

Talent Pipeline

Board of Education
March 6, 2023

2022 - 2023



Talent Pipeline: Retaining, Growing, and Empowering Educators



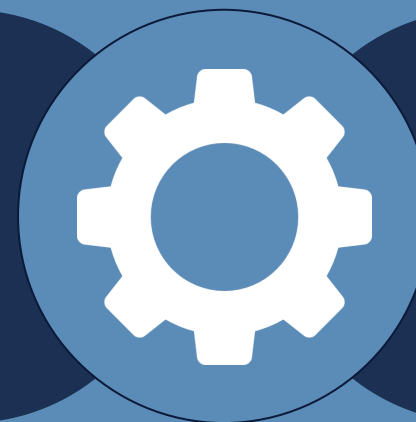
A strategic approach to recruit and retain talented educators from within our very own classrooms by offering alternative pathways to teacher certification. Our goal is to combat teacher shortages, expanding the pipeline to develop new teachers, and diversifying the pool of teacher candidates.



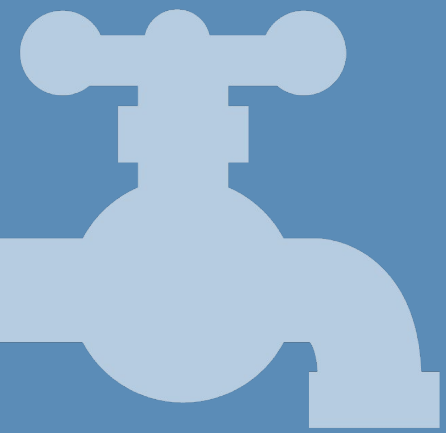
EMPOWER



INSPIRE



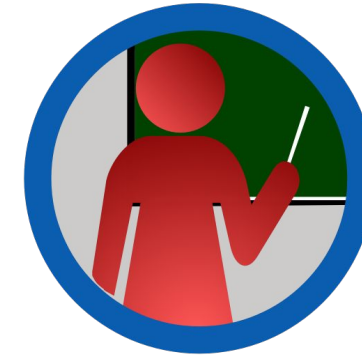
INNOVATE



Pre-Pandemic



Fewer people are choosing to enter the teaching profession and more are leaving quickly...



-32%

People completing U.S. teacher-prep programs

2008-2018



-35%

Completing traditional university teacher-prep programs

2008-2018

Source: U.S. Department of Education: [Title2.ed.gov](https://title2.ed.gov)



Current State Pipeline

Fewer people are choosing to enter the teaching profession and more are leaving quickly...



-25%

70,790

People completing U.S. teacher-prep programs

2018

53,365

People completing U.S. teacher-prep programs

2021

Source: TEA Educator Reports and Data

Traditional Preparation Programs and Overcoming the Challenges

- Inflexible scheduling
- Unpaid clinical practice/student teaching
- Costly and time-consuming
- One mentor, one teacher candidate
- Faculty works in silos



Creating an Innovative Talent Pipeline & Empowered Education Workforce



Benefits of an Innovative Design:

