

# Office of Teaching and Leading Update

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[mdek12.org](https://mdek12.org)



MISSISSIPPI  
DEPARTMENT OF  
EDUCATION

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## VISION

To create a world-class educational system that gives students the knowledge and skills to be successful in college and the workforce, and to flourish as parents and citizens



## MISSION

To provide leadership through the development of policy and accountability systems so that all students are prepared to compete in the global community



1

**ALL** Students Proficient and Showing Growth in All Assessed Areas



2

**EVERY** Student Graduates from High School and is Ready for College and Career



3

**EVERY** Child Has Access to a High-Quality Early Childhood Program

**EVERY** School Has Effective Teachers and Leaders

4



**EVERY** Community Effectively Uses a World-Class Data System to Improve Student Outcomes

5



**EVERY** School and District is Rated “C” or Higher

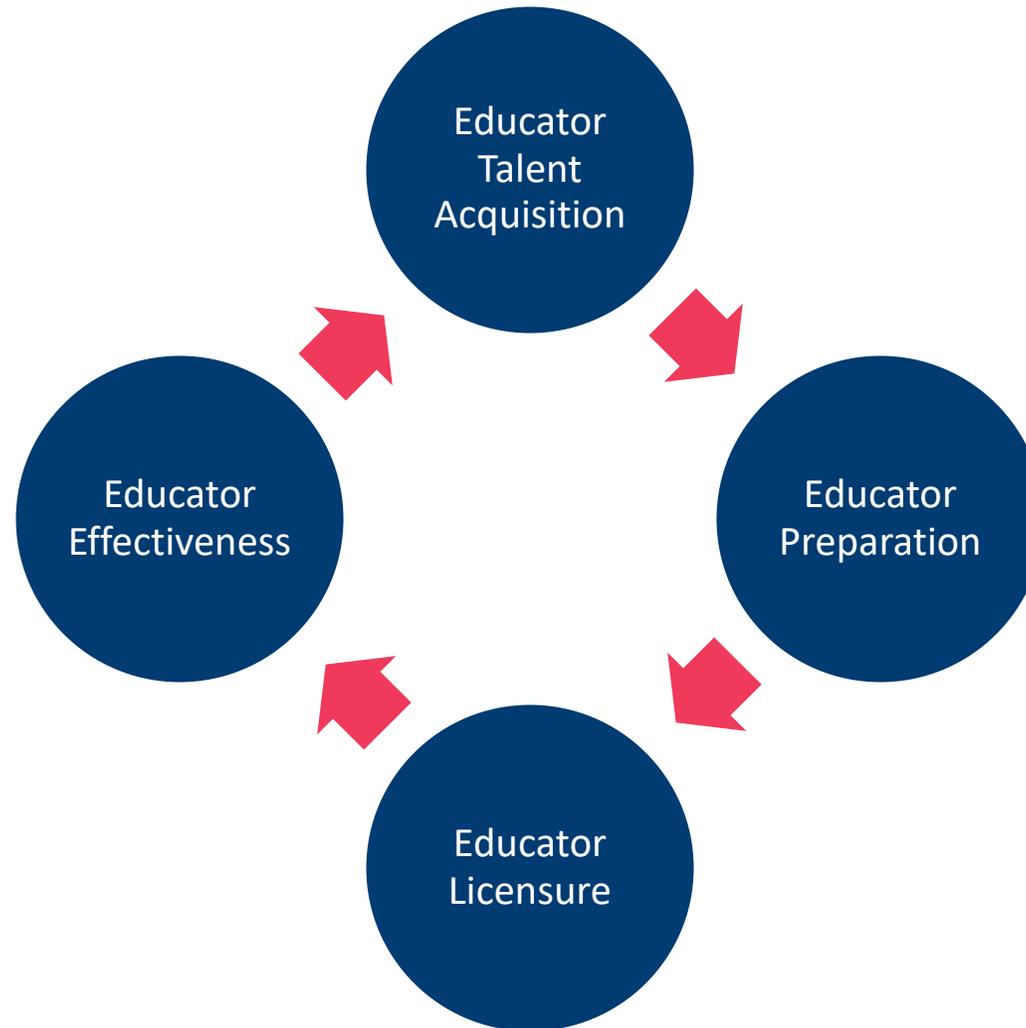
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# Office of Teaching and Leading Context

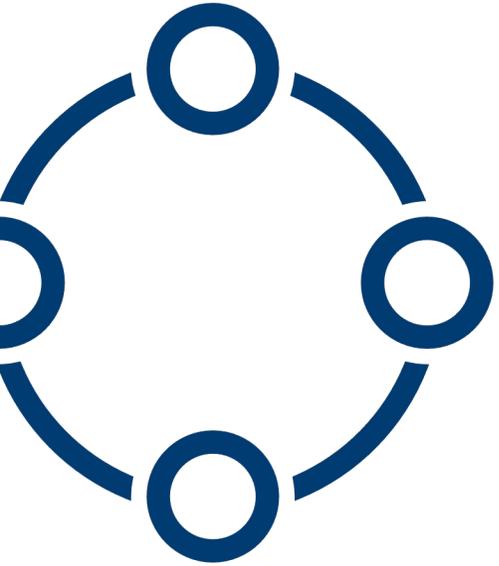
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### The Office of Teaching and Leading will:

