



## Fall Cohort Convening 2023

### Crowdsourcing Strategies

**Challenge:** We are tackling all challenges individually (student achievement, community involvement, etc.) and there is a lack of cohesion among staff, faculty, and administration.

**Strategies:**

1. Partnership between university and district→Collaboration with EPP and District→Develop strategic plan, MOU, etc to tackle issues
2. Identify key stakeholders→Strategic plan including stakeholders
3. Build leadership to recognize differences between partnership and involvement→Intentionality around quality collaboration
4. Follow up on action plan
5. Keep student success at the center of the work
6. Alignment: set common goal, communicate progression
7. Regularly scheduled leadership meetings
8. Work with Alumni Association to build cohesion
9. Bring University President, District Superintendent, City Mayor together to set community goals
10. Listening tour to hear needs→Build relationships→Sustain the correct relationships (with all key stakeholders)
11. Vision alignment for the organization, capacity assessments, coherence (Pedro Nugera, Michael Fuller?)
12. Create a weekly huddle with faculty
13. Shared online tool kits resource page
14. Meeting and shared understanding, make sure you are using common language
15. Readdress flow of communication and how info is authored and where to find it
16. Shared governance
17. Team building→bringing people to the table
18. Monthly share outs of "need to know" info
19. Do not meet just to meet

20. Work from one action plan
21. Leadership→Strategic plan→Communication
22. Tie student achievement to financial support (parents)

**Challenge:** Recruitment and retention at all levels is a challenge (classified staff, certified teachers, diverse teachers, special ed teachers, etc). There is so much energy consumed with filling vacancies that we are not addressing teaching and learning.

**Strategies:**

1. Survey teachers about retention→Interview of those staying versus those leaving
2. Requirements for education need to be clear
3. The strategy should include administrators
4. Provide opportunities for candidates to observe several classes and certification areas early in program to explore options
5. Use technology to use teachers in creative ways e.g., simulcast elevate K-12
6. High quality, long term support and mentoring new teachers Years 1-3
7. Strategic out of the box staffing solutions
8. Incentives for continuous education
9. Create an advisory board to problem solve
10. Use international teachers for vacancies
11. Dual assignments for Higher ed faculty
12. Intentional pathways that support career advancement development
13. Balance workload expectations
14. Trust between administration and teachers to build positive work environment
15. Mentor supports to retain teachers (with compensation)
16. Work studies in schools
17. More experiential experiences early learning early in EPP programs
18. Address culture and climate at district and school level
19. Genuine voice of collaboration at campus level, lift teachers voice/input up
20. Unpacking personal education experience and reframe the influence you can have in education
21. Advocate to require alternative certification meet EPP requirements
22. Check your ego
23. Focus on producing good teachers in EPPs, then present available opportunities
24. Natural science and other university areas serve as ambassadors for teaching
25. Dedicated recruiters for education
26. Partner with school counseling to recruit
27. Cabinet level state of the district
28. Reduce testing requirements
29. Reduce politics
30. Pay people more

31. Alternative pathways to certification
32. Retention is the best recruitment strategy

**Challenge:** There is a loss of prestige and interest in the profession even though “we shape and impact the lives of our most precious asset-our children”.

**Strategies:**

1. Rebrand, social media, highlight benefits of teaching, great retirement (Georgia)
2. Model positivity→Love teaching and show it
3. Start to introduce profession for younger students, middle school, high school
4. Be mindful of social media presence of self and district
5. Capture student voices, why need teachers, how students feel
6. Have teachers dress professionally, it changes level of respect
7. Mindful of position of role model
8. Promote positive disposition and code of ethics
9. Improve working conditions, highlight the positives
10. More emphasis on teaching standards
11. Promoting profession through social media→TikTok, Snap, Discord, Twitch, Instagram
12. Social media campaign of teachers making a difference
13. Rebuild trust
14. Partner-school district and university positive highlights
15. Teacher poster boards
16. Highlight generational success in teaching→Highlight other professionals that started as an educator
17. More lobby groups to speak for teachers
18. Legislators need to hear from student teachers
19. Talk up the benefits of the profession
20. We are taught to stay in our lane...
21. Talk about impact of helping others and joy of purpose
22. Get parents on board—understanding and partnership
23. Teaching as systematic practices not just “a calling”
24. Quality prestigious mentors for future educators
25. Start early in children’s life spreading positive word
26. Increase grow your own programs
27. At the universities and PK12 partners should reevaluate the profession
28. Learning how to advocate for the profession

