

Oklahoma Education Workforce Shortage Task Force Discussion

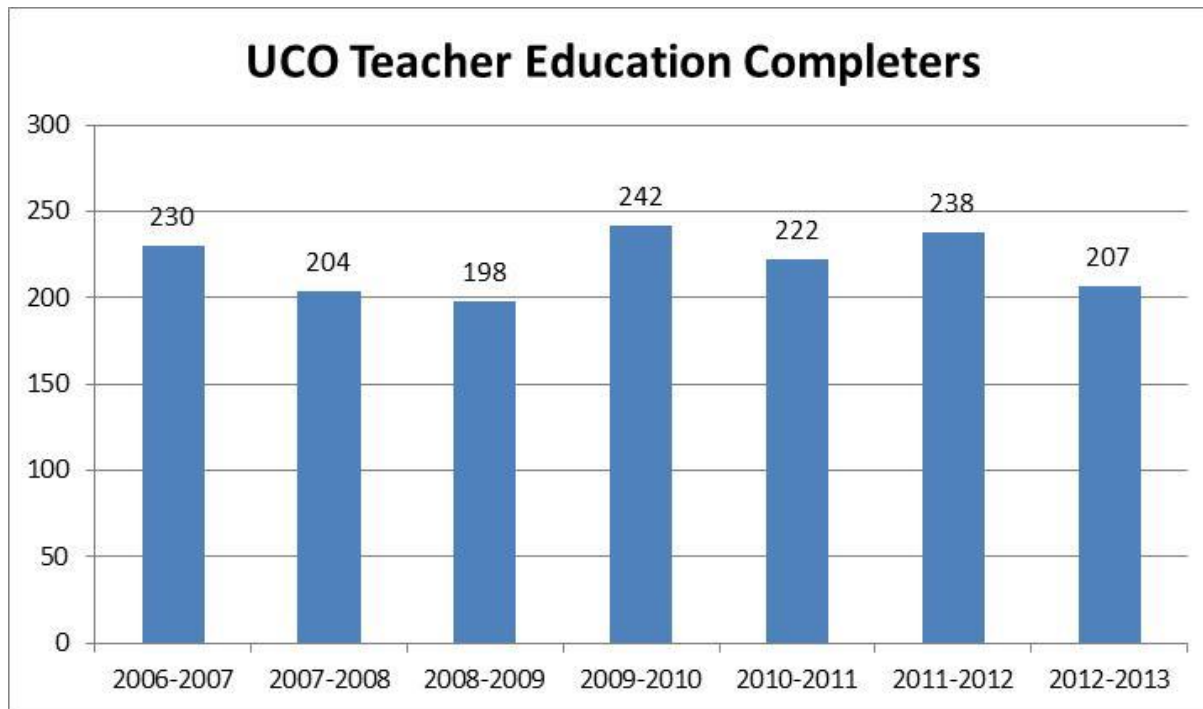
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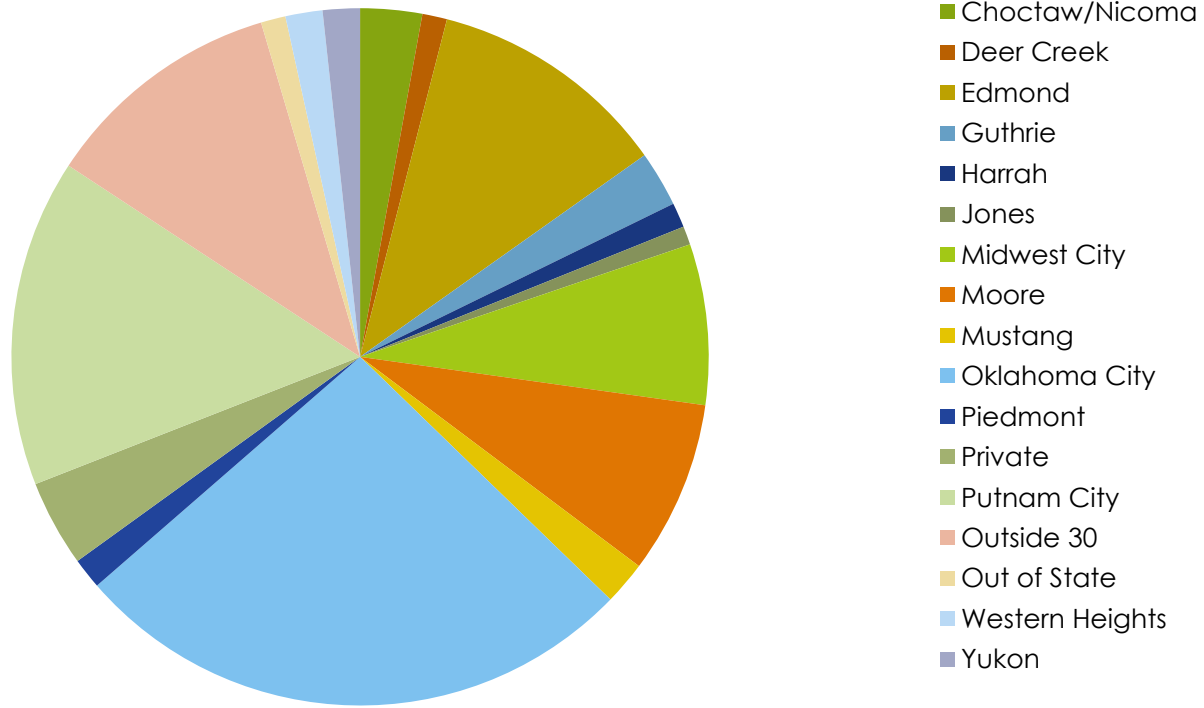
Oklahoma State Capitol