- Strengthen efforts to support local school districts with creating a talent pool of highly effective educators
- Examine the methodologies for educator preparation, support, and advancement that are attractive to a new generation of educators
- Explore multiple pathways to licensure in collaboration with education stakeholders
- Collaborate within the MDE to ensure relevant professional learning opportunities while elevating the profession



# Educator Shortage Survey Results

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The Division of Educator Talent Acquisition and Effectiveness within the Office of Teaching and Leading launched the Educator Shortage Survey on August 31, 2021.

The Educator Shortage Survey closed on October 11, 2021.

100% of Mississippi's traditional public school districts completed the survey.

In addition to information on teacher shortages, the survey collected administrator and school support staff shortages along with district-generated strategies.

**3,036 Certified Teacher  
Vacancies**

**5,503 Educator Workforce  
Vacancies**

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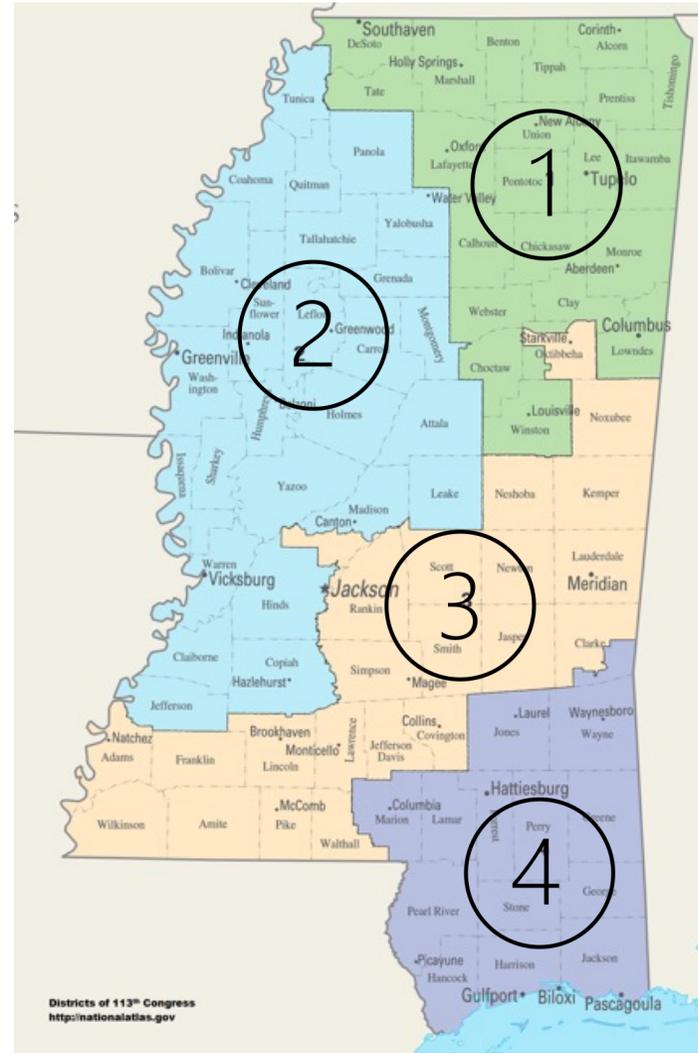
# Educator Shortage Classifications

| Teacher Vacancies                         | K-12 Licensed Educator Vacancies | K-12 Support Staff Vacancies         | Administrator Vacancies        |
|---|----------------------------------|--------------------------------------|--------------------------------|
| Elementary School Teachers: <b>958</b>    | Library/Media: <b>55</b>         | Teacher Assistant: <b>532</b>        | Principal: <b>71</b>           |
| Middle School Teachers: <b>543</b>        | Counselor: <b>82</b>             | Nurse: <b>58</b>                     | Assistant Principal: <b>46</b> |
| High School Teachers: <b>881.5</b>        | Speech/Language: <b>95</b>       | Custodian: <b>268</b>                | <b>117</b>                     |
| K-12 Teachers (i.e., Music): <b>653.5</b> | <b>232</b>                       | Bus Driver: <b>595</b>               |                                |
| <b>3,036</b>                              |                                  | Food Service Staff: <b>522</b>       |                                |
|   |                                  | Administrative Assistant: <b>143</b> |                                |
|   |                                  | <b>2,118</b>                         |                                |

# Teacher Vacancies by Congressional District

1 276

2 776.5



3 1,274

4 709.5

# Educator Workforce Strategies

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**Challenge:**  
Elementary and  
Special Education  
Shortages

**Strategy:** Offer strong alternate-route Master of Arts in Teaching pathways in Elementary K-6 and Special Education K-12.

**Challenge:**  
Licensure  
Constraints

**Strategy:** Engage stakeholders in user-driven design to develop an educator-friendly licensure experience through enhanced call center capacity and a comprehensive educator information system.