29. Begin recruiting with teacher clubs in the elementary schools
30. Take away tenure to weed out toxic staff
31. Make it a prestigious profession even in appearance
32. Future teachers' clubs in the secondary school

**Challenge:** We need teachers with a wider variety of licensure/credential areas (i.e. special ed)

**Strategies:**

1. USD offers dual credential (SPED and Multiple Subject) (SPED and Single Subject)
2. Partnering with local districts to identify needs—alumni can go back into the community to encourage students
3. Partnering with community colleges—getting into high schools and middle schools to promote and encourage students to get into teaching
4. Develop dual Multi/SPED→PK3 + Multiple Subject→Early Childhood SPED add-on→Bilingual add-on
5. Policy from credential level, definition of licensure
6. Be able to use Comm Call courses at 4 year institutions to meet licensure
7. Create an advisory board of principals/university faculty to come up with solutions
8. Strong discussions with state DOE
9. Dual certs!
10. Fewer fees and money connected to get certified
11. Interdepartmental conversations about course content
12. Incentives/stipends→Scholarships—district sponsored endorsement cohort
13. Accelerated pathway
14. Continued post-grad support
15. Make more awareness of dual education licenses
16. Reduce exam cost with incentives
17. Continued professional support

**Challenge:** Persistent inequities in academic outcomes for students of color and students from economically disadvantaged backgrounds are a challenge.

**Strategies:**

1. Parent meetings around the topic
2. Incentives to get people involved such as food voucher raffle after meeting
3. Resources toolkit for parents and parent academy
4. Provide resources that address this issue
5. Intersections psychological services disability services
6. Creating a team that can support students, parents, teachers
7. Increase professional development for teachers that is data-driven
8. More education jobs for parents
9. Creating a connection between school and community
10. Wrap around services-Pas, S.W., FT Nurses, Counselors
11. Financial aide for this demographic to remove barriers to attend higher-ed
12. Make sure parent are getting notifications in their language
13. Change language to be inclusive "family" versus "parent"
14. Need Funday to support initiatives
15. Learning and reflection around personal bias and assumptions
16. Year-round support academic for lower achieving
17. Constant brave conversation-normalize diversity conversation
18. Wide lens to define diversity
19. It takes a village, bring everyone to the table
20. Diversify staff
21. Grass root community of diverse community volunteers to reflect population
22. Safe environment to have conversations

23. Challenge the narrative with data and the manner current data is collected
24. Create systems that assist not just academics such as free food for all students, supplies, etc
25. Relationships
26. Be seen on campus
27. Explicit educational policy to address inequities (Lisa Delpot)
28. Holistic support
29. Teacher gauge gaps
30. Focus on quality of instruction K12 and higher ed
31. Play on student strengths
32. Big/Littles in EPP programs
33. Invite PK12 students on campus
34. Unveil the financial mystery of attending college
35. Give info to parents at PK12 meetings
36. Start early with PK12 counselors talk to students
37. Help students identify needs and available supports
38. Student survey to get their input on what could help. Survey of needs
39. Mentorship from others of similar backgrounds that are ahead of them in years/experience
40. Scholarships. Lobby/advocate for continued test fee waivers
41. Common definition for equity within the system. Expectations mindset. Address deficit thinking

**Challenge:** Prioritizing this work is a challenge with so many other competing priorities.

**Strategies:**

1. Write staffing into grant funding
2. Delegate share responsibilities
3. Question whether other priorities are priorities
4. Speak their language-how this links to their goals
5. Focus on your "why"
6. Say no to the good so you can say yes to the better
7. Find ways to work smarter not harder
8. Legislative advocacy
9. Flexibility by faculty in scheduling
10. Join in with current work so they don't see it as "more"
11. Set realistic goals-use/build on tools we already have
12. Incentivize? Work-more buy in from stakeholders
13. Timelines, Deadlines, Reprioritize

14. Change the mindset of having to get for doing