 **Increase Diversity**

 **Fill classroom gaps**

 **Remove barriers to entry**

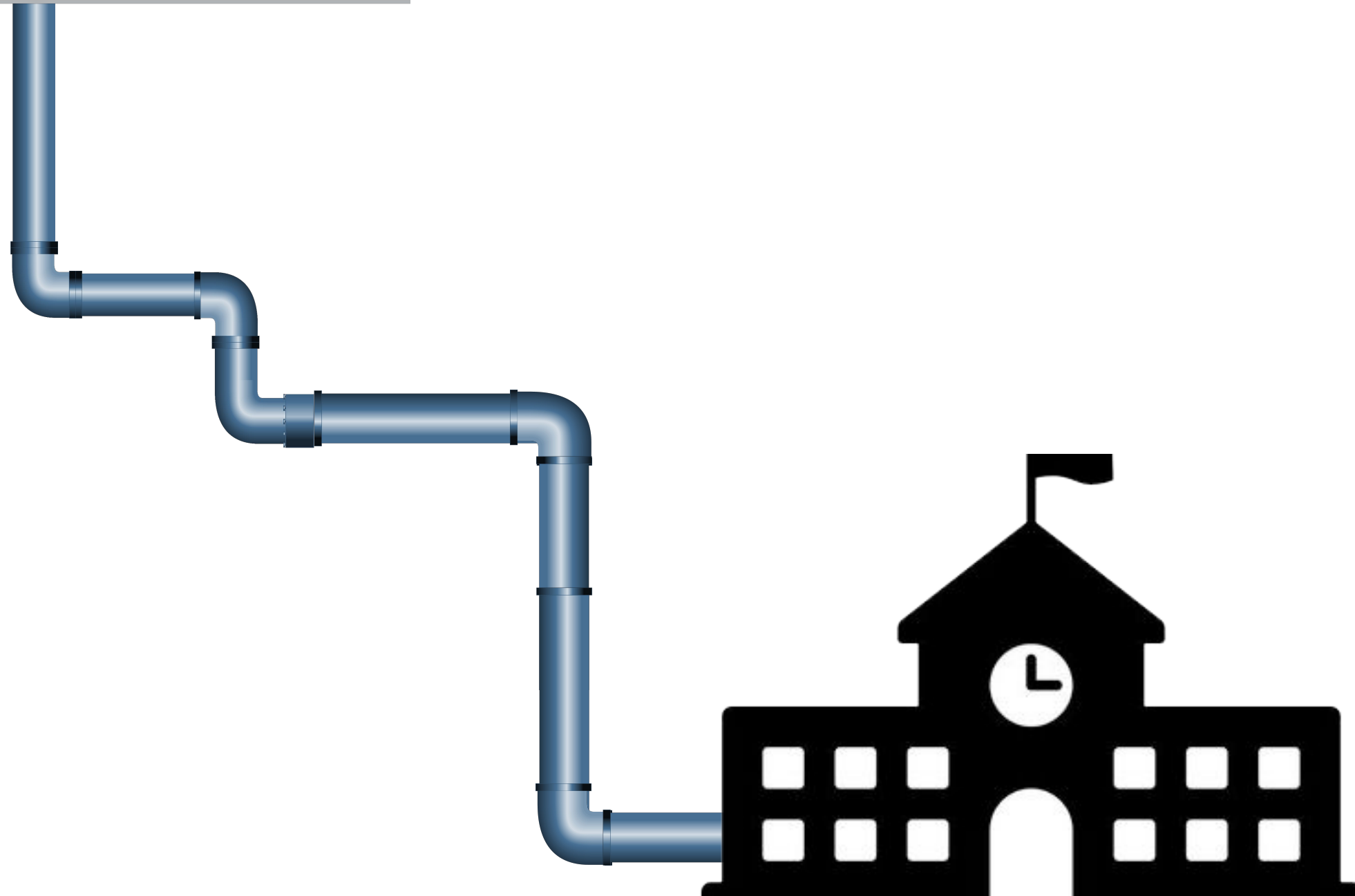