**Challenge:**  
Local Workforce  
Barriers

**Strategy:** Target local workforce barriers through innovations such as the Mississippi Teacher Residency, Performance-Based Licensure, and unique Congressional District supports from Educator Workforce Specialists.

**Challenge:**  
Educator Pay

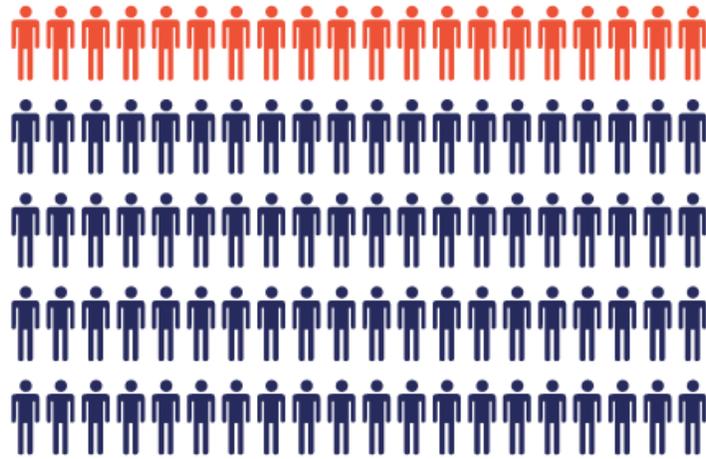
**Strategy:** Assist with the Governor's Education Human Capital Task Force recommendations by providing data to state leaders and stakeholders on educator shortages to inform policy.

# Innovative Pathways

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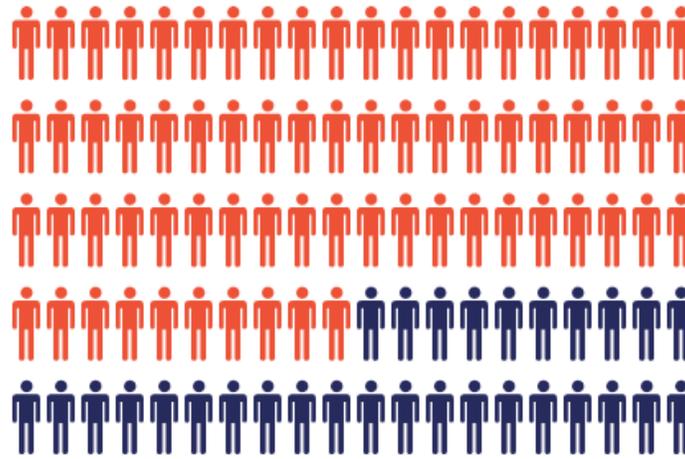


## U.S. TEACHER DIVERSITY



Person of Color: 20%

## MTR DIVERSITY



Person of Color: 70%

## PBL DIVERSITY

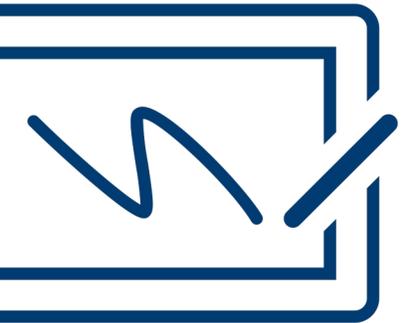
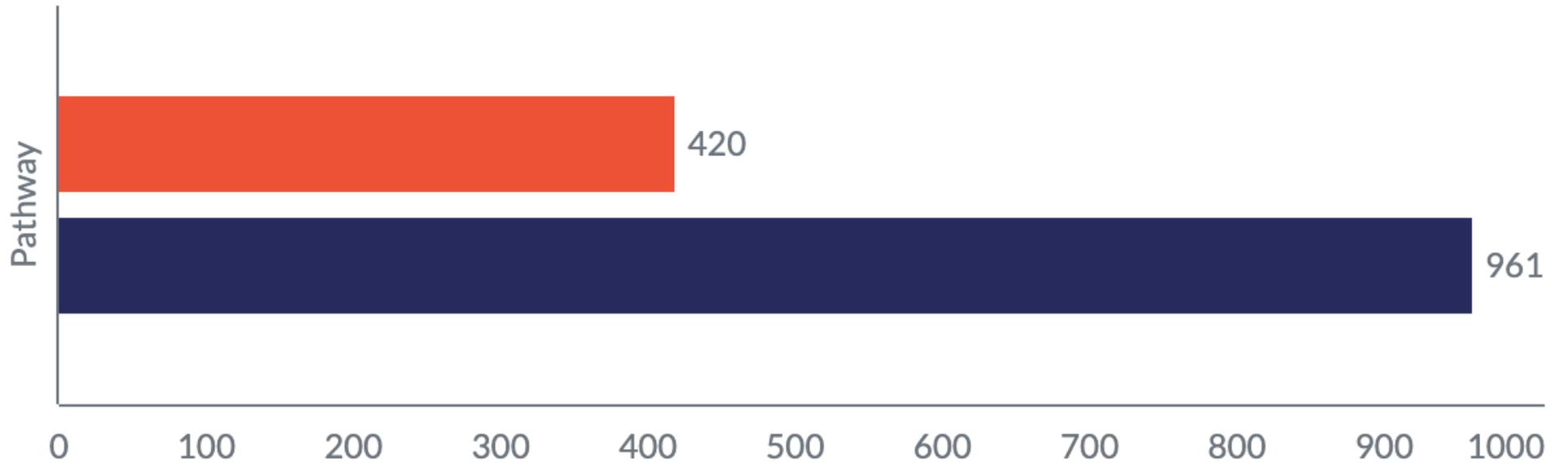


