

# EXHIBIT C

## Report on Educator Preparation, Recruitment, and Retention



presented by

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Division of Elementary and Secondary Education

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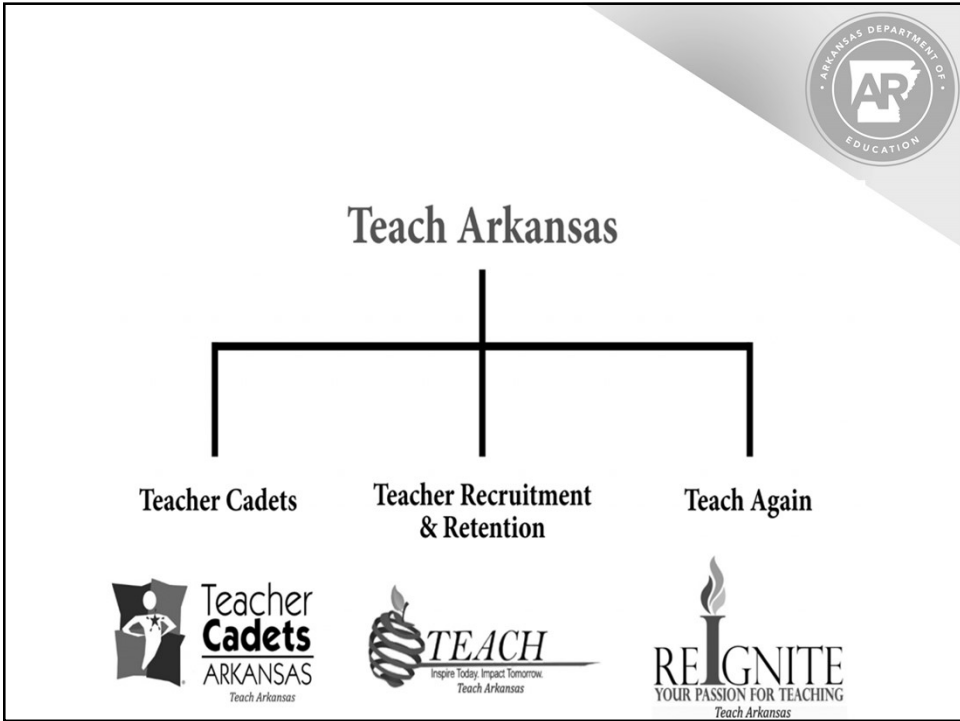
### **Vision**

The Arkansas Department of Education is transforming Arkansas to lead the nation in student-focused education.

### **Mission**

The Arkansas Department of Education provides leadership, support, and service to schools, districts, and communities so every student graduates prepared for college, career, and community engagement.

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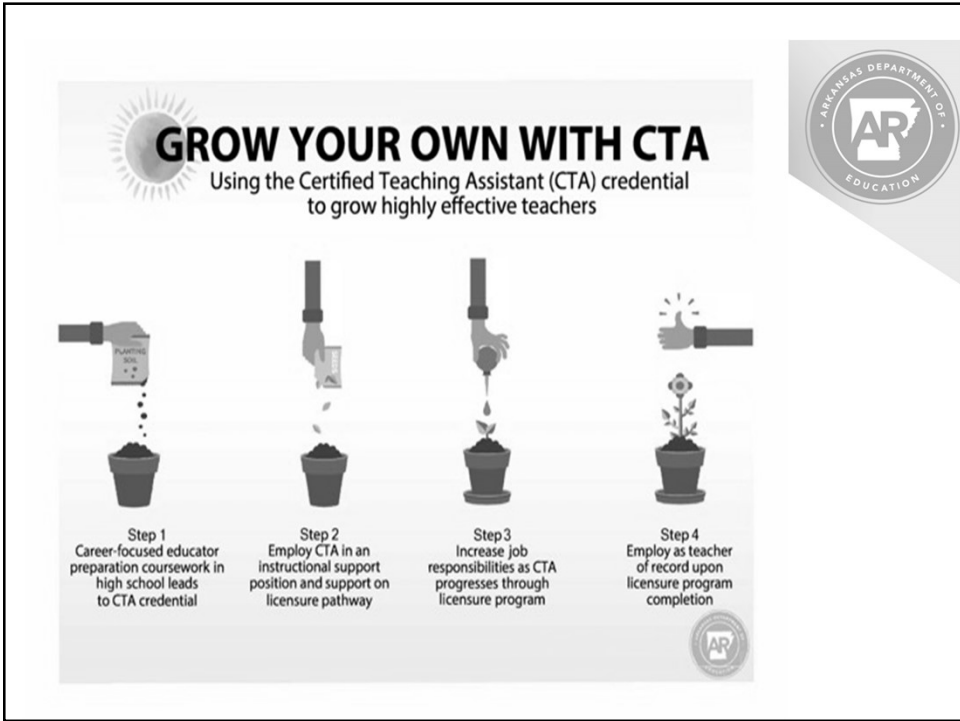
## Retaining Effective Teachers: Mentoring and Regional Support



