



Welcome to the Upstate Education Spectrum Spring Forum

May 7, 2019



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ONE UPSTATE

STRONGER TOGETHER



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



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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



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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 60 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!)



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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



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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.



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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.



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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.?



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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)



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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?



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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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