Person of Color: 99%

 Person of Color  White

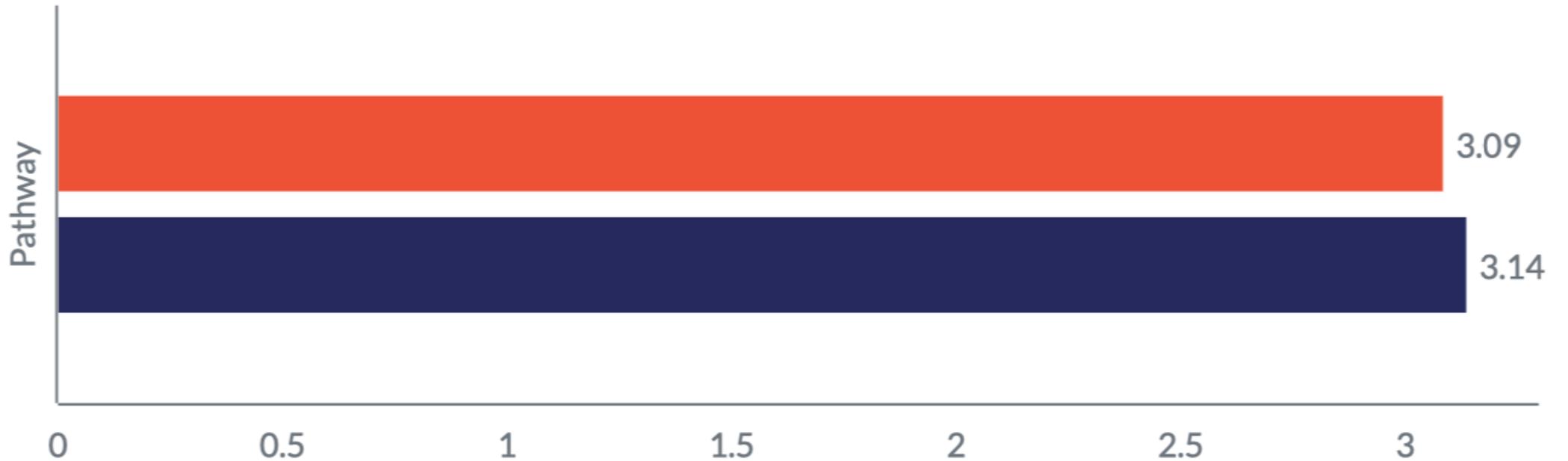
## Candidate Clinical Hours

Traditional Student Teaching Baseline MTR



## Summative PGS Score Averages

■ PBL Comparison Teacher ■ PBL Candidate



## MTR: DAY-ONE READINESS BASED ON MENTOR TEACHER SURVEYS



86%

Instructional  
Planning



83%

Learning  
Environment



72%

Student, Family,  
and Community  
Engagement



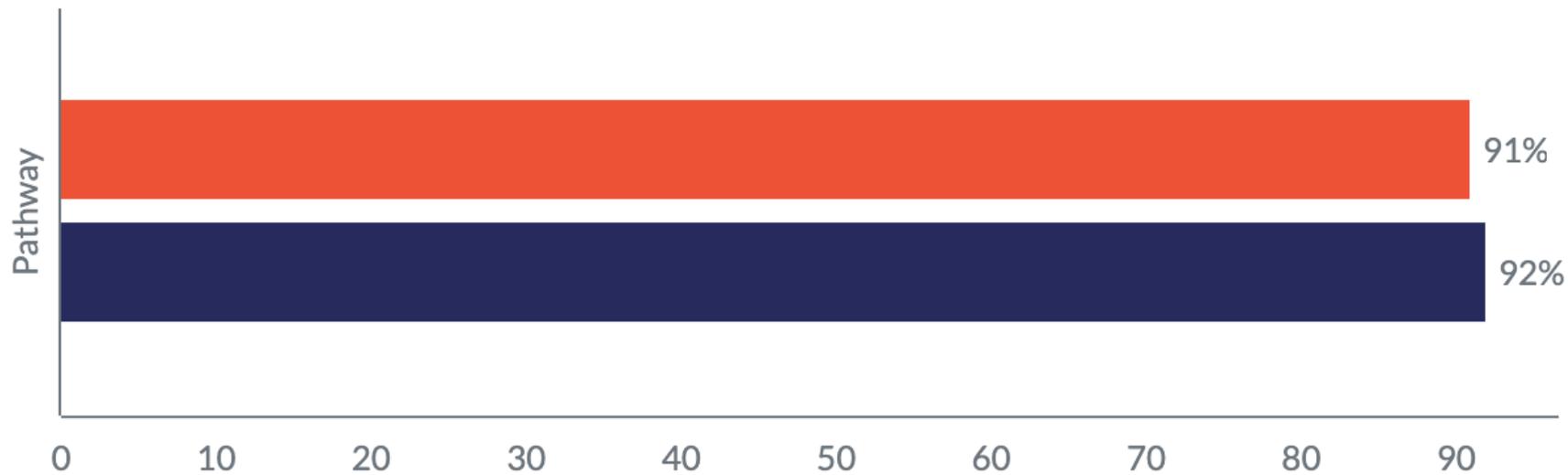
87%

Professionalism  
