

TEACHER SHORTAGE TASK FORCE

JUNE 2017 UPDATE



OKLAHOMA STATE DEPARTMENT OF
EDUCATION
— CHAMPION EXCELLENCE —

EXECUTIVE SUMMARY

As Oklahoma continues to experience a severe teacher shortage, a voluntary task force has identified recommendations to stem the shortage. This white paper depicts 13 recommendations from three working groups. Recommendations range from raising teacher pay, instituting micro-credentialing, paid teacher externships, to immediate professional development for emergency certified teachers and positive social media messaging.

PROBLEM

This year's teacher shortage task force recommendations are an extension of the 27 recommendations from 2016. The urgency to curb and eventually eliminate Oklahoma's teacher shortage has heightened.

The key areas framed in this paper will reference historical action, illustrate this year's 13 recommendations and ignite a call to action.

This document serves as an invitation to join interested stakeholders in the quest to aggressively address Oklahoma's teacher shortage. To help in determining involvement, a timeline of current strategies under way and of planned projects is included.

HISTORICAL ACTION: 2016 RECOMMENDATIONS

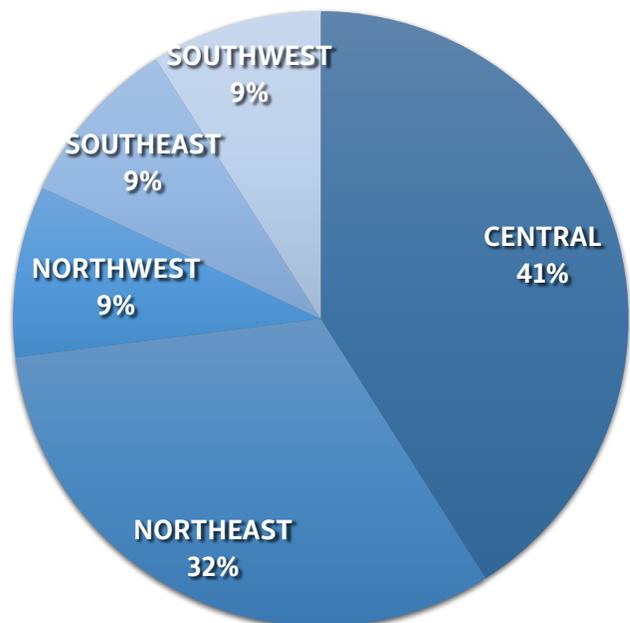
The diligent efforts of three working groups produced 27 recommendations. Seven of these recommendations were signed into law at the end of the 2016 legislative session. Those seven are 1-7 below.

1. Amend language to include retired teachers as mentors as used in the Teacher Residency Program
2. Pursue legislation for certification test scholarships
3. Exempt OGET, OSAT and OPTE for certified experience as it relates to reciprocity
4. Approve work experience for alternative certification eligibility
5. Increase the 90-hour limit to 270 hours for adjunct teachers
6. Explore cost and comparability of certification exams
7. Consider multi-year contracts for teachers in high-needs areas – teacher evaluation attached to contract
8. Implement Teacher Recruitment program
9. Partner with State Regents for Higher Education to bring awareness to Teach Oklahoma and loan forgiveness programs
10. Establish Honoring Teachers video campaign
11. Scale up programs such as Northwest Classen Academy
12. Develop a business portal on the OSDE website to connect adjunct teachers and alternatively certified teachers to district openings