 **Increase retention**

 **Build a year-round talent pipeline**

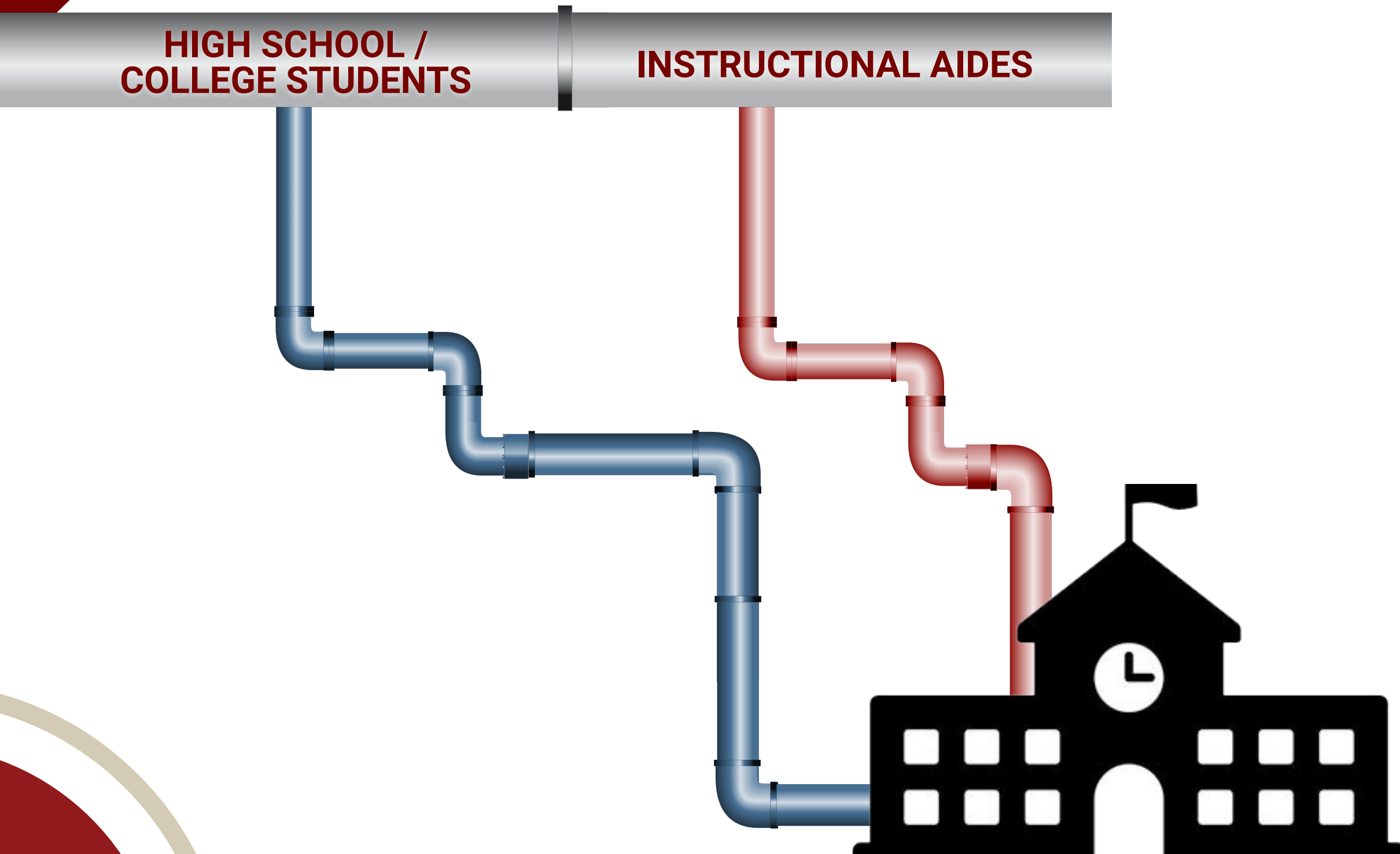


Who will be included in an innovative Talent Pipeline?