and Leadership



## Candidate Retention

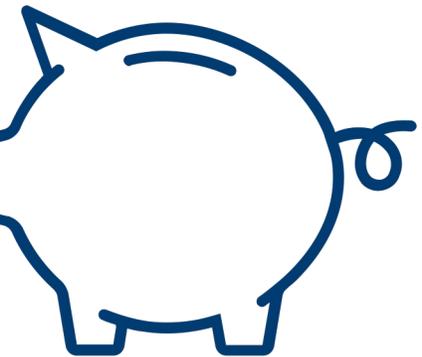
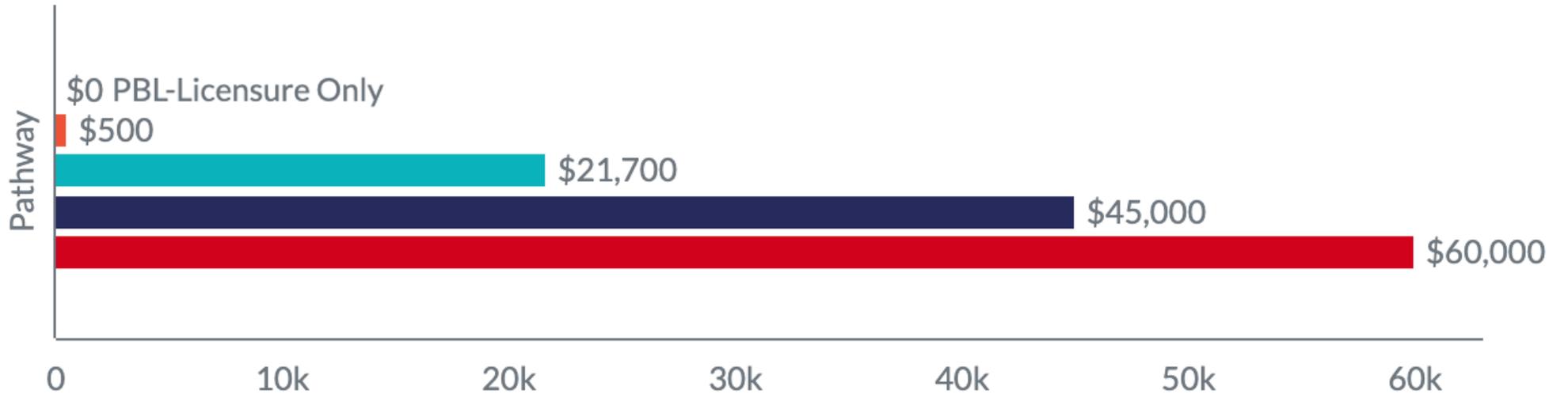
MTR PBL



A dark blue circular graphic containing the number '13' in large orange font. Below the number, the text 'PBL Average Years of Experience' is written in white.

## Cost Per Candidate

- PBL-Licensure Only
- PBL-With Staff Support
- MTR-Tuition, Mentoring, Supplies
- National Residencies-Low Average
- National Residencies-High Average

