriation

The Teaching Profession: Preparation and Licensure



- Articulation Agreements
- Traditional Programs
- Alternate Routes
- Reciprocity
- Testing Requirements



Articulation Agreements

- Agreement among community colleges and institutions of higher education
- To facilitate transfer by community college students to participating teacher education programs
- Community college students must successfully complete the Pre-Teacher Education Curriculum to be eligible
- Signed agreements with 12 approved teacher education programs



Traditional Programs

- 37 colleges and universities offer approved traditional teacher preparation, which requires:
 - ◆ An academic major in the arts and sciences (except for Health and PE or Career and Technical Education)
 - ◆ General studies
 - ◆ Professional studies (Elem. and Sp. Ed. – 24 hours; Middle/Secondary – 18 hours)
 - ◆ Field experiences, including student teaching
 - ◆ Licensure assessments
- Accreditation of teacher preparation programs by NCATE, TEAC, or a Board of Education approved accrediting process
- Currently, more than 11,600 enrolled statewide
- The Board of Education grants final approval of all programs

Alternate Routes

- Eligibility License – provided to Career Switchers

Prerequisites:

- ◆ Baccalaureate degree from a regionally accredited college or university
- ◆ 5 years of work experience
- ◆ Teaching endorsement requirements (including experiential credits)
- ◆ Licensure assessments

- Provisional License – provided to individuals employed by a Virginia educational agency

Prerequisites:

- ◆ Baccalaureate degree from a regionally accredited college or university (unless seeking a technical professional endorsement)
- ◆ Teaching endorsement requirements (including experiential learning)
- ◆ Recommendation from administrator



Alternate Routes (continued)

- Conditional License – provided to individuals employed as a special educator

Prerequisites:

- ◆ Baccalaureate degree from a regionally accredited college or university
- ◆ Must be employed as a special educator
- ◆ Coursework in foundations and legal aspects in special education
- ◆ Be assigned a mentor



Reciprocity

- *Interstate Agreement on Qualification of Educational Personnel*
- Recognition of out-of-state approved programs and acceptance of valid licenses by other states
- National Clearinghouse (policing professional practice through notification among states of actions against licenses)



Testing Requirements

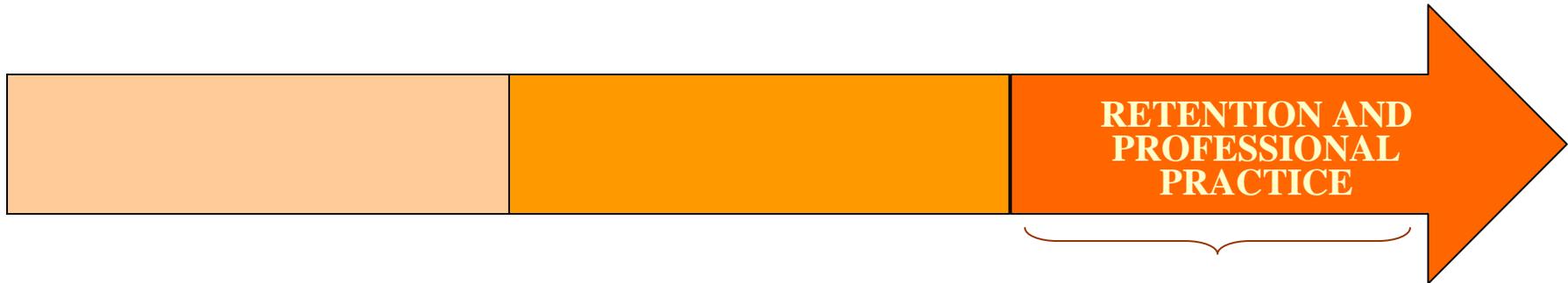
Admission:

- Praxis I (70% pass rate; increases to 80% in 2010)

Licensure:

- Virginia Communication and Literacy Assessment (VCLA)
 - ◆ 235 Reading
 - ◆ 235 Writing
 - ◆ 470 Composite Score
- Virginia Reading Assessment (VRA)
 - ◆ 235 Elementary/Special Education
 - ◆ 245 Reading Specialists
- Praxis II Assessments
- School Leaders Licensure Assessment (SLLA)

The Teaching Profession: Retention and Professional Practice



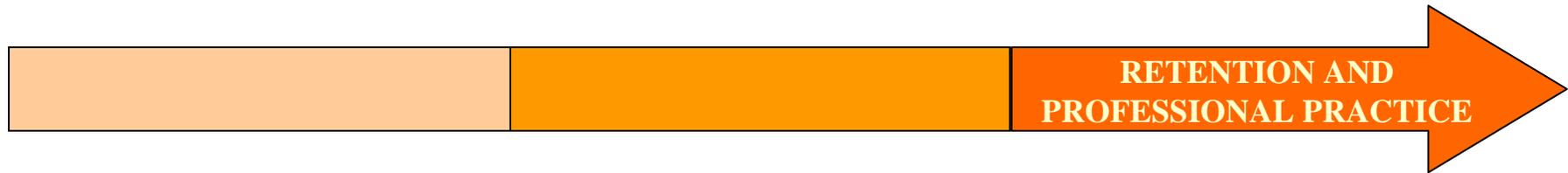
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National Board Certification

