

EDUCATOR WORK GROUP RECOMMENDATIONS SYNOPSIS

Recommendation: Develop a *Grow Our Own* Program

Overview and Purpose

A Grow Your Own teacher program helps address teacher shortages, retention issues, and teacher diversity by using various strategies that aim to recruit teachers from local communities. The goal for this program is that the candidate pool will become more diverse and more likely to teach and stay in the community.

Primary Components

- The Work Group recommends a program geared towards recruiting and supporting paraprofessionals, community members, parents, and others in the school. This will build on their experience and familiarity with school communities, they play a role in the classroom assisting teachers, supervising students, and offering administrative support. (Wording pending approval)
- Student Preparation Programs
 - The Work Group recommends that Institutions of Higher Education (IHE) should create partnerships with already established and new Teacher Academies¹ in Delaware's districts and schools to create pipelines of diverse candidates flowing from schools to postsecondary programs and ultimately back into Delaware schools. Teacher Academies are programs of study in high schools that provide career and technical education programs to prepare students for careers in elementary and secondary education. This partnership would help to increase the number of students entering teacher preparation programs in Delaware.
 - The Work Group recommends that districts should further develop and advertise student preparation programs, especially to increase minority enrollment. number of students entering teacher preparation programs in Delaware. In addition to Teacher Academies, other programs exist in schools such as Future Teachers that students interested in teaching join. Additionally, this recommendation provides the opportunity to track the recruitment progress through data on programs and participating students.

¹ Teacher Academies are programs of study that provide career and technical education programs to prepare students for careers in elementary and secondary education (delawarepathways.org). The following list is current Delaware schools that have teacher academies. Notably, there are no schools that serve Wilmington Students, so new Academies should be formed in the Wilmington area.

-A.I. Dupont High School	-McKean High School
-Appoquinimink High School	-Middletown High School
-Caesar Rodney High School	-Milford High School
-Cape Henlopen High School	-Polytech High School
-Delmar High School	-Seaford High School
-Dover High School	-Smyrna High School
-Glasgow High School	-Sussex Central High School
-Great Oaks Charter	-William Penn High School
-Indian River High School	-Woodbridge High School
-Laurel High School	

Recommendation: Create a Whole School Professional Learning Package Within the City of Wilmington

Overview and Purpose

A Whole School Professional Learning package helps address teacher shortages, retention issues, and teacher diversity by focusing on reorganizing and revitalizing an entire school rather than implementing a number of specialized, and potentially uncoordinated, school improvement initiatives. The goal of this package is that the retention of diverse, high-quality educators will increase and in turn promote the recruitment of similar teachers.

Primary Components

- This package would involve multi-year, focused partnerships with IHEs to provide professional learning and coaching for both administrators and teachers in order to improve school climate and ultimately limit teacher attrition. It should be considered a long-term goal.
- Professional learning would consist of initiatives focused on improving school climate and building cultures of respect and learning.
- Though this support might be modeled after existing programs in Laurel and Seaford, Delaware, it is important that each program would be tailored to the unique contexts of each Wilmington school.
- Schools initially targeted for support would be selected based on pressing demographic data, including but not limited to low-income, English learner, and racial considerations.
- The Office of Innovation and Improvement at the Delaware DOE would be implementing the initiative and would work with IHEs to determine logistics.
- The legislature would work with the DOE in determining proper amounts and acquisitions for funding.