October 2, 2013

UCO Teacher Education Program Completers Fall 2006- Spring 2013 ($n= 1541$) [Blue Handout]



UCO Graduates' Self-Report of Teacher Employment 2009-2012 ($n= 349$ out of 713) [yellow handout]



What are the trends?

- Are fewer students being admitted into Teacher Education programs?
- Are fewer teacher candidates completing programs?
- Are fewer completers seeking teaching positions?
- Are specific programs/shortage areas fluctuating in size?
- Are teachers staying in the profession a shorter amount of time than in the past?
- Are teachers exiting the profession at larger numbers?

Recruitment

Things to consider:

- The Messaging Regarding Teachers and Education
- A Strong Economy Offers Choice in Occupations
- Salaries that May Not Be Considered Competitive
- Personal Growth Opportunities
- Strong Standards of Traditional Preparation Programs

Recruitment

- Engaging Secondary Students in Prospective Teachers Academy/ “Grow Your Own” Programs
- Planning Community/School-University Pipelines (in collaboration with OCCC, OSU-OKC and Rose State)
- Identifying Professional Dispositions that Encourage Successful Teaching

Induction into Educator Preparation Programs

- Strong Relationship with University Advisement
- Freshman and Sophomore Connections
- Transfer Student Support for Educator Preparation
- Partnerships with Community Entities/Service Learning

Individualizing Initiatives

- Response to Intervention (RtI) Partnerships
- Reading Labs
- M.Ed.-Secondary Education Program (Non-Traditional)
- Special Education Boot Camp (Non-Traditional)
- Site-Based Courses/Focus on Clinical Experience*
- Urban Teacher Preparation Academy (UTPA)*

Quality Clinical Practice

- Co-Teaching during Student Teaching Internships
- Diversity of Experience (e.g., “Clinical Rounds”)

Urban Teacher Preparation Academy

- Residency support, mentorship and professional advancement training
- Student teaching supervision, mentorship and professional development training
- 2 service learning activities (F.A.C.T. & Foundation for OKCPS) and 6 professional training sessions
- UTPA expansion to a consortium with OU
- 76% Retention Rate in OKCPS after 3 Years; 91% for Remaining in the Profession after 3 years

Teacher Residency

- Online Learning Community
- P-12 and University Residency Support/Professional Development
- “Hub for Subs” for Educator Preparation Graduates

Collaboration

- P-12 Schools
 - Preparing quality teachers who will have longevity
 - Working with schools to fill positions—early completion of school internships with agreements of strong support
 - Advancing educator development—modules, cohorts & advanced degrees/coursework
- Higher Education
- Educator Preparation Agencies (OCTP, OSRHE & OSDE)
- Oklahoma A+ Schools®

Questions?