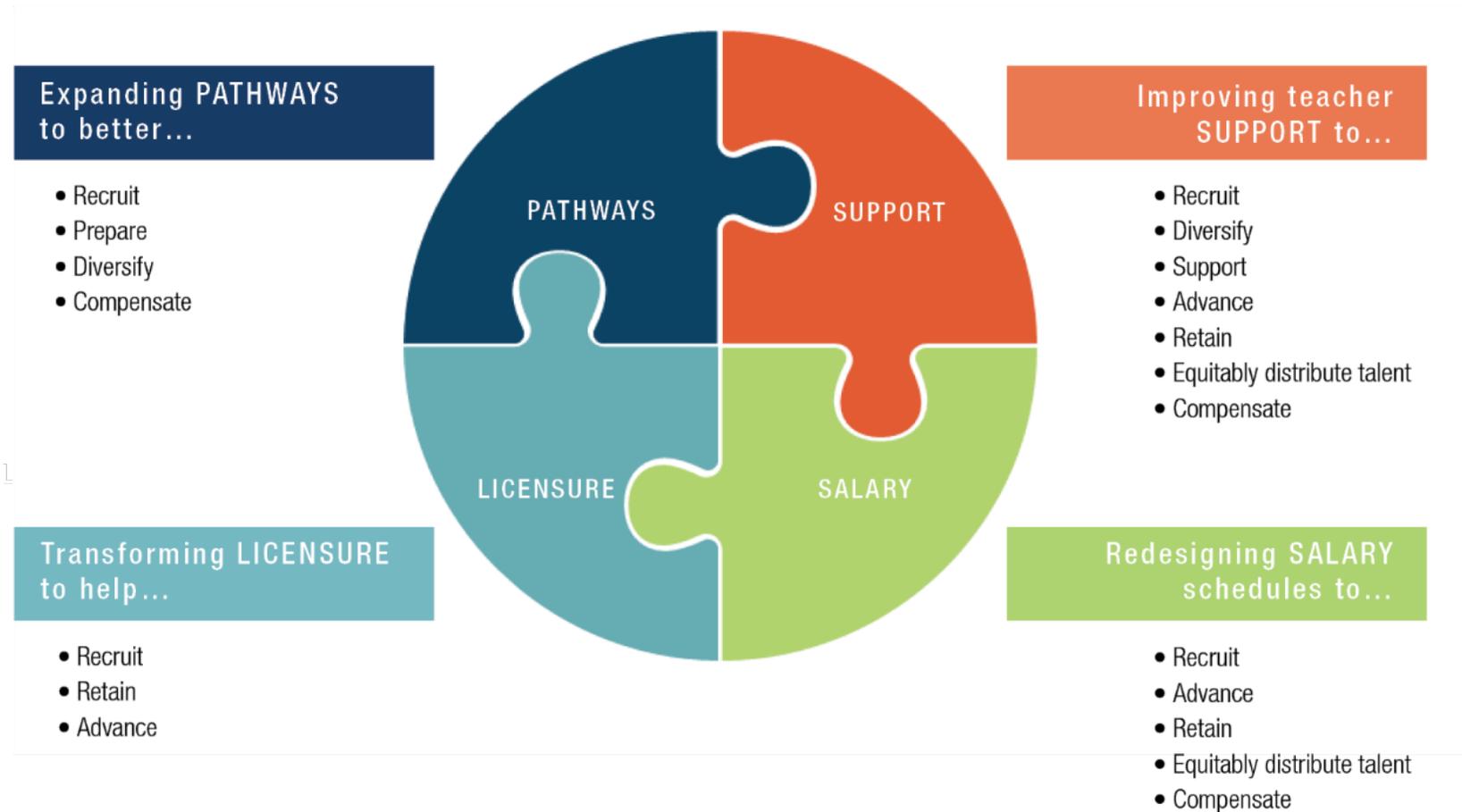


# Governor's Education Human Capital Task Force Recommendations

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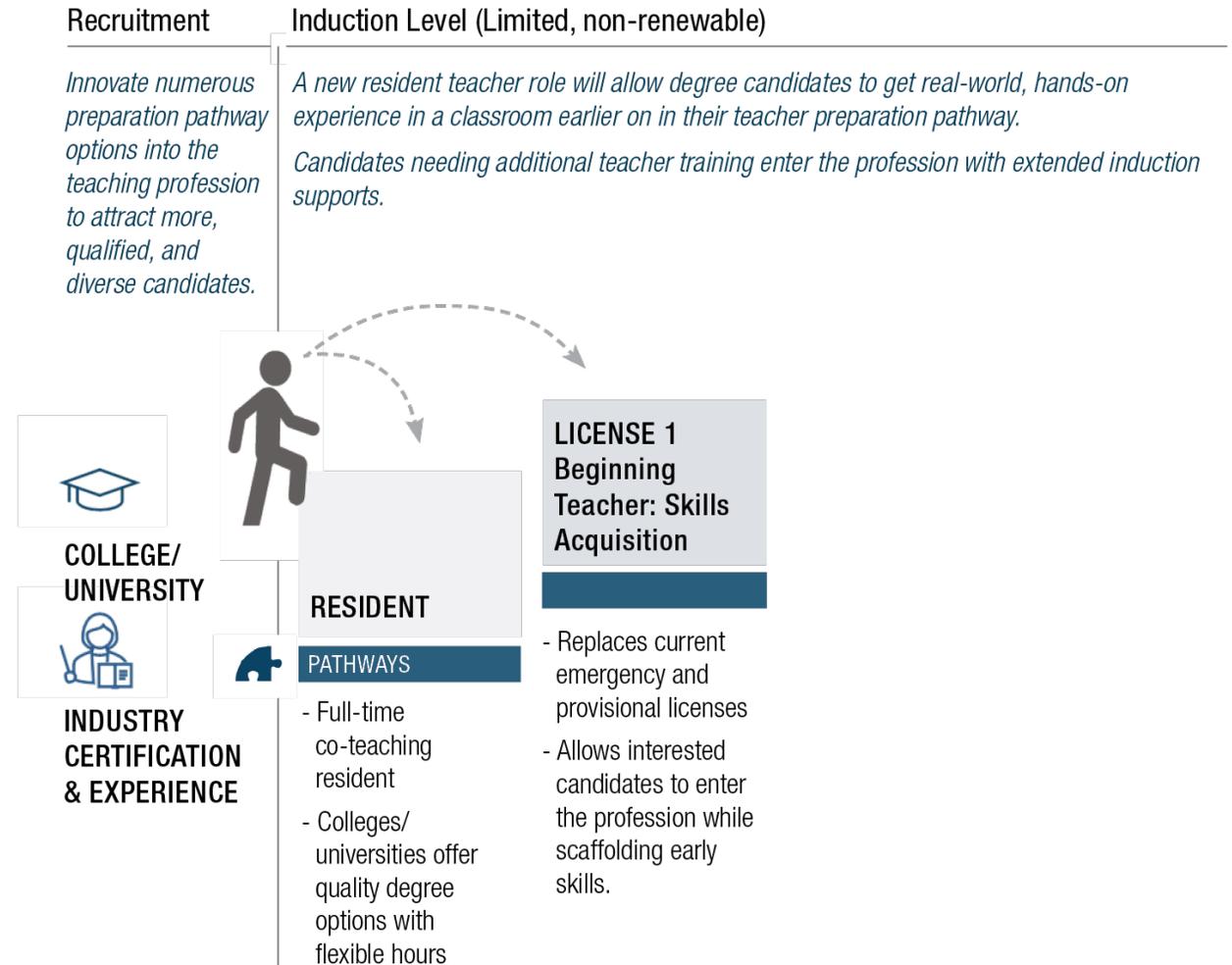
## Four Pieces to Reverse the Teacher Shortage



