Welcome to the
Upstate Education Spectrum Spring Forum

May 7, 2019
Today’s Objectives

1. Develop a shared knowledge of the work-to-date that has focused on aspects of teacher shortage

2. Engage in a series of workshops to position committee recommendations for further development and action
Today’s Agenda

- Welcome
- Partner Remarks
- Context
  - Setting the stage: where we started, where we are, where we’re going
  - Committee updates
- Workshops
- Share-outs
- Next steps
- Reception
Setting the Stage

Feb. 28, 2018: First convening in Upstate of leaders from K-12, Higher Education and Business & Industry to explore the interest in and value of building coherence and alignment between the three sectors.

Nov. 8, 2018: Committee interest workshop & framing the issue

Jan. 2019: Committees are formed to address teacher shortage

May 7th, 2019: Committees will present findings and recommendations at Education Spectrum Spring Forum.

Sept. 20, 2018: Nearly 80 participants from the Upstate convened to target opportunities for cross-sectoral collaboration at the Education Spectrum Fall Forum.

Dec. 2018: Confirmed committee chairs

Feb. - April 2019: Committee level work (in-person & teleconference)

April 9th, 2019: Committee workshop
Committee Updates

- Understanding the Challenge – Dr. Laura Reynolds
- Profession Elevation – Dr. Fay Sprouse (Randall Fowler)
- Teacher Recruitment and Retention – Margaret Spivey

- Goal
- Update/Work to date
- Recommendation(s)
- Workshop preview (and pitch!)
UNDERSTANDING THE CHALLENGES

Committee Chair: Dr. Laura Reynolds, Dean, School of Education, Human Performance, and Health University of South Carolina Upstate

Committee Goal: Use surveys and other mechanisms to better understand the concerns/challenges of teachers and then craft strategy for who and how to impact those issues.

Summary of Work to Date:
- UTC committee identified common interests with CERRA regarding uniform departure data
- Reviewed best-practices, processes, and current conventions regarding teacher exit information
- Identified need to document and understand current practices to address data gaps
UNDERSTANDING THE CHALLENGES

Recommendation(s) of the Committee:

- What processes and data are most useful in “exit” interviews / scenarios?
- What are the challenges for districts in the “exit” process and how might partners help mediate
- Where should “exit” information go, and how should it be disseminated

Workshop preview:

- View the CERRA / UTC Current Practices Survey
- Discuss and offer insights into what data and processes would result in greatest utility in better understanding addressing the reasons and patterns in teacher departure/attrition.
PROFESSION ELEVATION

Committee Chair: Dr. Fay Sprouse, District Superintendent at Greenwood 51, Ware Shoals School District

Committee Goal: Focus on elevating the profession by creating opportunities to share the message of current educators.

Summary of Work to Date:
- Discussed methods of incentivizing entry into the profession through personal narratives and community building efforts while also utilizing social media to increase community awareness and support.
- Finalize a community awareness campaign using a variety of traditional & social media platforms, as well as other convincing methods of persuasion.
PROFESSION ELEVATION

Recommendation of the Committee:
• Create regional messaging campaign that will elevate the profession through testimonials, highlights, and community support.

Workshop preview:
• How can we involve regional “influencers” to promote this campaign?
• What type of marketing strategy can be used to push the message of elevating the profession?
• Where should our focus lie, parents, students, career changers, etc.?
Teacher Recruitment and Retention

Committee Chair: Margaret H. Spivey, Director of Professional Employment, Greenville County Schools

Committee Goal: Explore the question of “Why Be a Teacher?” by looking at strategies for teacher recruitment & retention, including compensation, external perception, etc.

Summary of Work to Date:
• Initial discussions: Attracting top teacher talent to the Upstate, addressing the needs of career changers through alternative pathways, and how to encourage middle and high school students to consider teaching as a profession
• Emerging areas of focus: developing a recruitment/incentive package, researching alternative certification benefits and opportunities, and focusing on how to increase enrollment in Teacher Cadet Programs (High School), and Pro Team (Middle School)
Teacher Recruitment and Retention

Recommendations of the Committee:
• Develop a teacher recruitment incentive package to attract top talent to the Upstate
• Focus on advocating for policy to help higher education establish alternative certification programs
• Increase the presence of both Teacher Cadet and Pro Team programs across the Upstate

Workshop preview:
• What is your organization doing around this type of work, specifically incentive packages?
• How does your organization make available the incentive resources to outside stakeholders? What platform is used?
• How can we assist with policy improvement and reform for the establishment of Alternative Certification Programs within Institutes of Higher Education
• In what ways can we promote Pro Team and Teacher Cadet classes in our middle and high schools?
• Are there ways we can incentivize taking the Pro Team and Teacher Cadet classes?
• In what ways could other K-12 and Higher Education partnerships (like Expressway to Tiger Town) be forged and/or supported?
Committee Workshops

- **Objective**: position committee recommendations for further development and action
- **Room setup**
- **Protocol**
  - Voice and choice for participants
  - 60 minutes total (20-minute reminders)
  - Facilitator (committee chair) and note-taker (committee member) at each workshop
  - Share-outs
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