



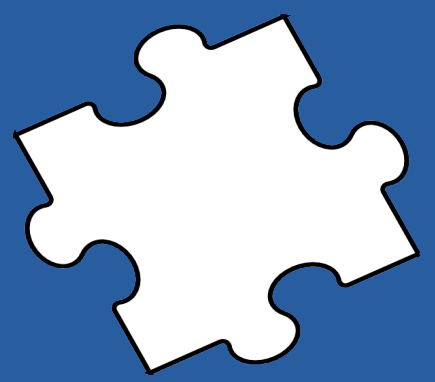
Mississippi

Dr. Tarance Hart, Director of Educator
Accountability



Goals

- Increase teacher recruitment and retention rates in all MS districts
- Develop electronic database to track staff employment
- Build and implement district “Grow Your Own” programs
- Incorporate mandatory mentoring/induction strategies to increase teacher retention
- Identify/implement effective teacher recruitment/retention strategies



Gaps and Root Causes

- Lack of data to effectively evaluate state/district recruitment/retention
- Lack of school district capacity to effectively recruit/retain teachers
- Lack of educator recruitment/retention competitive edge in current district narratives/educational contexts
- New/potential teachers’ challenges with PRAXIS Core exam
- Challenges with teacher/leader preparation for high-needs, rural, educational contexts



Accomplishments

- MDE 2017-2018 teacher recruitment and retention data collection
- MDE’s Information Technology Division district support with data collection/analysis
- Revised Critical Teacher Shortage formula for teacher recruitment to highest needs districts
- Development of district-level exit survey to inform retention work and teaching conditions
- Recognition of Holmes County’s civil rights “firsts” at state and national levels



Questions we are Pursuing

- Common teacher recruitment/retention barriers and/or challenges existing among school districts?
- SEA/LEA assistance in orienting potential teachers to districts’ environmental/social/economic conditions?
- Difference in teacher retention rates among “A” and “F” rated MS districts?
- Ways for T4TLA team to work with IHLs to better prepare graduating teachers to pass PRAXIS and succeed in high-need, rural contexts?
- Current analysis of MS teacher attrition rates?



Questions for Colleagues

- What data elements have you found useful in helping districts capture information that can be used to recruit teachers?
- What state and/or district strategies have you found to be successful in increasing teacher recruitment and retention?
- What do you expect your next steps to be as we move beyond a talent focus and into a focus on turnaround?

