

Convening Crowdsourcing Responses

1. What is a big challenge facing your school community?

Response	Score
Teacher shortage/crisis – demand far exceeds those entering the profession. Pressure from upper admin to capitalize on shortage (revenue/enrollment but want to cut corners, not provide resources). Resources a challenge because before shortage, reduced faculty, budget, staff – now less ability to grow	36
Severe teacher shortage with k-12 schools. Districts have requested senior undergraduate students to cover courses.	34
With such a shortage of qualified dedicated teachers in our pk-12 schools, recruitment is a critical challenge. We need to prepare a larger population of new teachers that have expertise in a wider range of subjects. The teachers must also be prepared to teach students of diverse backgrounds and circumstances.	33
Prioritizing (seeing need to review and change) everyone has different priorities. (Say interested in change but cancel participation constantly) How bring more people to the table (increase communication)? How increase buy-in (want to participate)? How see this as opportunity and integrate and reduce load vs. add more work and responsibility added to their plate?(see this as a way to help them)	32
Our biggest challenge is recruiting and retaining high quality educators. There is a perception problem with the profession and our district. For our profession, education seems to have lost the prestige that should be associated with it. We shape and impact the lives of our most precious asset – our children.	32
A challenge in my school/district/community is recruitment and retention at all levels. We have been challenged with consistent classified and certificated vacancies making it a challenge for Principals and Aps to focus on learning and teaching.	32
Student achievement is a challenge facing our school community. We are resource rich and provide lots of coaching to admin and teachers but student achievement is still lacking.	32
Student Achievement, Community Involvement, Recruitment and Retention, Inequities. The challenge is all of them, however, the real challenge is we are trying to tackle them individually w/different isolated groups and strategies instead of holistically as a system.	31
Student achievement as the school/community has (overall) been facing academic challenges. Many of the schools are failing and achievement gaps continue to persist.	31
We have low enrollment of black teacher candidates. We would like to increase the number of black candidates enrolled in our TPP.	31
Educational inequities for students of low SES and Latinos are heavily preset in our system and it appears we can't be onboard on how to address it effectively	31
Changes in communication and cohesion for staff/faculty/administration. Many factors including covid, national social issues, organizational change, and compression/teaching fatigue.	30
Data overload, great information, but not everyone understands how to use the data appropriately in a way to benefit student achievement.	29

As a faculty member at an EPP, I believe that our students face challenges with achievement due to inequities in prior learning environments. As a result it's critical to create meaningful learning opportunities within the college classroom, through enriched activities and discourse to address the gap of learning history.	29
Filling Special Education Teacher vacancies with highly qualified teachers who want to stay in the District for 5 or more years.	29
Adequacy recruiting, preparing and retaining teacher education candidates to meet the current landscape of education	28
I think inequities is the biggest issue. It comes in so many forms so it needs to be systematic in trying to solve each one and they all take a great deal of time.	28
Recruiting Special Education candidates to become Special Education Teachers: The state has put money into Teacher Residencies for Special Education, but we don't have enough human capital to go that route and the residencies aren't resulting in many additional SPED candidates/teachers. The state also requires more for preparing SPED teachers, which results in more time and cost. How can we fix this?	28
Attracting new candidates to the field of teaching in formal education system. Conveying the joys and opportunities for teachers inside and beyond school settings. (Fight to notion that any can but no one should want to go into teaching)	28
Recruitment of students into teacher education program <ul style="list-style-type: none"> • College readiness for the major • Foundational dispositions 	28
Testing is a barrier. Our residency program is a paraprogram for our bilingual instructional aides. Out of our first cohort of 17, 8 have been unable to pass our CSETS which made them ineligible to start student teaching with the rest of the cohort.	28
Recruitment – we are having a difficult time recruiting SPED candidates. Having 4-6 enrolled per semester is far from enough.	28
Retaining and recruiting qualified candidates for recruitment.	27
Challenge – Strengthening partnerships with local school partners. Various levels of turnover in leadership makes it difficult to establish and strengthen relationships.	27
Difficult to attract quality teacher candidates, therefore, must rely on alternative pathways to certification. This ultimately creates a challenge in staff retention.	27
A current challenge we are facing is around recruitment of teacher candidates. This semester we have two students placed with our partner district. Ideally, we would like to have 15-20 students placed with our district partner.	27
Inequities – There are still inequities throughout the educational system that needs to be addressed (2-3) Recruitment – Recruitment in education is facing many obstacles. (2-3)	27

