



Sustaining Different Pathways: Strategies for Affordability

Fall Convening

September 2024



Session Objectives:

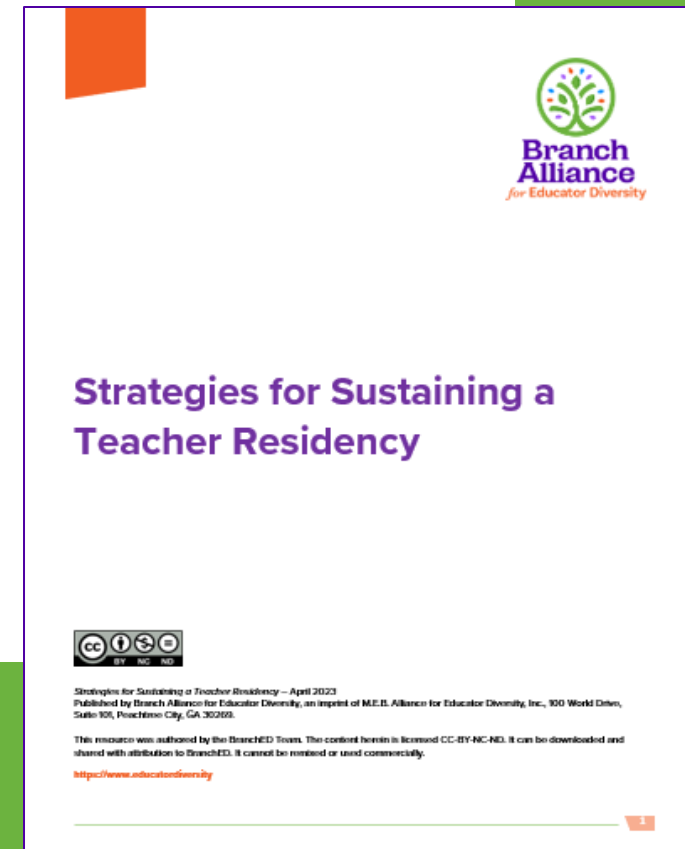
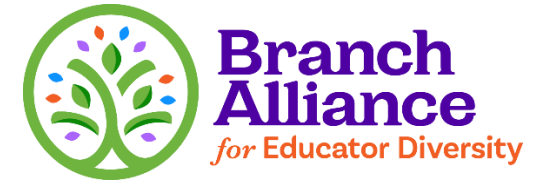
- Explore strategies and models that support affordability of pathways to the teaching profession
- Discuss the affordability strategies and their use in specific contexts





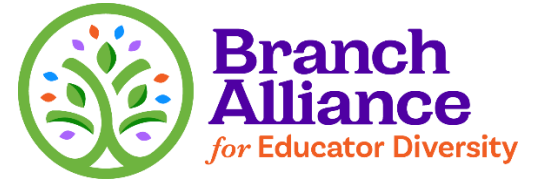
BranchED Resource

Strategies for Sustaining a Teacher Residency





Pre-think



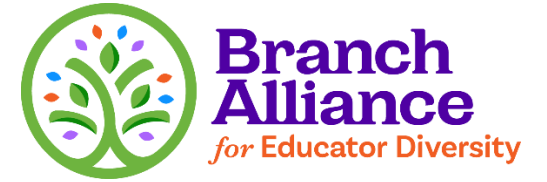
Think, Turn, & Share

- How would you characterize the affordability of your teacher preparation program?
- What strategies are currently in place to address affordability?



INNOVATIVE STAFFING STRATEGIES





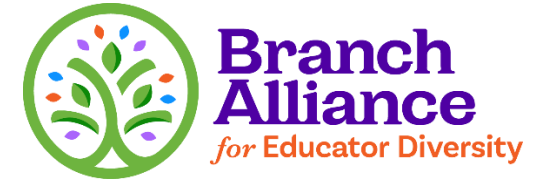
What are innovative staffing strategies?

- Employs, or keeps employed, teacher candidates, while they are earning a teaching credential
- Provides a benefit to the candidate (i.e., enhanced experiences in PK-12 settings) and the school district (i.e., fills an instructional/support need)
- Allows for candidates to earn income and/or benefits as they study to be a teacher



Candidates as Substitutes

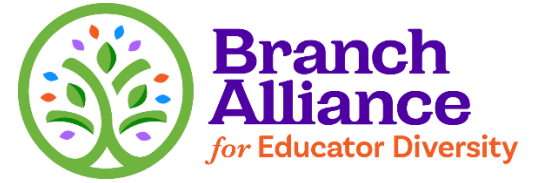
- **District ABC** has a new math curriculum that will be implemented next year. They want to provide professional development to their elementary teachers throughout the school year. However, the district has had difficulty securing daily substitutes so they can engage regularly in the professional development.
- The **EPP** works with the district to have candidates sub on a weekly basis to cover the classrooms of teachers engaging the professional development.



Candidates as Substitutes

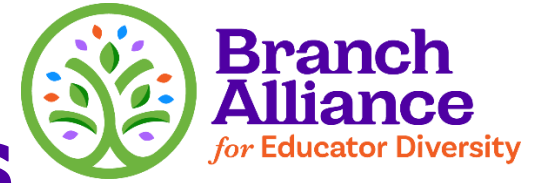
Benefits

- Consistent professional development for in-service teachers
- Candidates gain classroom experience
- Candidates learn about the school community and make connections with teachers, staff, and students
- Candidates earn income (if they sub 34 times per year @\$175/day - they earn \$5950/year)



Candidates as Paraprofessionals

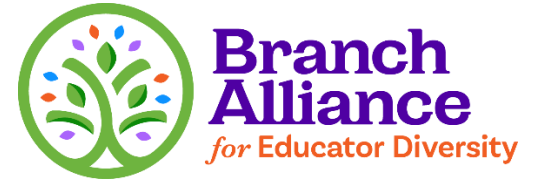
- **District XYZ** has several open paraprofessional positions that have been difficult to fill.
- The **EPP** is seeking more consistent clinical placements.
- Together, they work for candidates to fill some paraprofessional role. They fill various paraprofessional roles with teacher candidates. For every two candidates, they fill 1 paraprofessional role. When they are not serving in their half-time role, candidates can fulfill clinical hours, complete coursework, and may be able to earn extra money by subbing.