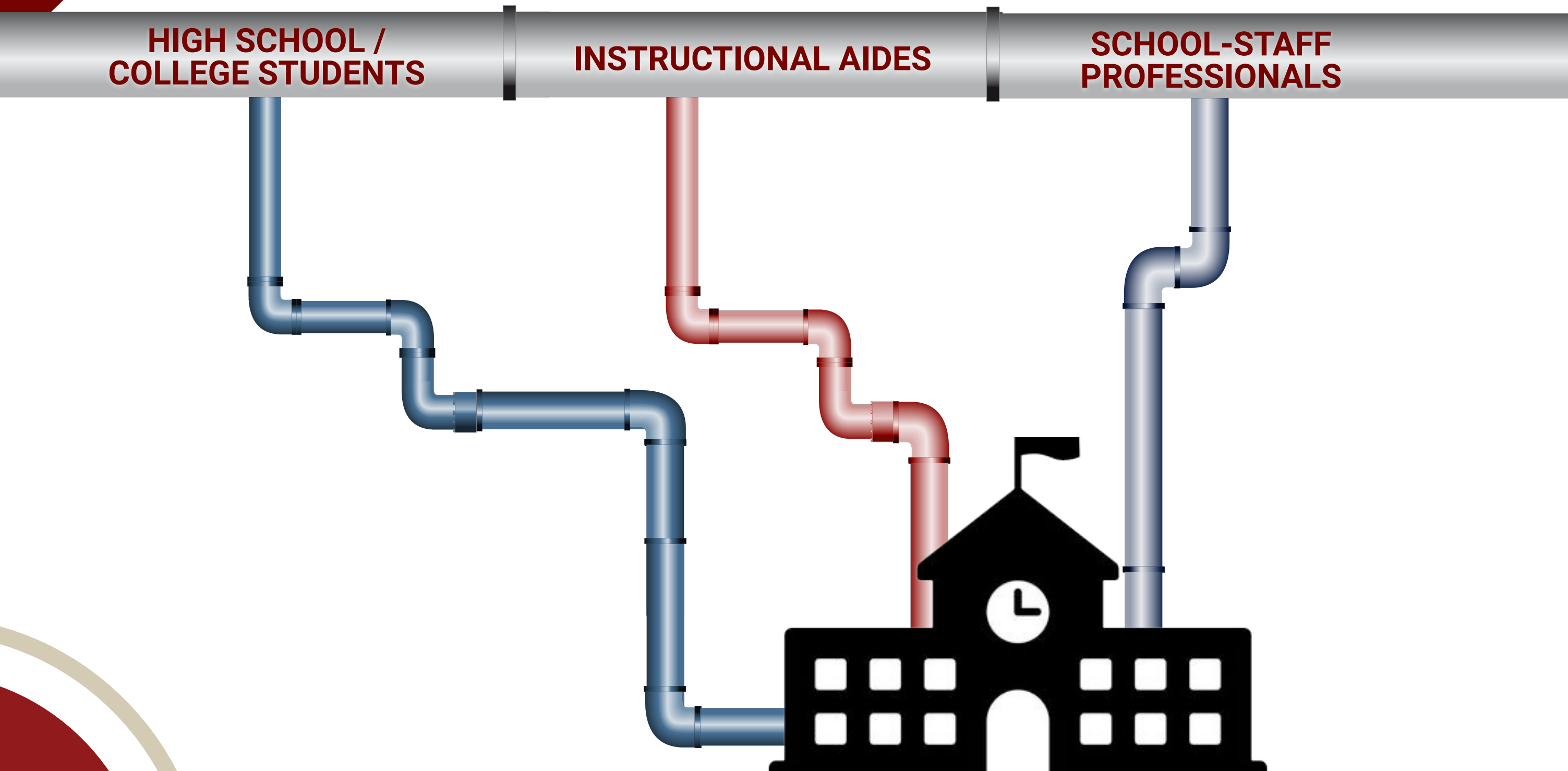
HIGH SCHOOL /
COLLEGE STUDENTS



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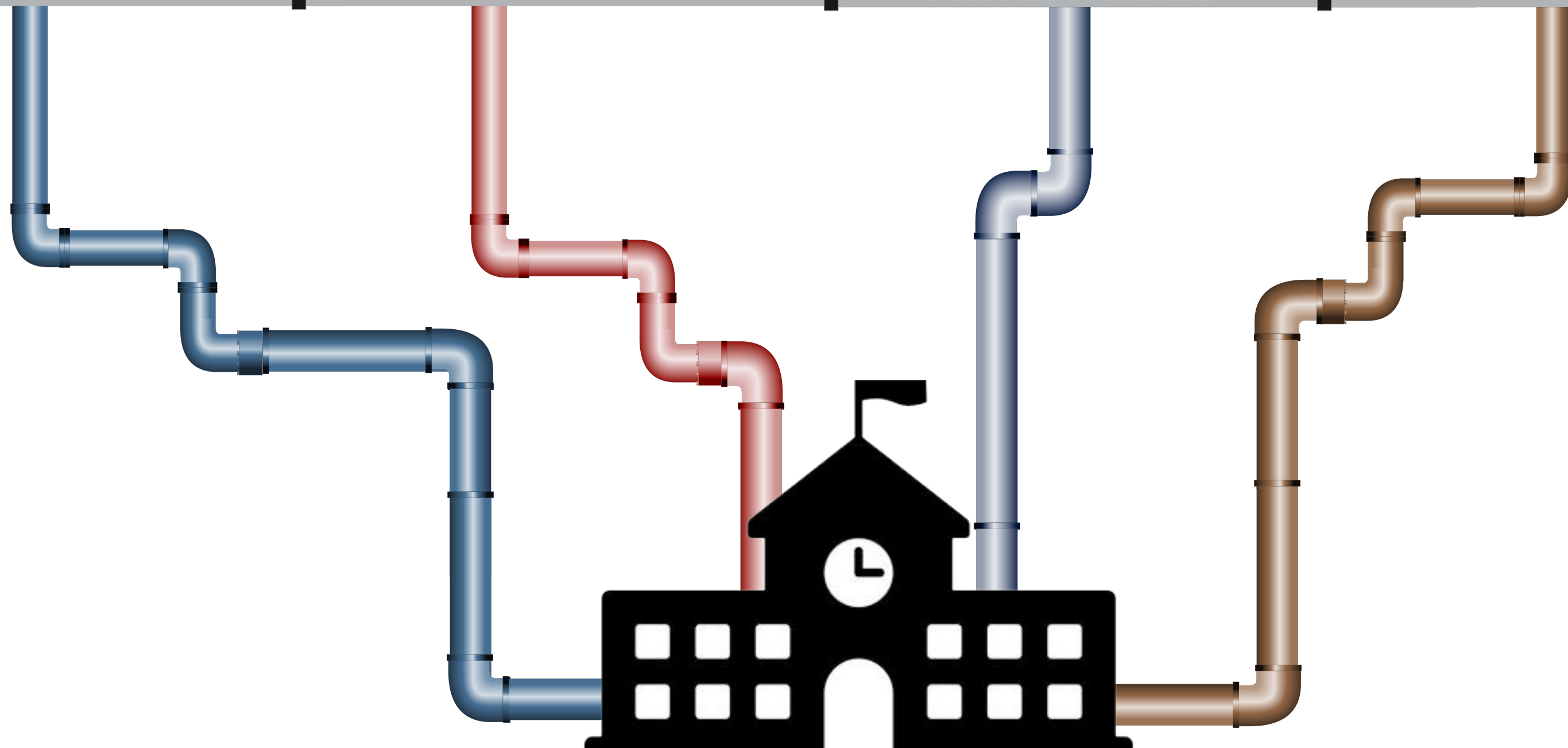
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HIGH SCHOOL /
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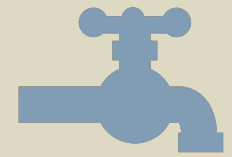
INSTRUCTIONAL AIDES