Student achievement is a challenge for our school community. We are growing students but not increasing the number of proficient students.	26
Issues with retention in the school district leads to poor student achievement, strained teachers, in frustration, leads to issues of inequities through bad classroom management practices. Fewer workers means no one can engage the community stakeholders.	26
Our black students are losing traction in academic attainment while all other subgroups are gaining and persisting due to attention	26
It is difficult to recruit students into the teaching profession and interest them in a challenging career (even though it is rewarding) and it is difficult to keep them moving through the program due to testing barriers, financial barriers and their own person time constraints.	26
Recruiting and retaining teachers and support staff affects student achievement – lack of relationship building, how to teach content to diverse students.	25
Underprepared Special Ed Interns hired and then feel unsupported to learn their job and meet expectations. They feel like their students are marginalized and they are as well by attitudes of ableism.	25
Retaining high quality teachers/paraprofessionals.	25
Data access and use So much collected Putting in useful format Using the data as part of transformation	24
Recruiting Highly qualified teachers and training non-traditional teachers without overwhelming them (their needs are so great) Influencing the mindset of children/families in poverty without belittling them	24
A big challenge facing our school community is student achievement. There are areas of growth at each level (k-12 district performance on benchmark exams) The k-12's is title I and the institution is an HBCU	24
Adapting quickly to the shortage of properly qualified and credentialed educators. The need to change and adapt new strategic strategies for the short term and long term to have diverse, highly qualified teachers in every classroom.	24
College of Ed is trying to prepare more teachers to meet local district hiring demands. And want to ensure these new teachers are effective/well-prepared and racially as diverse as local k-12 students. But, the cost of tuition, exams and inability to hold an outside job makes our best program (yearlong residency) unaffordable to many candidates.	24
Retention is a challenge in our community. Our students tend to have full time jobs and families while trying to remain full time students – determined to complete their degree as quickly as possible. They also have challenges of transportation, food, electricity, etc. despite working full time which affects retention	24
Recruitment of students into our program. Diversifying where we recruit. Getting faculty to go out and recruit. Funding to create innovative programs	24
Teacher candidates are often stressed, wanting to complete programs quickly and wanting to be well-prepared.	24
The school district is working hard to support, recruit and retain highly qualified teachers but the challenge still remains. This has been impacting student achievement and equity.	24
Students struggling socially/behaviorally after the pandemic.	23.5

Need more school administrators/many districts have unfilled vacancies. Admin are burned out because of struggling students.	
The lack of collaboration for student success from faculty, I describe it as resistance to change. In essence, the faculty work in silos and don't want to lean into change or uncomfortable conversations...It's complicated	23
Effective systems! While systems exist, those within the system have challenges accessing what they need. Frustrations rise and in the end, students suffer. Communicating how to access and utilize sources is beginning.	23
Inequities in hiring teachers who are licensed to teach. Inequities in the classroom with what and how the curriculum is being taught.	23
Retention and engagement with students. Connecting students with the field earlier than senior year.	23
Recruitment and retention in the school district. Recruitment in EPP: low state enrollment becoming a teacher is expensive and eco & dividends are low because of low salaries. Not enough teachers of color. Our university is seen as too white, ivory tower.	23
Having EPP candidates be more successful in passing their certification tests on the 1 st try.	22
Understanding the impact of "Completers" on student achievement (data availability, access, and capacity to do analysis, report, etc.)	22
Technology for rural area schools and problems recruiting and retaining qualified teachers – especially black males	22
We have anywhere from 1/3-1/2 of our students arriving with various levels of readiness in coursework. Although these "funds of knowledge" represent wonderful personal experiential knowledge, it also gives rise to academic challenges in passing standardized tests, particularly in content areas other than education. To add to this dilemma, we only have juniors/seniors at our university.	22
The need for TK credential programs and other, more flexible teacher credential programs (and credentialed teachers) is outpacing the rate at which we, as an EPP, can launch new credentialed pathways.	21
Access to community – schools, agencies, families. We, our university, have a responsibility to bring resources to the community with a focus on literacy, mental health, financial literacy, food in security. Located in rural setting we need to descend on the local community with volunteers and resources to impact change.	21
The big challenge is use of data and not knowing where we are through regular use of data analysis	21
EPP (limited funding and resources to maintain and sustain partnership) Appropriate stipends for coordinating teachers who work with students and teachers) PTO there are limited funding and resources to maintain and sustain partnerships. i.e. supports/stipends for coordinating support for activities, etc.	20
Bullying in the schools. Students are voiceless victims afraid, scared and powerless when bullied.	20
The major challenge for our students centers around assessment (cert. exams). Retention of students in the program. Because students are not successful on assessments (a cycle never stopping) they want to go Non-certified, which leads to other challenges.	20
Differences among academic units (pay, release time, sabbatical)	19
The achievement gap is continuing to get larger	19

Based upon the most recent demographics study, there will continue to be a decline in enrollment, thus resulting in 2-3 school closures for the next year.	16
A lack of trust. There are reports from the field that teachers do not have the capacity to complete all the requirements. (fiscal resources/human resources).	16
That there is no consensus as to what is "education" and what is it to be an "educated person"	15
We are experiencing missional drift. As a university, we are attempting to find unity, celebrate diversity, and be remembered to our mission (as a faith based institution)	15
Addressing the over-age migrants entering high school. These students have interrupted education and need to graduate.	15
We are facing a challenge of inequity. We have segments of our community that want special programming for High achievers.	14
One of the greatest challenges we face is getting teachers to take ownership in their requirements to maintain a valid teaching license.	12