- 1. Recruit** Effective Teachers and Individualize Pathways for Licensure
- 2. Retain** Effective Teachers and Promote Pathways for Career Advancement
- 3. Facilitate and Support** Mentoring of Teachers in Schools and Districts
- 4. Regionalize** approach to recruitment and hiring




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## TeachAR Goals – Recruitment and Retention

| <u>5-yr Goals</u>  | <u>2-yr status</u> |
|--|--------------------|
| <b>Goal 1: Increase # of teacher candidates in Arkansas EPPs by 20%.</b>             | <b>Up 23.8%</b>    |
| <b>Goal 2: Increase the # of novice teachers by 10%.</b>                             | <b>Up 8.74%</b>    |
| <b>Goal 3: Decrease the teacher attrition rate by 15%.</b>                           | <b>Up 0.31%</b>    |
| <b>Goal 4: Increase the # re-entering the teaching profession in Arkansas by 5%.</b> | <b>Up 18.7%</b>    |
| <b>Goal 5: Increase the # of minority teachers by 25%.</b>                           | <b>Up 12.64%</b>   |



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# 60%

## 20 MILES

Over 60% of teachers work within 20 miles of where they attended high school. The future teaching workforces of every community are sitting on the student side of the desks **today**. Starting early and growing our own is a must for every community.

## % EPP Completers working in AR Public Schools (first year)

|                         |            |
|-------------------------|------------|
| # Completers 16-17      | 1,885      |
| # Employed in APS 17-18 | 1,155      |
| % Employed in APS 17-18 | <b>61%</b> |
| # Completers 17-18      | 1,710      |
| # Employed in APS 18-19 | 1,023      |
| % Employed in APS 18-19 | <b>60%</b> |
| # Completers 18-19      | 1,698      |
| # Employed in APS 19-20 | 1,029      |
| % Employed in APS 19-20 | <b>61%</b> |

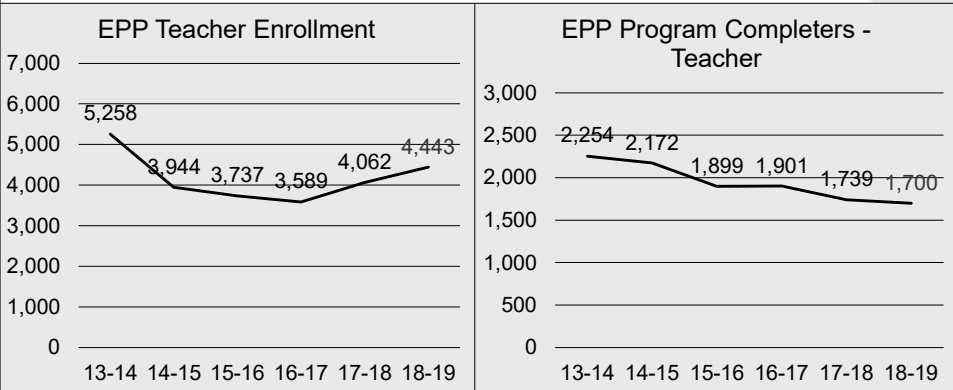
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## Educator Preparation Provider Quality Report (EPPQR) Workforce Data