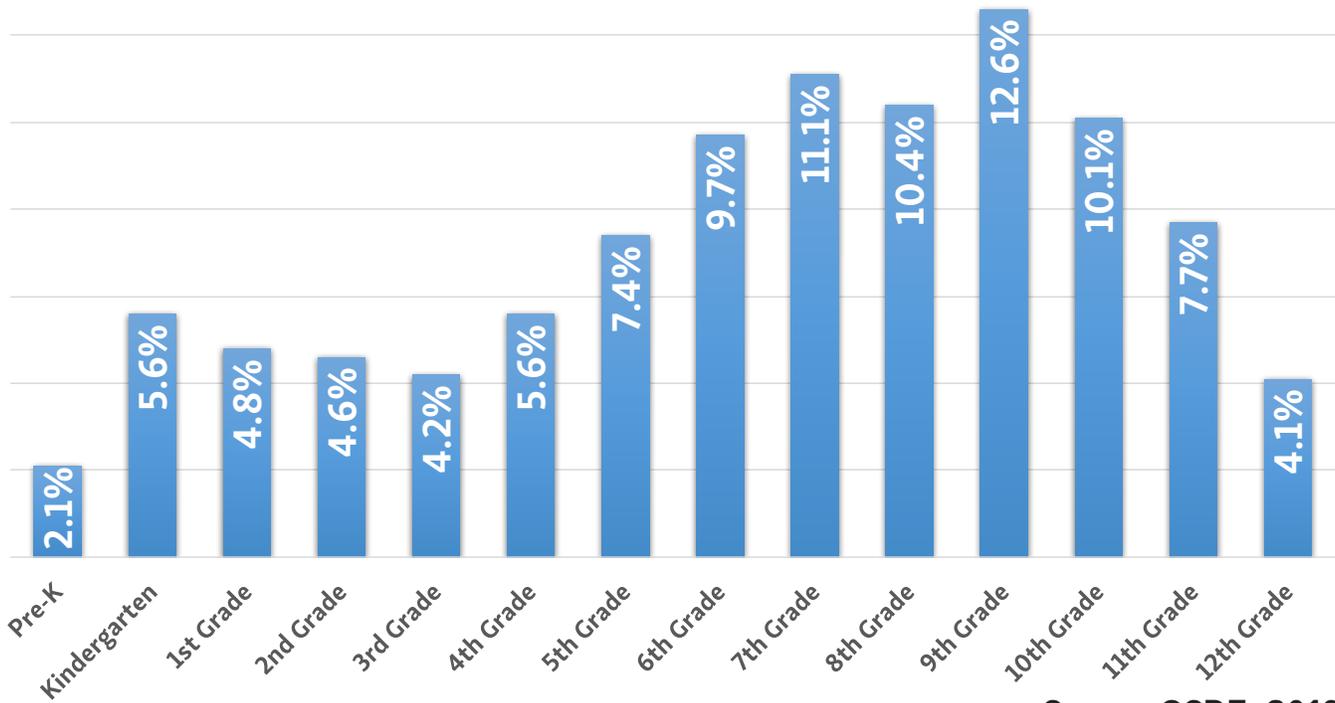
13. Develop a toolkit for businesses to host externships
14. Highlight superintendents who teach a class – challenge district superintendents to teach
15. Incentivize municipalities to recognize teachers – services, discounts
16. Move alternative certification to OSDE authority
17. Develop a matrix to exempt minimum GPA for alternative certification by showing credible work experience
18. Hire student teachers as teachers’ assistants
19. Establish a process, beyond the guest teacher program, for teachers from other countries to become Oklahoma teachers
20. Develop a job-posting page on the OSDE website
21. Address the cost of three certification exams and reciprocity with other states
22. Allow OPSAC (Oklahoma Private School Accreditation Commission) private school experience to count for para-professional experience
23. Establish a Teacher Apprentice Program (TAP), a Kentucky model, allowing gradual avenue to certification
24. Conduct cost analysis on high-quality and affordable health insurance
25. Work with OSDE Red Tape Task Force to pursue cost savings (ex. group purchasing models for districts)
26. Support legislation to amend the retired teacher pay cap
27. Consider addressing certification overlapping (preK-6th certification and 7th -12th certification)

The final report showed data from 2016-2017 with specific attention given to new teachers and their demography.

DISTRIBUTION OF NEW TEACHER BY REGION



PERCENTAGE OF STUDENTS TAUGHT BY NEW TEACHERS WITH EMERGENCY CERTIFICATES



Source: OSDE, 2016

A total of 38,105 students are taught by new teachers with emergency certificates.

2017 RECOMMENDATIONS

Two of the 2016 recommendations, implementation of a teacher recruitment program and amendment of the retired teacher pay cap, were carried over into the 2017 legislative session. The teacher recruitment program was officially acknowledged in SB 15 with SB 14 identifying the funding mechanism. The retired teacher pay cap was amended through SB 428.

Three working groups met January – April 2017 and created these 13 recommendations.



LEGISLATIVE

1. Teacher Pay: Across the board raise while protecting health insurance
2. Teacher Leader: change requirements in HB 3114 (2016) framework to address time out of classroom
3. Institute donor-funded programs
4. Micro-credentialing to focus on non-monetary reward
5. Test preparation for teachers who struggle to pass exams
6. Adjust Emergency Certification form to include preparation type and credentials



BUSINESS

1. Pilot at least one business-sponsored teacher externship summer 2017
2. Promote awareness of incentivized programs such as “What’s Right With Our Schools” (channel 4), “Adopt a Teacher” and “Oklahoma Needs and Donations”
3. Promote city/state chamber and non-profit foundation partnering



EDUCATOR

1. Create positive messaging with ED Talks
2. Identify barriers for students who want to teach – transportation, certification testing and student teaching sponsorships
3. Outreach campaign: 35,000 individuals who hold an active teaching certificate
4. Provide professional development to emergency certified teachers by partnering with OEA, POE, OPSRC

CALL-TO-ACTION

The Oklahoma State Department of Education, with interested stakeholders, commits to continue pursuing solutions that will dismantle the current teacher shortage. The awareness of teaching as a noble profession, the support for teachers in the trenches and the recognition of teachers making a positive impact in the lives of children are worthy actions.

Specific next steps include

- ✓ Providing data to legislature to advocate for a teacher pay raise
- ✓ Collaboration on amending HB 3114 (16) address time out of classroom
- ✓ Communicate campaign for existing donor funded programs
- ✓ Design implementation of micro-credentialing
- ✓ Collaboratively create certification exam test prep resources
- ✓ Implement emergency certification electronic access
- ✓ Communicate business externship pilot
- ✓ Awareness campaign for existing incentivized programs
- ✓ Promote existing successful community partnership
- ✓ Launch ED Talks via social media blasts
- ✓ Identify barriers and meet needs of those seeking teaching profession

- ✓ Recruitment outreach to those with an active certificate but not teaching
- ✓ Continue multiple agency awareness and outreach to emergency certified teachers

Those interested in joining this task force and/or aligning to a specific strategy shown in the timeline below contact Robyn Miller at robyn.miller@sde.ok.gov.



SUMMER 2017

- Teacher Externships
- Emergency Certified Support

FALL 2017

- Positive Messaging
- Micro-credentialing

WINTER 2017

- HB 3114 Teacher-Leader
- Incentivized Program Promotion

SPRING 2018

- Test Preparation
- Barriers to Teaching Addressed



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