- Voluntary credential that rewards accomplished teachers as judged by peers
- Certification based on the following:
 - ◆ Video of classroom teaching
 - ◆ Student work with samples
 - ◆ Evidence of accomplishments outside the classroom impacting student learning
 - ◆ Online subject-matter content assessment
- Advanced credential effective for 10 years
- Incentives:
 - ◆ Grants for initial application
 - ◆ \$5,000 initial bonus
 - ◆ \$2,500 continuing bonus
 - ◆ NBC teachers in VA (1994 total – 1; 2005 total – 913)

Mentoring Programs

- Virginia requirement –
“School boards shall provide each probationary teacher, except probationary teachers who have prior successful teaching experience, as determined by the local school board, a mentor teacher during the first year of the probationary period, to assist such probationary teacher in achieving excellence in instruction.”
(*Virginia Code*, Section 22.1-303)
- Purposes for implementing quality mentor teacher programs:
 - ◆ Retain quality teachers
 - ◆ Improve beginning teachers’ skills and performance
 - ◆ Support teacher morale, communication, and collegiality
 - ◆ Build a sense of professionalism, positive attitude
 - ◆ Facilitate a seamless transition into the first year of teaching
 - ◆ Prevent teacher isolation and build self-esteem



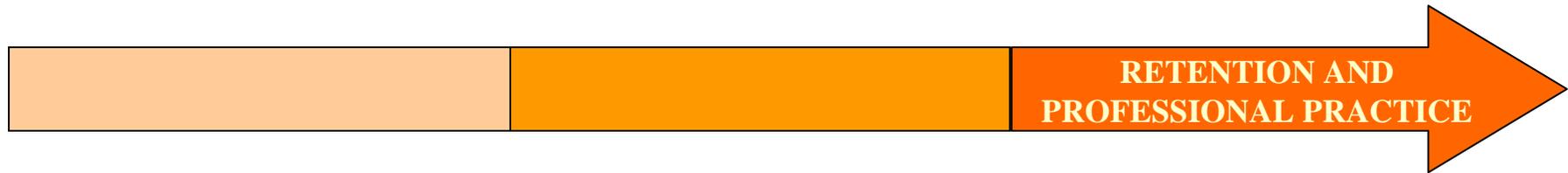
Mentoring Programs

(continued)

- Sources of mentor funding in Virginia:
 - ◆ Federal Teacher Quality Enhancement grant
 - ◆ State appropriation for Mentoring and Clinical Faculty programs
 - ◆ Mentor funding for hard-to-staff schools

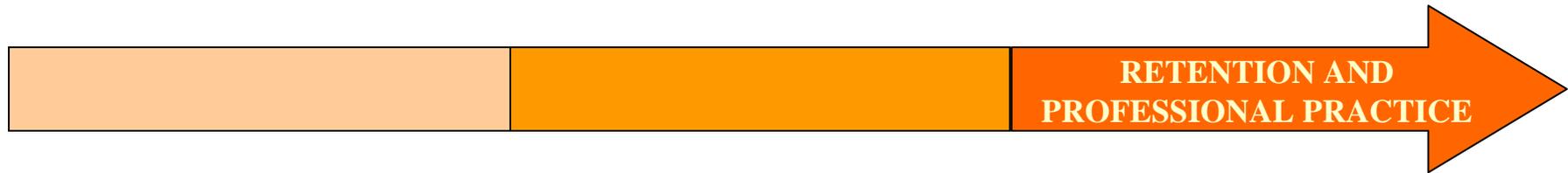
High Quality Professional Development

- Board of Education authorized the Board of Education to develop criteria for high quality professional development
- High quality professional development required of all teachers annually
- Initiatives such as:
 - ◆ Content teaching academies
 - ◆ Content courses – both online and on campus
 - ◆ The Teacher Quality Forum for Exemplary Teachers
 - ◆ Summer mentor teacher training institutes



Licensure Renewal

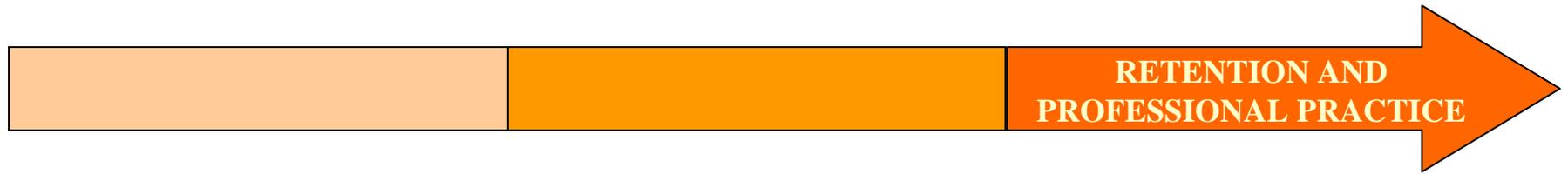
- Licenses renewed every five years
- 180 professional development points through eight professional development options:
 - ◆ College credit
 - ◆ Curriculum development
 - ◆ Educational project
 - ◆ Mentorship/supervision
 - ◆ Professional conferences
 - ◆ Professional development activities
 - ◆ Publication of a book
 - ◆ Publication of an article
- Technology Standards and Child Abuse Recognition and Intervention Training



Uniform Performance Guidelines

Performance Evaluation Criteria:

- Planning and Assessment
- Instruction
- Safety and Learning Environment
- Communication and Community Relations
- Professionalism



Professional Recognition

- *Meritorious New Teacher Designation*
- *Regional Teachers of the Year*
- *State Teacher of the Year*
- *Milken Educators*
- *Others*

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