Candidates as Paraprofessionals

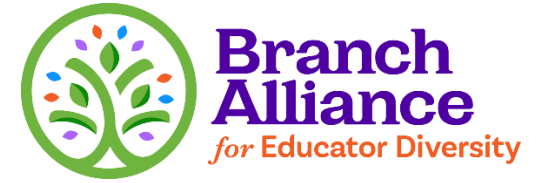
Benefits

- Candidates gain valuable classroom experience with a consistent group of students
- District fills paraprofessional positions
- EPP has less lift in finding clinical placements
- Candidates earn an income/benefits equal to 1/2 of the salary of a full-time paraprofessional.



Candidates as Tutors

- **District EFG** is working on increasing math skills among They are implementing an after-school tutoring program that provides additional 1:1 support to students.
- This year, the **EPP** has two math methods classes running both first semester and second semester. The EPP and district work together so the math candidates can work in the tutoring program throughout the year and earn an hourly wage as tutors.



Candidates as Tutors

Benefits

- District provides quality tutoring for their math initiative
- District saves time as they do not have to conduct a whole hiring process for tutors
- PK-12 students receive the extra support they need
- Candidates gain valuable experience working 1:1 with student and practicing the methods learned in class
- Candidates earn income to help offset tuition



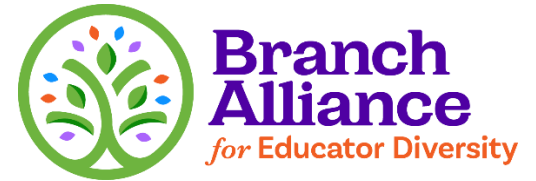
Discuss:

- Is your partnership employing any innovative staffing strategy? Benefits and challenges?
- What innovative staffing might fit your context?
- What needs does your partnership have that could be served by an innovative staffing strategy?

OTHER AFFORDABILITY STRATEGIES

Financing and Reducing Costs





District-paid Stipends

District considers cost-savings from a pathway program, such as a residency (i.e., recruitment funds). In this example, a residency program reallocates cost savings to pay direct stipends to teacher residents during their residency year.

- **District XYZ** budgets \$50,000/year to recruit and onboard new teachers to the district. With the implementation of a teacher residency model, they will need to do less recruiting and less onboarding with teacher residents filling the teacher pipeline. Given this, **District XYZ** was able to cut this budget by \$21,000.
- The district reallocates to support the teacher residency program and uses the \$21,000 to support 3 residents per year. They pay each of the residents a \$7,000 stipend during their residency year.



District Provided No Interest Loan

District provides a no interest loan to teacher candidates that is repaid over time through salary deductions

Example: In exchange for a 4-year commitment, residents earn a \$30,000 salary during the residency year, \$15,000 of which is a no-interest loan paid back over the first years of teaching.

	Resident Year	Year 1	Year 2	Year 3	Year 4
Salary/Stipend	\$30,000	\$50,000	\$53,000	\$55,000	\$57,000
Repayment amount	\$0	-\$5,000	-\$5,000	-\$5,000	\$0
Total Earnings	\$30,000	\$45,000	\$48,000	\$50,000	\$57,000

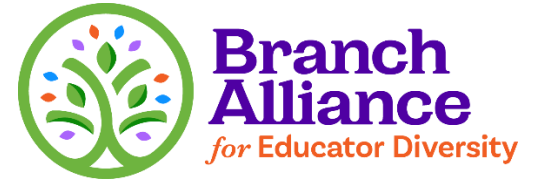


Apprenticeship Models

- District in partnership with EPPs and labor offices apply to turn residency model into a teacher apprenticeship to access federal workforce funds
- Resident apprentices are paid an hourly wage that increases as they gain more skills
- Resident apprentices are employed by the district and can access benefits



University Strategies



- Recycle Textbooks or Use Open Educational Resources
- Provide Cohort Based Tuition Reductions
- Reallocate scholarship funds to support specific pathways
- Research, promote, and advise candidates on financial aid opportunities
- Integrate financial literacy into the program
- Consider transportation vouchers or provide classes on-site at certain schools



Discuss:

- Is your partnership employing any of these strategies? Benefits and challenges?
- What strategy might fit your context?

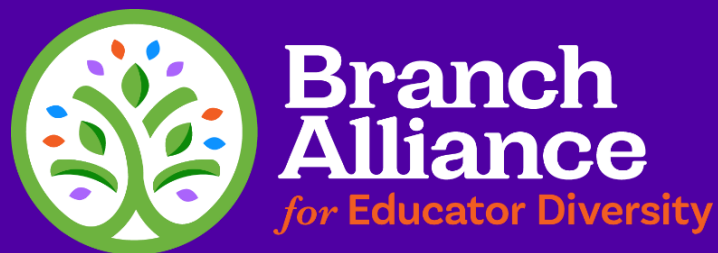


Takeaway Tips



As you think about affordability...

- Lean into partnerships! - bring a group together to discuss possibilities
- Layer strategies
- Start with a goal – what makes sense for affordability?, how many candidates do you want to support?, etc.
- Get creative!



A Higher Standard

Thank you for your time



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