

# Upstate Education Spectrum Fall Forum

November 4, 2019



Public Education Partners  
Greenville County



## **Agenda**

Welcome  
Partner Remarks  
Context and Updates  
Brand Unveil  
Workshops  
Share-out  
Next Steps and Wrap Up

## **Today's Objectives**

- ✓ Develop a shared knowledge of the work-to-date focused on the teacher shortage
- ✓ Unveil a regional teaching brand and discuss opportunities for education and business sectors to participate in a campaign

**February 28, 2018**

First convening of leaders from K12, Higher Ed, and Business to explore the value of building alignment between the three sectors.

**January - May 2019**

Three committees were formed and met regularly to focus on specific aspects of the teacher shortage.

**June – October 2019**

The committees took the feedback from the Spring Forum and developed their recommendations into actionable plans.

**September 20, 2018**

Over fifty participants from the Upstate convened to target opportunities for cross-sector collaboration at the first Fall Forum.

**May 7, 2019**

The committees presented their recommendations at the Spring Forum.

## 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 reasons and district processes surrounding teacher attrition / exit.

### Timeline:

Identified common interests with the South Carolina Center for Educator Recruitment, Retention, and Advancement (CERRA) regarding teacher departure data, reviewed best-practices, processes, and data collection instruments regarding teacher exit data.

Identified need to document and understand current practices, as well as to collect data that can be disaggregated to inform processes.

Worked in partnership with CERRA and Dr. Jennifer Garrett in re-writing Supply and Demand Survey classroom departure / teacher exit items (2019 Supply and Demand Survey changes), additional survey of HR Directors and follow-up interviews.

# Understanding the Challenges

## UTC Committee and Partnership Actions to Date

**CONDITION:** 2018-19 Supply and Demand Survey asked where teachers go after they leave districts, but did not explore specific reasons for leaving the school or district. No documentation existed on the practices of the districts state-wide.

**RESULT:** A state-wide survey of district HR Directors and follow-up interviews explored district-level procedures in handling teacher departures.

New insights such as district reliance on teacher resignation letters means information that could assist us in understanding of retention is now unexplored.

**RESULT:** 2019-2020 departure question is now structured in two parts to disaggregate to better discern why teachers leave a district or classroom.

This change in question structure and format provides more information regarding not only why teachers leave but where they went after leaving.

## Tabletop preview

View the CERRA Supply and Demand items for 2018-19 and 2019-20 related to departure

Discuss and offer insights into what data and processes would result in greatest utility

Discuss district and higher-ed partnerships going forward in exploration of teacher exit

# Professional Educator Elevation and Recruitment (PEER)

## Committee Chairs:

Randall Fowler, Director of Human Capital, Legacy Early College

Margaret Spivey, Director of Professional Employment, Greenville County Schools

**Committee Goal:** Elevate the profession of teaching and build a regional strategy around recruiting new talent to the field

## Summary of Work to Date:

Teacher Recruitment and Retention	Profession Elevation
Incentive Packages	Elevate
Alternative Certification Routes	Investment
Messaging	Marketing

**Merging of the Committees:** Website and Branding

The logo features a green mountain range icon at the top. Below it, the words "Teach at the Top" are written in a green, cursive script. The word "Teach" is on the top line, "at the" is on the middle line, and "Top" is on the bottom line. The letters are connected and have a slight shadow effect.

Teach  
at the  
Top



current educators teacher stories become a teacher

**YOU** can **empower** and **inspire**  
generations of change – one student,  
one classroom, one school at a time.

No matter where you are in your journey, get started on a career today!

[I'M A HIGH SCHOOL STUDENT](#)

[I'M A COLLEGE STUDENT](#)

[I'M A TRANSITIONING PROFESSIONAL](#)

## Sector Specific Workshops

**Objective:** Discuss opportunities to utilize a regional teaching brand and select specific ways in which to participate in a campaign

**Process:**

- Move to the sector that you work in (K12, Higher Education, Business/Community)
- Workshops will run for 60 minutes
- A facilitator will be assisting in each workshop and taking notes
- Each group should have three concrete actions selected to share-out

★**Response Cards:** Please fill out the response cards at the workshop tables and leave in the basket on your way out!

**Thank you for  
coming!**



**Public Education Partners**  
Greenville County