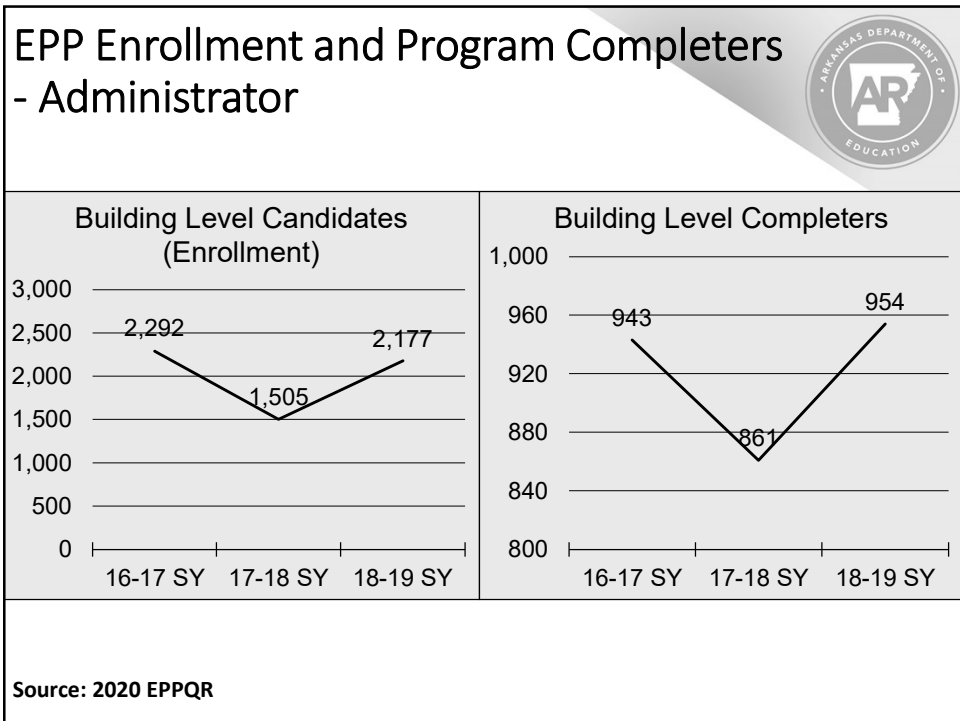
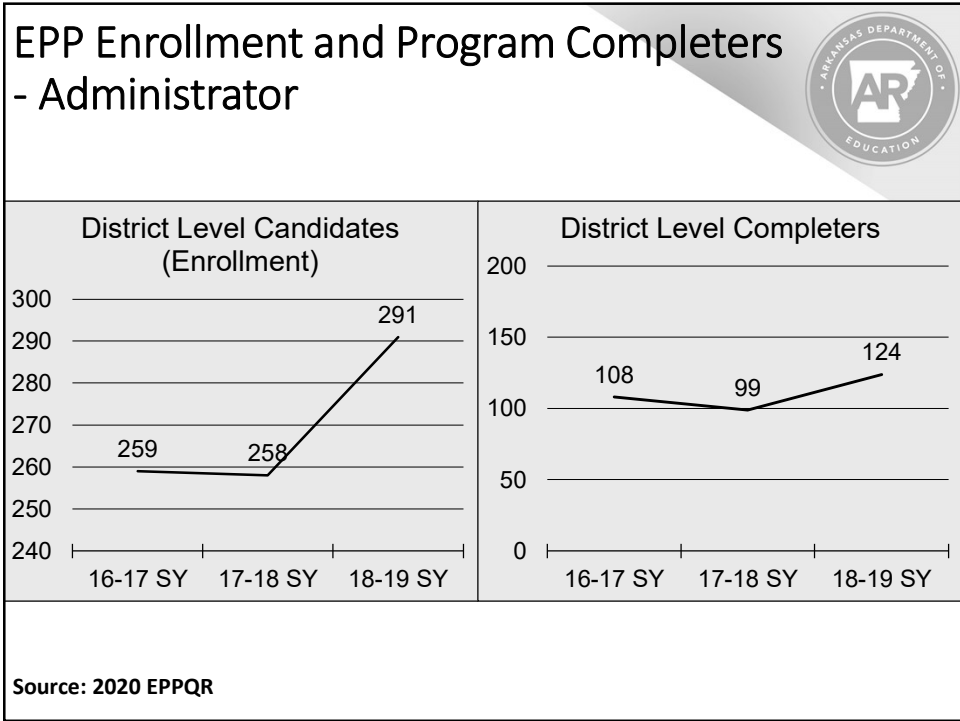
1. Enrollment in EPP programs
2. Completion rates
3. Teacher Retention
4. Race
5. Gender
6. State Standards

