Grow-Your-Own (GYO) Teacher Task Force Report

Recommendations for Legislators, MDE, IHEs, and Local Education Agencies to Strengthen and Diversify the Teacher Workforce in Mississippi

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Office of Teaching and Leading
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
MISSISSIPPI STATE BOARD OF EDUCATION

STRATEGIC PLAN GOALS

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
Both the *Mississippi Consolidated State Plan* to implement the *Every Student Succeeds Act (ESSA Section 1111(g)(1)(B))* and the *Mississippi State Plan to Ensure Equitable Access to Excellent Educators* identify the need to strengthen the teacher workforce – especially in schools with high percentages of students from low-income homes and those featuring mostly students of color.

- Data analyses used in developing the equity plan revealed that a higher percentage of students of color and students from low-income households were taught by inexperienced teachers or those not properly endorsed/licensed.
Why Grow-Your-Own?

In Mississippi, students of color are disproportionately impacted by the teacher shortage. How?

• Teachers of color are more likely to teach in schools with large populations of students of color and are more likely to leave the profession.

• Teacher turnover creates a “revolving door” effect. The research clearly shows positive correlations with teacher experience and student achievement, and high turnover rates in hard-to-staff schools create and sustain a cycle of poverty and poor educational opportunity for the most vulnerable students.
Why Grow-Your-Own?

• GYO strategies address the barriers to entry into the profession and the reasons why teachers exit the profession and focus on various parts of the “leaky” teacher workforce “pipeline” through strategies addressing recruitment, preparation, and retention.

• Teachers tend to work in schools close to home or similar to schools they attended.

• GYO strategies are targeted at recruiting, preparing, and retaining teachers from the communities in which they live and are invested.
From Leaky Pipelines to Human Capital Highways...

...expanding pathways for professional entry and teacher leadership.
Talent Development Framework

Attract
- Pupil Assignment and Placement
- Recruitment, Selection, and Hiring
- Career Advancement and Tiered Licensure
- Evaluation and Professional Learning
- Recertification and Continuing Licensure

Prepare
- Initial Certification and Licensure
- Program Appeals and Accreditation

Develop, Support, and Retain
- Induction and Mentoring
- Educator Environment
- Assignment and Transfer
- Compensation

Great Teachers and Leaders for ALL Students

Growing Your Own Teachers Concept

GROW-YOUR-OWN

Teacher Academies and Educators Rising

Paraprofessional and Classified Staff Recruitment

Community College Partnership and Institutions of Higher Learning

Source: GTL Center, 2014.
Thirty-one (31) Members representing the following:

- Business Community
- Philanthropic Community
- Public and Private Colleges and Universities/IHL
- Education Advocacy Group
- Charter School Authorizer Board
- Public School Districts
- MS Dept. of Education

Three (3) face-to-face work sessions:

- October 30, 2018
- December 3, 2018
- February 1, 2019

Numerous conference calls to refine and edit content
Purpose of MS GYO Teacher Task Force

• To examine the Mississippi educator pipeline and identify “leaks” through which Mississippi educator candidates/teachers exit, worsening the teacher shortage

• To identify GYO strategies designed to diversify and strengthen the educator pipeline and provide equitable access to effective teachers for all students

• To make recommendations to legislators, educational leaders, educator preparation providers, and other stakeholders regarding the implementation of GYO strategies in Mississippi to support a diverse, effective teacher workforce for all students
The report

✓ was released in April 2019

✓ includes recommendations to support implementation of Mississippi’s GYO Teacher initiative

✓ will be shared with legislators, community stakeholders, and educational leaders
Recommendations

Grow-Your-Own Strategies Address Three (3) Subgroups:

- Middle and High School Students
- Paraprofessionals and Classified Staff
- Community Colleges and Educator Preparation Programs (EPPs)
Recruitment strategies include the following:

