



Commissioner's Back-to-School Meeting

Connecticut State Department of Education | August 22, 2016

Talent Office Updates

Attracting, Recognizing, and Retaining Connecticut Educators

Diversifying the Educator Workforce in Connecticut

The Connecticut State Department of Education (CSDE) is committed to increasing the racial, ethnic, cultural and linguistic diversity of Connecticut's Educator workforce. Efforts include:

- Minority Teacher Recruitment (MTR) Planning and Implementation Grants - Several school districts received grants to increase representation of Black and Latino educators in CT schools;
- Support from the CSDE for the National Association for the Advancement of Colored People (NAACP) and Historically Black Colleges and Universities (HBCU) Symposium;
- MTR Policy Oversight Council – convened to review policy for the recruitment of a diverse workforce (PA 16-41 Sec. 2);
- MTR Task Force – convened to study and develop strategies to increase and improve the recruitment, preparation, and retention of minority teachers in public schools in Connecticut (P.A. 16-41 Sec. 1); and
- Regional Educational Service Center Minority Teacher Recruitment (RESC MTR) Alliance Scholarship programs and Pathways to Teaching Program.

Designated Shortage Areas and Incentive Programs

Educators who hold specific subject area certifications are in demand in Connecticut. The CSDE actively recruits aspiring educators or certified educators to pursue initial certification and/or cross-endorsements in the following areas:

- Bilingual Education, PK-12
- Comprehensive Special Education, K-12
- Intermediate Administrator
- Mathematics, 7-12
- School Library and Media Specialist
- School Psychologist
- Science, 7-12
- Speech and Language Pathologist
- World Languages, 7-12

Teachers who teach in one of these shortage areas can benefit from the following programs:

- Teachers' Mortgage Assistance Program
- Rehiring of Retired Teachers
- Federal Shortage Area Programs

Connecticut continues to explore additional pathways for alternate routes to certification.

Recruitment and training initiatives to address shortage areas currently include:

- Area Cooperative Education Services (ACES) Alternate Route to Certification for Library Media Specialists (ARCLMS)
- Achievement First Residency Program for School Leadership
- Alternate Route to Certification Program (ARC)

- ACES Alternate Route to Certification for English Language Learners (ARCTELL)
- Capitol Region Education Council (CREC) Advanced Alternate Route to Certification for Special Education (AARC)
- Teach for America (TFA)
- Sacred Heart University program for Speech and Language Pathologist Certification

CT's Equitable Access to Excellent Educators

The CSDE, in collaboration with a wide range of stakeholders, developed Connecticut's Equitable Access to Excellent Educators Plan 2015 (CT Equity Plan) designed to focus on increasing:

- the percentage of experienced teachers and principals;
- retention of teachers and administrators; and
- the number of candidates who are fully prepared, and certified to teach and accept positions in Connecticut's designated shortage areas.

CT Equity Plan Strategies

1. Strengthen preparation, support and ongoing development of principals
2. Strengthen preparation, support and ongoing development of teachers
3. Address gaps in educators' cultural consciousness and competence
4. Improve working conditions for teachers and support from school leaders
5. Examine effective use of per pupil expenditures
6. Increase supply of candidates to eliminate existing designated shortage areas

Leadership Development

The CSDE in collaboration with the Connecticut Center for School Change works in partnership with Connecticut Association of Boards of Education (CABE), Connecticut Association of Public School Superintendents (CAPSS), Connecticut Association of Schools (CAS), Neag School of Education at the University of Connecticut, and New Leaders to attract highly effective teachers and leaders to serve in Connecticut schools. LEAD CT aims to help districts recruit, prepare, develop, and retain educational leaders who will have the skills and knowledge to provide the necessary conditions to improve teaching and learning. Currently offers programs include:

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| – Coherence Consulting to Districts | – Superintendent-Board Governance |
| – Executive Coaching for Early Career Superintendent Program | – Turnaround Principal Coaching |
| | – Turnaround Principal Program |
| | – UCAPP Residency 092 Program |

Recognition Programs

- Celebrating Excellence in Education
- Connecticut Paraeducator of the Year
- Connecticut Teacher of the Year
- Milken Educator Award

For more information, visit *Leadership Development* at <http://www.sde.ct.gov/sde/talent>