SCHOOL-STAFF
PROFESSIONALS

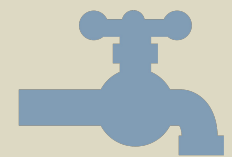
SUBSTITUTES /
CONTRACTED EMPLOYEES



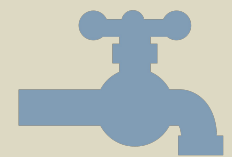
Overcoming cost for employees



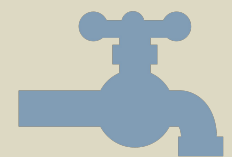
10 slots available



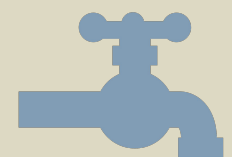
Target current Instructional Aides teaching PLCs



Target hard to fill areas such as bilingual and special education



Selection based on application and referral



Those selected will receive paid tuition at Grand Canyon University, (must continue to meet grade and enrollment requirements)





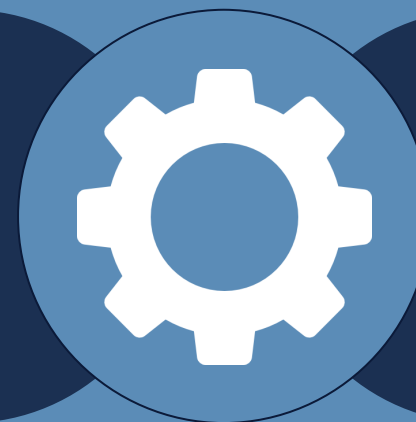
Castleberry ISD's Empowered Educator Workforce is focused on creating opportunities and removing barriers that allow individuals to operate in a way that ensures each individual has the greatest opportunity to succeed.