# Broaden the PATHWAYS Into Teaching

Enhance and widen preparation pathways, creating more opportunity and access to expand and diversify the profession

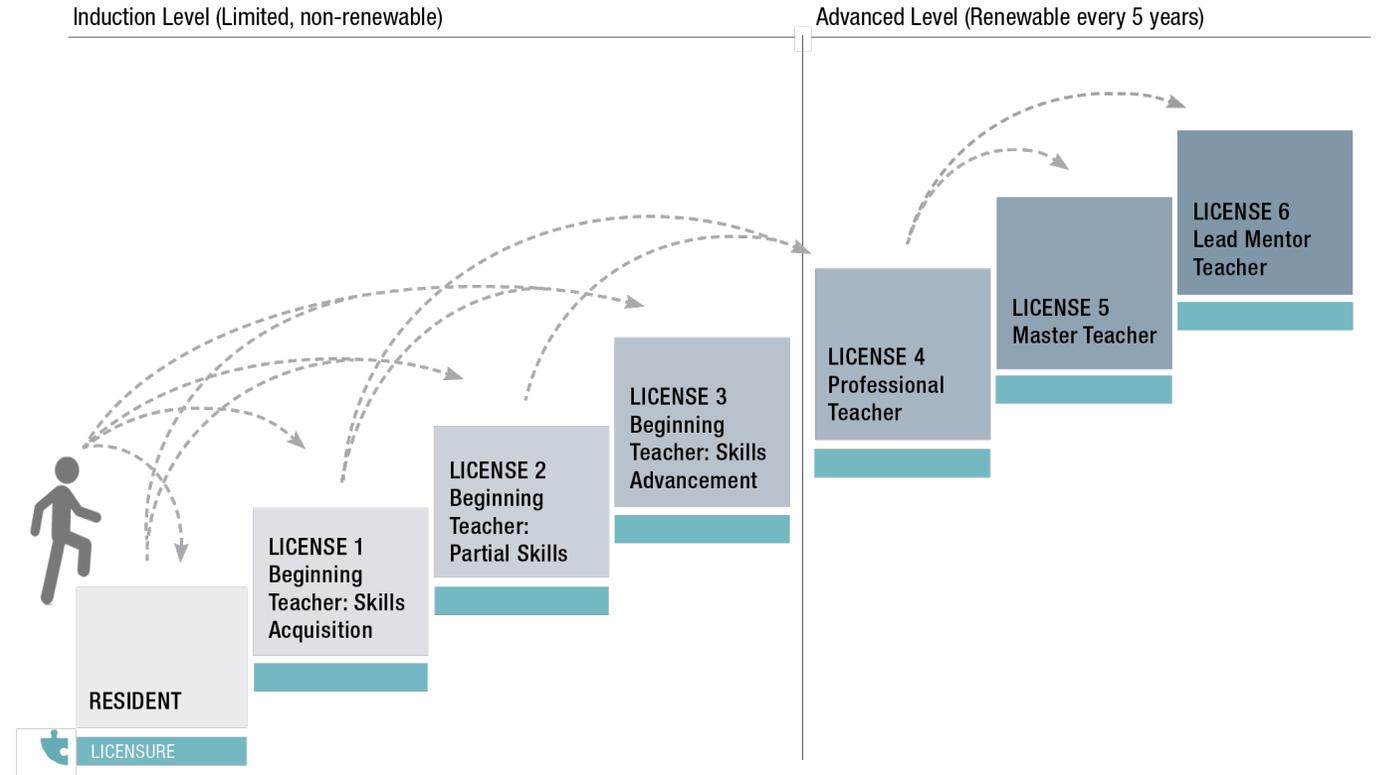
## Create opportunity and access



# Redesign LICENSURE to Support Professional Advancement

Career autonomy, flexibility  
and advancement options are  
key for teacher retention.