## EPP Enrollment and Program Completers – Teacher

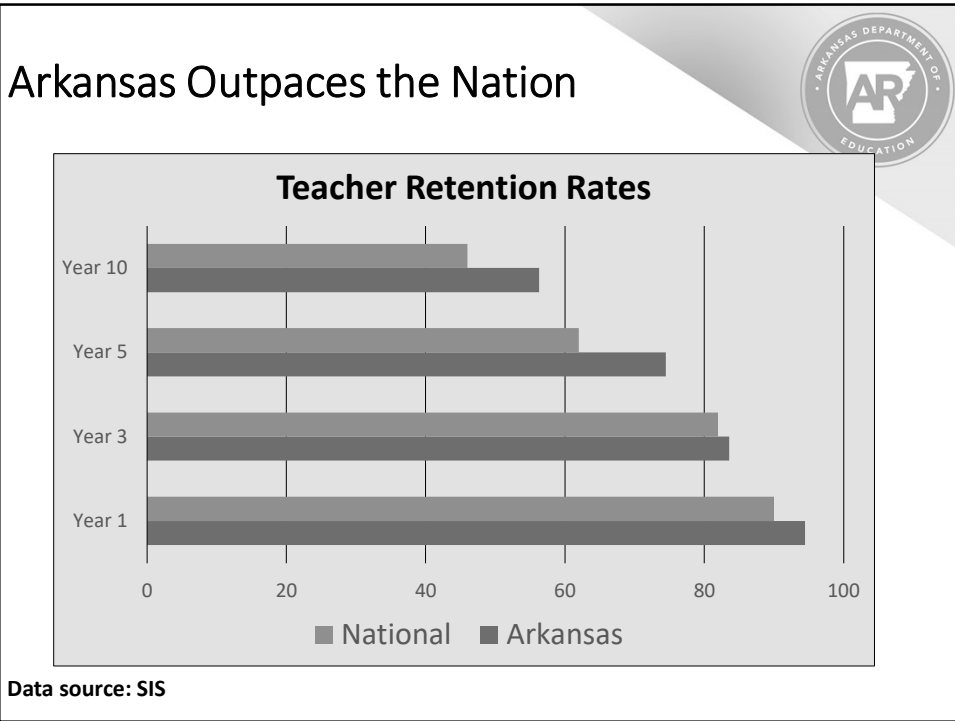
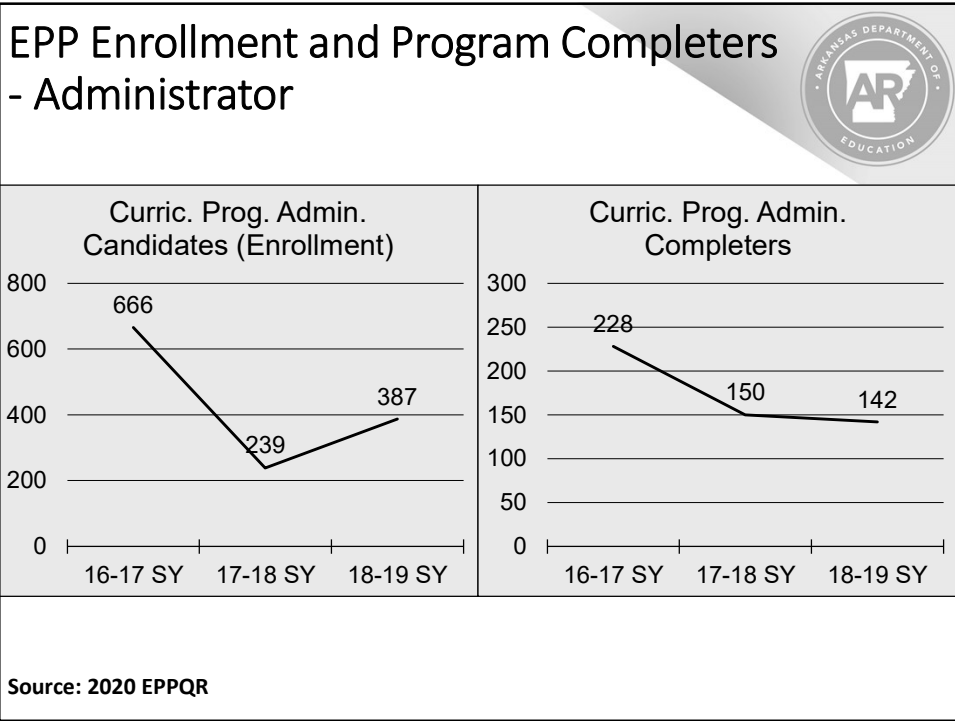