EMPOWER



INSPIRE



INNOVATE

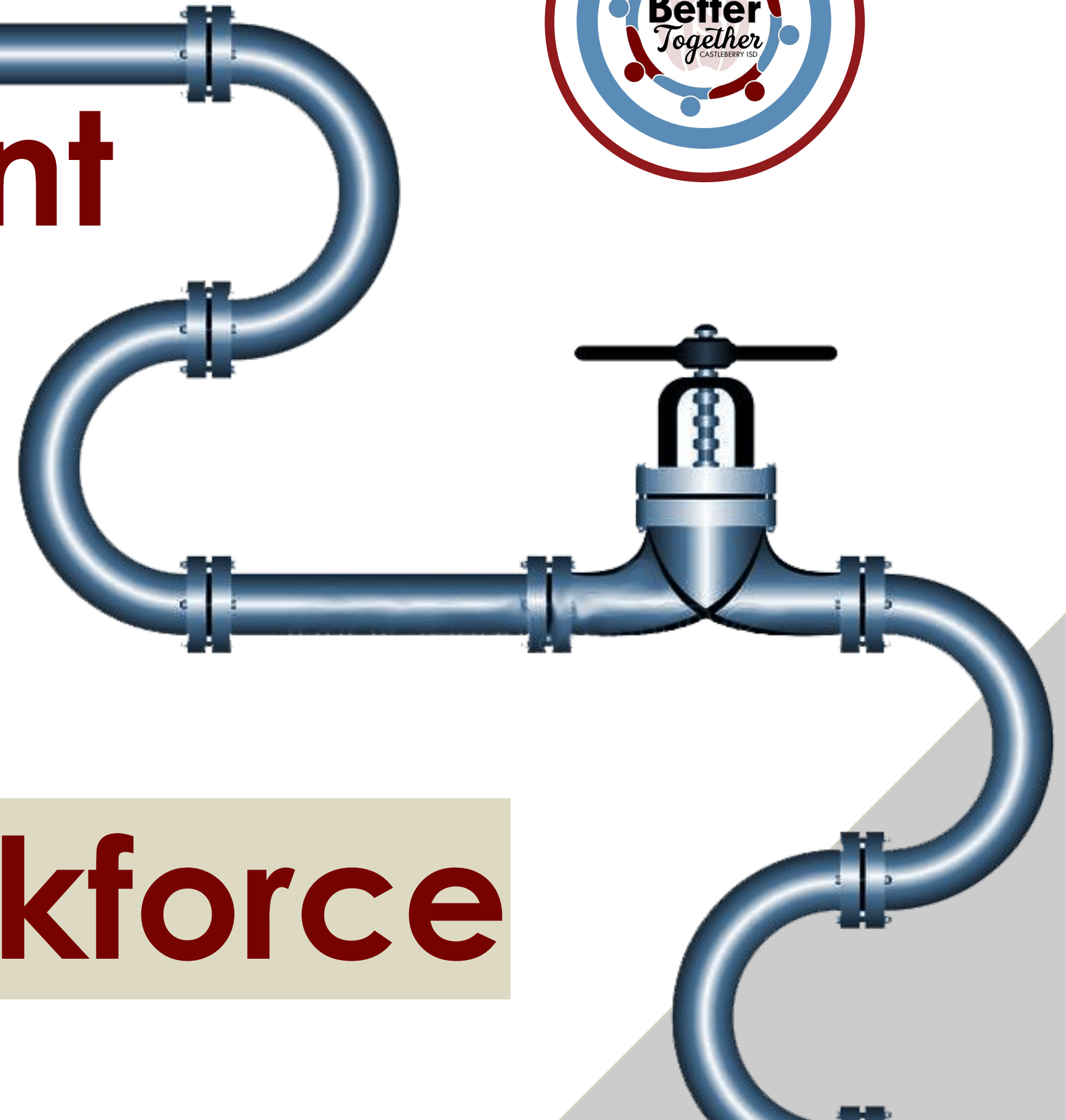
Supporting an

Innovative Talent

Pipeline and

Empowered

Education Workforce



Supporting an Empowered Educator Workforce

- **Instructional Coaches**
- **PLCs during the school day**
- **Mentor Grants**



Better Together

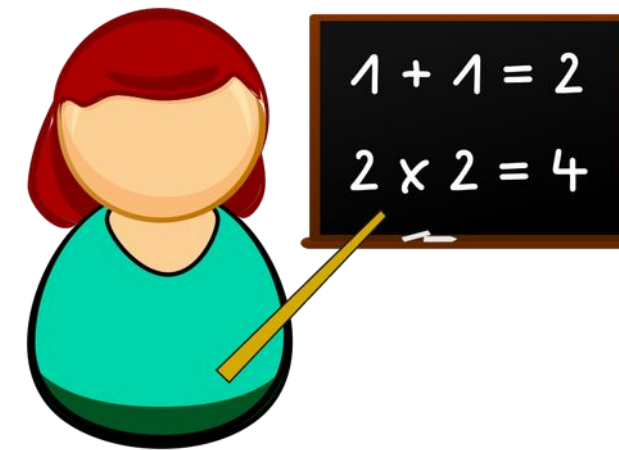
We are in an

unprecedented moment to

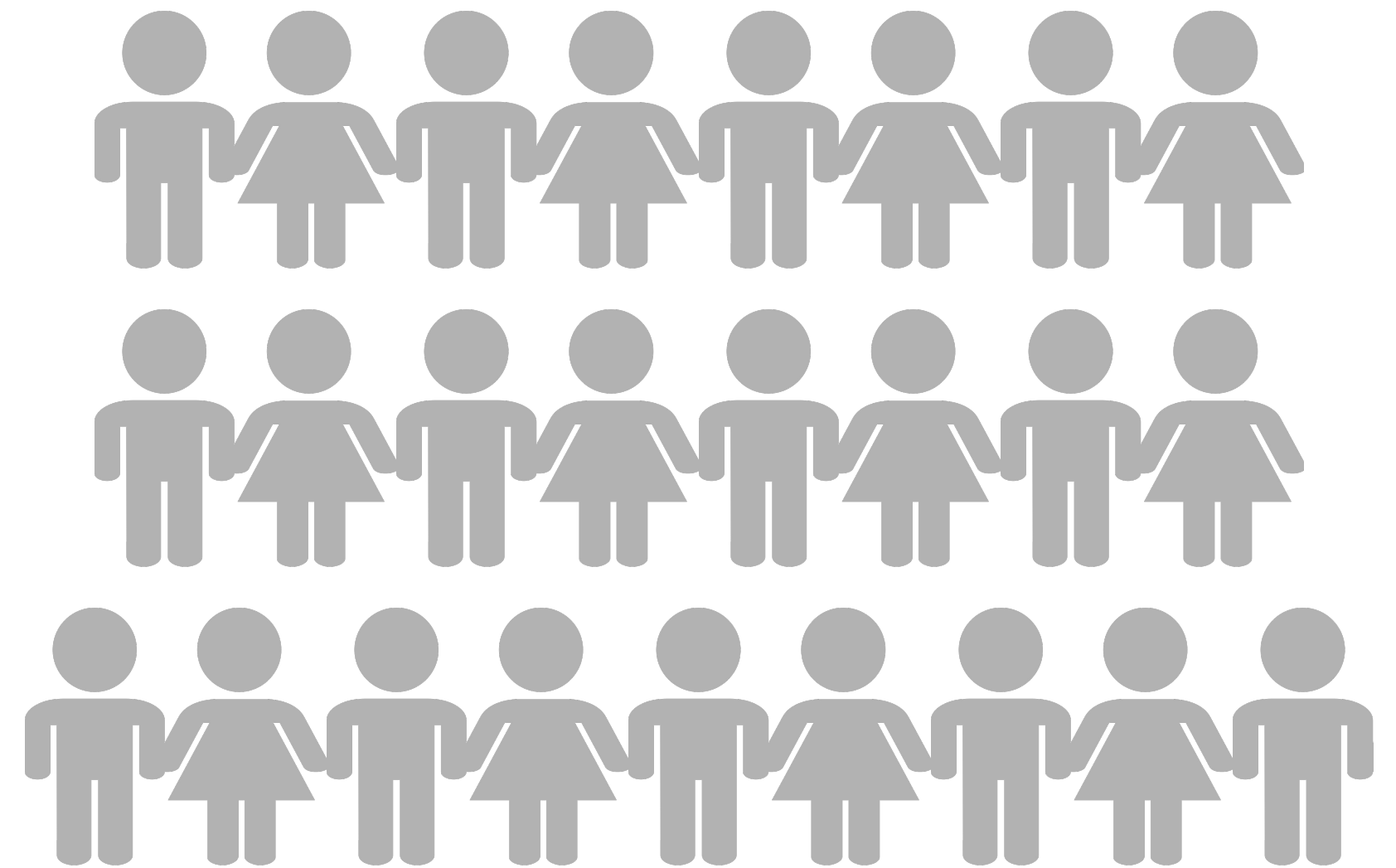
address workforce design

problems, **right now.**

Challenge for Educators



1 Teacher - 25 Students



 **Inflexible Schedules**

 **Isolated**

 **Lacking Autonomy**

 **Overwhelmed**



Empowered Educator Workforce

The District will begin to pilot ways to build teams of educators with distributed expertise who can personalize learning for all 25 students in the classroom.



From...
One teacher in one classroom asked to be all things at all times



To...
Teams of educators with distributed expertise

Student Impact

Provide all students with deeper, personalized learning by building teams of educators with distributed expertise



From...
One-size-fits-all learning

To **Student-centered learning**





#CISDbettertogether



Sources

1. <https://ies.ed.gov/ncee/edlabs/regions/northwest/news/grow-your-own-programs.asp>
2. <https://www.newamerica.org/education-policy/reports/grow-your-own-teachers/findings/>
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