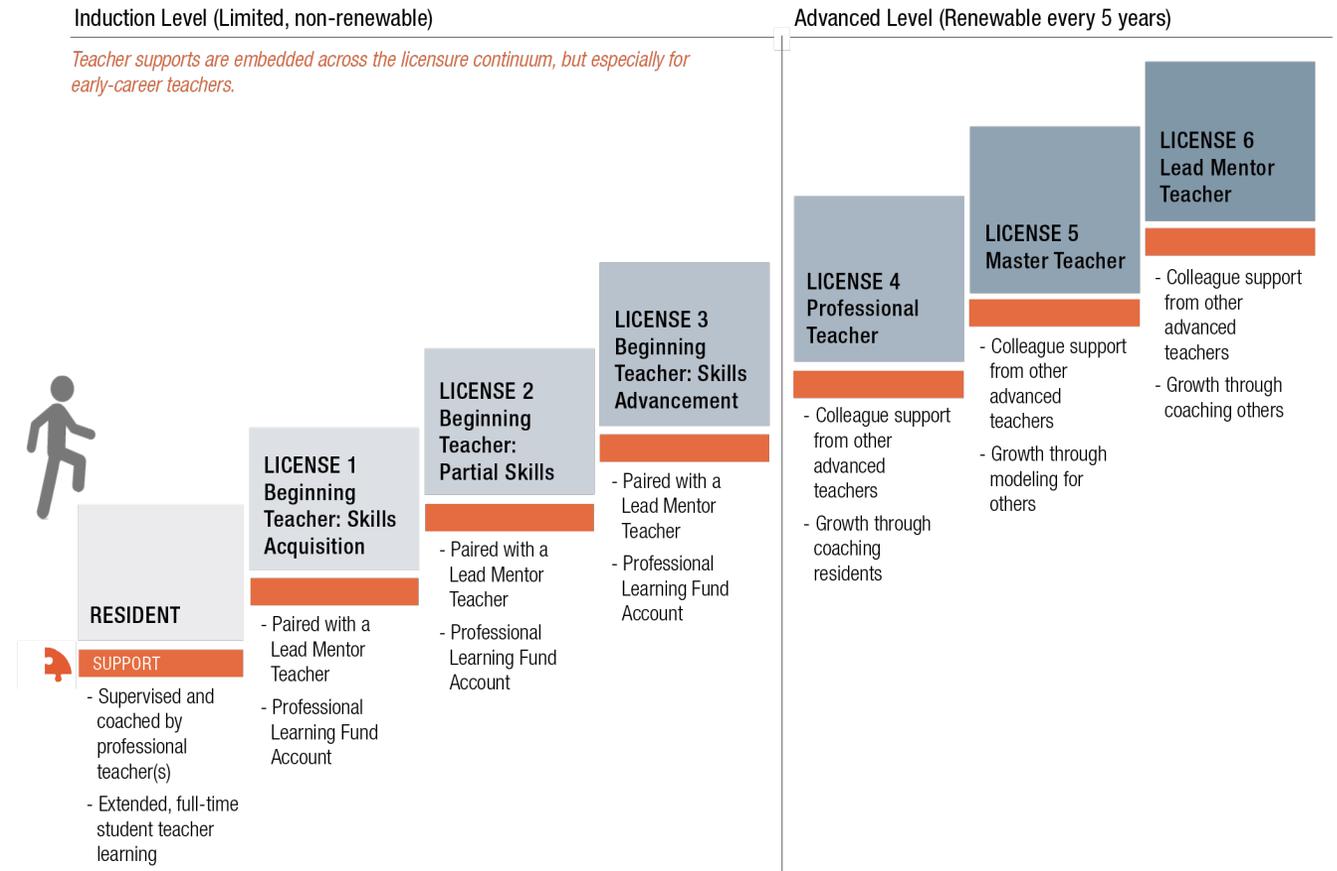
## Flexible Career Mobility



# SUPPORT Continuous Growth

Integrating teacher growth supports – like mentorship and funded learning – into the redesigned licensure structure can change the culture of teaching in Mississippi.

## Grow excellent teacher into teacher leaders



# Professional SALARY Structure

Provide fair compensation that grows as teachers expand their student and professional impact.

Increased compensation for growth and leadership



## Action Steps

- Improve the P-20 State Longitudinal Data System
- Improve Access to Teacher Pathways
- Innovate Educator Preparation Curricula
- Improve State Teacher Marketing Campaigns and Incentives



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