

TEACHER RECRUITMENT AND RETENTION TASK FORCE MEETING

March 10, 2023

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CERRA'S PROGRAMS



ProTeam



Teacher
Cadet



Teaching
Fellows



Mentoring
& Induction



Teacher
Leadership

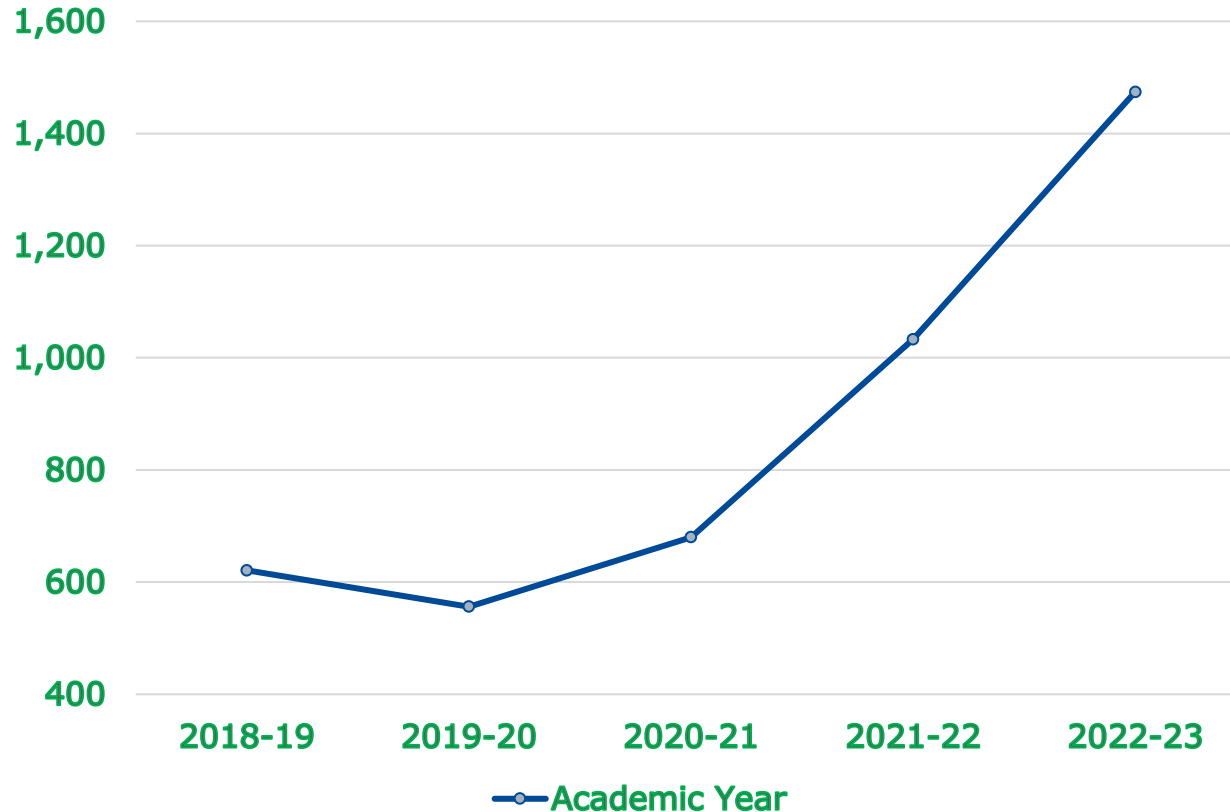


CERRA'S SERVICES

- 📄 Career Fairs
- 📄 Expo (March 28-29, 2023)
- 📄 Financial Aid Information
- 📄 National Board Support
- 📄 Online Educator Employment System
- 📄 Research
- 📄 Rural Recruitment Initiative



TEACHER VACANCIES



Teacher = certified educator in a classroom-based teaching position or a school-based service position (school counselor, librarian, psychologist, and speech language pathologist)



Vacancies = teaching and service positions that remain unfilled after the school year begins

PROTEAM

	2017-18	2018-19	2019-20	2020-21	2021-22
Sites	40	50	45	30	40
Students Served	1,245	1,554	1,571	1,044	1,416
Male Students	485	617	646	491	624
Non-White Students	453	561	581	526	674

ProTeam has served more than 24,000 SC students since 1990.



TEACHER CADET

	2017-18	2018-19	2019-20	2020-21	2021-22
Sites	188	188	191	169	171
Students Served (Exp. Ed.)	2,973	2,991	2,998	2,309	2,398
Students Served (Ed. Psych.)			182	161	230
Male Students	684	676	668	490	552
Non-White Students	1,067	1,004	1,003	711	783

Teacher Cadet has served more than 79,000 SC students since 1985.



TEACHING FELLOWS

	2018-19	2019-20	2020-21	2021-22	2022-23
Total Awards	206	204	208	198	228
Male Fellows	23	35	29	N/A	21
Non-White Fellows	29	21	25	N/A	35

As of February 2022:

- 79% graduation rate
- 68% of graduates are employed in a SC districts
- 93% of graduates have either satisfied their loan or are currently teaching for loan forgiveness



RURAL RECRUITMENT INITIATIVE (RRI)

	2017-18	2018-19	2019-20	2020-21	2021-22
Eligible Districts	30	36	35	43	43
Reported Improvements	17	28	29	19	20
↓ Teacher Departures	10	23	27	15	7
↓ Vacant Positions	12	17	9	10	16

Districts eligible to participate in the RRI must have a five-year average teacher turnover rate of greater than 11% and may not be one of the 15 wealthiest districts in the state.



CONSIDERATIONS

- ① Increase funding for SC Teaching Fellows Program
- ① Updated online employment system and job fair platform
- ① Rural recruitment initiative evaluation
- ① School culture
- ① Paid residencies for student teachers
- ① Loan forgiveness options

QUESTIONS?

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