- Teacher Academy
- Educators Rising
- Statewide “Signing Day” for Prospective Education Majors
- Teacher Academy Cord for Graduation
- Clear Pathways to Licensure for Teacher Academy Graduates
Paraprofessionals and Classified Staff

Recommendations include the following:

• Differentiated Tuition Scale for Teacher Education

• Tuition Assistance (Legislative Recommendation)

• Local Education Agencies (LEAs) and EPP Partnerships to Support Enrollment in Teacher Education Program while Employed

• Pathway for Teacher Education Majors who Did Not Complete the Program/”Complete 2 Compete”
Recommendations include the following:

- Differentiated Tuition Scale for Teacher Education with 5-Year Teaching Commitment
- Teacher Mentoring and Induction Support from EPPs
- Teacher Leadership Endorsement Programs
- Scholarships and/or Dual Credit for Teacher Academy Graduates
Effective GYO strategies include strong partnerships with Community Colleges, Institutions of Higher Learning, and private colleges and universities, which together make up Mississippi’s IHEs.

• These partnerships are critical to the success of GYO strategies.
The GYO webpage on the MDE website is available to the public and includes the MS GYO Teacher Task Force Report in addition to many other resources.

This webpage can be located on the MDE website by following these steps:

2. Click on “Directory” in the top right corner.
3. Click on “Teaching and Leading”.
4. Click on “Educator Talent Acquisition” in blue.
5. Under “Services” on the right side, click on “Mississippi’s Grow-Your-Own Teacher Initiative”.

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**Mississippi’s GYO Website Resources**

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**Mississippi’s Grow-Your-Own Teacher Initiative**

As stated in Mississippi’s Consolidated State Plan for the Every Student Succeeds Act (ESSA) and the Mississippi Plan to Ensure Equitable Access to Excellent Educators, the Mississippi Department of Education (MDE) understands the importance and urgency of attracting teacher workforces disparities in the state, especially those that, in many cases, leave large percentages of students from low-income households and students of color are taught by less effective teachers. In both state plans, teacher pipeline concerns are referenced and served through the lens of equity.

In accordance with Goal 6, “Every student has effective Teachers and Leaders,” in the Mississippi State Board of Education’s 5-Year Strategic Plan, the MDE is committed to rebuilding and ultimately eliminating the disproportional teacher existing in districts experiencing critical teacher shortages. Therefore, to ensure equitable access to effective teachers for all students, especially students of color and those from low-income households, the MDE convened a task force to explore Grow-Your-Own (GYO) strategies that could potentially impact teacher recruitment, preparation, and retention in Mississippi’s hard-to-fill school districts.

In April 2019, the MDE released the GYO Teacher Task Force Report outlining recommendations for GYO strategies. Community Colleges, public institutions of higher learning, private colleges and universities, and local school districts. These recommendations include strategies to diversify and strengthen the teacher workforce pipeline and target three groups:

- Mobile and High School Students
- Paraprofessionals and Classified Staff
- Community Colleges and Educator Preparation Providers (EPPs)

The Mississippi Grow-Your-Own Teacher Task Force Report also contains a review of similar initiatives and a lengthy list of helpful resources for stakeholders interested in reading more about other states’ experiences with GYO initiatives and the most effective strategies to ensure access to effective teachers.

**Click on the report cover to read the full text.**

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**Other Resources:**

- Equity Plan
- Mississippi’s Equity Plan

**GYO Resources:**

- Texas GYO Teachers Review of Literature
- Grow Your Own Initiative
- Equity-Based Approaches to Grow Your Own
- Texas Grow Your Own Grant Programs
- Missouri Guide to Creating Your Own Teacher Pipeline
- Understanding the Teacher Labor Market
- Increasing Teacher Diversity with Grow Your Own
- Grow Your Own Strategies to Addressing the Teacher Shortage
Coming in September 2019, the MDE Office of Procurement will release a Request for Proposals (RFP) to allow school districts to apply for mini-grants to support GYO efforts.
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