Office of Teaching and Leading Update

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December 16, 2021
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.

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

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

4. **EVERY** School Has Effective Teachers and Leaders

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

6. **EVERY** School and District is Rated “C” or Higher
Office of Teaching and Leading Context
Office of Teaching and Leading: Central Focal Points

- Educator Talent Acquisition
- Educator Preparation
- Educator Licensure
- Educator Effectiveness
Goal 4: Every School Has Effective Teachers and Leaders

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

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

The Educator Shortage Survey closed on October 11, 2021.

The Division of Educator Talent Acquisition and Effectiveness within the Office of Teaching and Leading launched the Educator Shortage Survey on August 31, 2021.
3,036 Certified Teacher Vacancies

5,503 Educator Workforce Vacancies
## Educator Shortage Classifications

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

1. 276
2. 776.5
3. 1,274
4. 709.5
Educator Workforce Strategies
<table>
<thead>
<tr>
<th>Challenge: Elementary and Special Education Shortages</th>
<th><strong>Strategy:</strong> Offer strong alternate-route Master of Arts in Teaching pathways in Elementary K-6 and Special Education K-12.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Challenge: Licensure Constraints</td>
<td><strong>Strategy:</strong> Engage stakeholders in user-driven design to develop an educator-friendly licensure experience through enhanced call center capacity and a comprehensive educator information system.</td>
</tr>
<tr>
<td>Challenge: Local Workforce Barriers</td>
<td><strong>Strategy:</strong> Target local workforce barriers through innovations such as the Mississippi Teacher Residency, Performance-Based Licensure, and unique Congressional District supports from Educator Workforce Specialists.</td>
</tr>
<tr>
<td>Challenge: Educator Pay</td>
<td><strong>Strategy:</strong> 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.</td>
</tr>
</tbody>
</table>
Innovative Pathways
Innovative Programs Recruitment

U.S. TEACHER DIVERSITY

- Person of Color: 20%

MTR DIVERSITY

- Person of Color: 70%

PBL DIVERSITY

- Person of Color: 99%

Person of Color  White
Innovative Programs Preparation

Candidate Clinical Hours

- Traditional Student Teaching Baseline: 420 hours
- MTR: 961 hours
Innovative Programs Effectiveness

Summative PGS Score Averages

- **PBL Comparison Teacher**
- **PBL Candidate**

Pathway

- 0
- 0.5
- 1
- 1.5
- 2
- 2.5
- 3

Score Averages:
- **PBL Comparison Teacher:** 3.09
- **PBL Candidate:** 3.14
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
Innovative Programs Retention

Candidate Retention

- MTR
- PBL

Pathway:

- MTR: 91%
- PBL: 92%

PBL Average Years of Experience
Innovative Programs Cost

Cost Per Candidate

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

Pathway:
- $0 PBL-Licensure Only
- $500
- $21,700
- $45,000
- $60,000

Range: 0 to 60k
Governor’s Education Human Capital Task Force Recommendations
Four Pieces to Reverse the Teacher Shortage

Expanding PATHWAYS to better...
- Recruit
- Prepare
- Diversify
- Compensate

Transforming LICENSURE to help...
- Recruit
- Retain
- Advance

Improving teacher SUPPORT to...
- Recruit
- Diversify
- Support
- Advance
- Retain
- Equitably distribute talent
- Compensate

Redesigning SALARY schedules to...
- Recruit
- Advance
- Retain
- Equitably distribute talent
- Compensate
Broaden the PATHWAYS Into Teaching

Enhance and widen preparation pathways, creating more opportunity and access to expand and diversify the profession.
Redesign LICENSURE to Support Professional Advancement

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

Addressing Mississippi’s Teacher Shortage: A Collaborative Action Plan
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
Office of Teaching and Leading