Data source: 2019 EPPQR  
Red = preliminary 2020 EPPQR data

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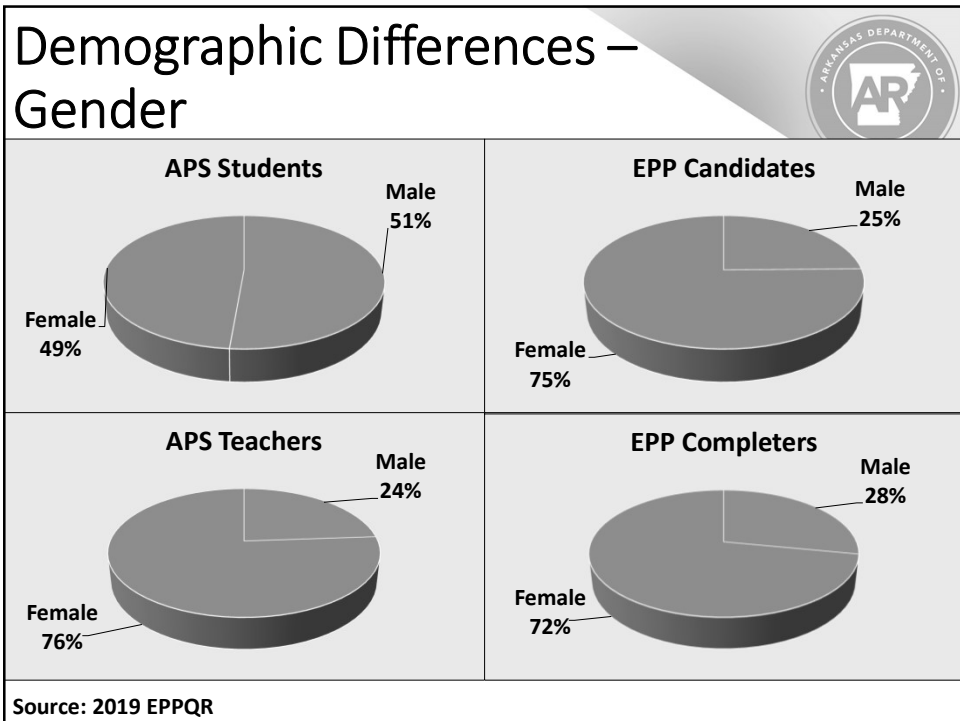
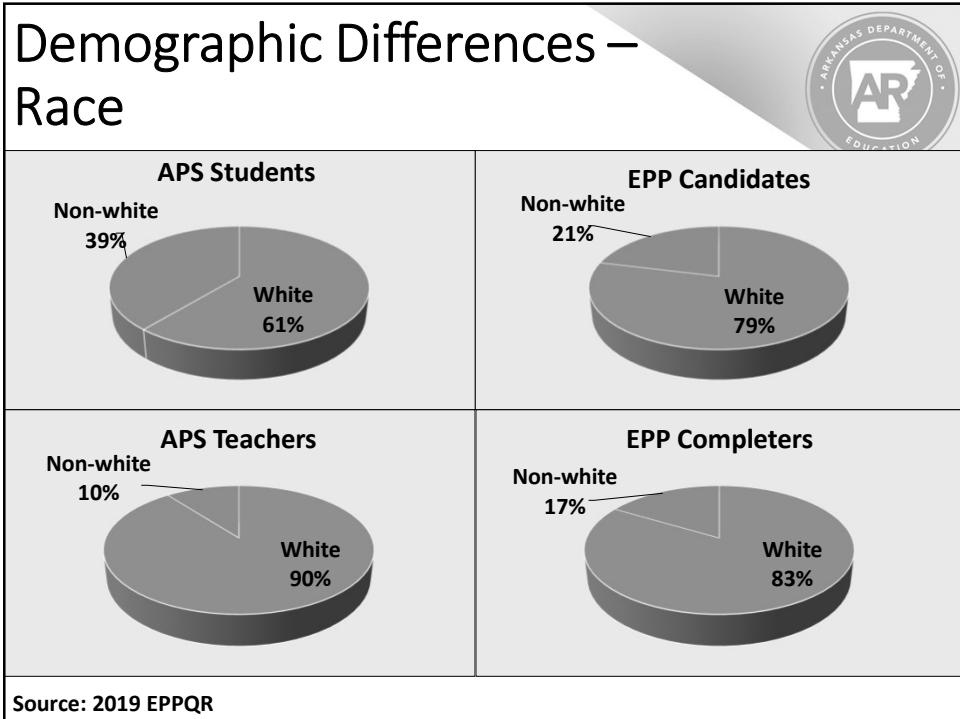


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## EPPQR State Standards



There are sections of the EPPQR wherein state standards are expected to be met:

1. Licensure Assessment Summary Pass Rates
2. Novice Teacher Survey Results
3. Supervisor Survey Results
4. Narrative Responses (e.g., how does the EPP address...)
  - a. Shortage Areas
  - b. Minority Recruitment
  - c. Partnerships
  - d. Science of Reading

## Licensure Assessment Summary Pass Rates



Summary Pass Rates reflect the percentage of teacher candidates who passed all tests they took for their area of specialization among those who took one or more tests in their specialization areas.

No pass rate is calculated if test takers < 10.

**State Standard = 88.15%**

**Alternate Route Programs: 11 of 12 exceeded the State Standard**

**Traditional Route Programs: 14 of 17 exceeded the State Standard**

**Fewer than 10 test takers: 4 (no report)**

Source: 2019 EPPQR

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## Novice Teacher Survey Data (Perceptions of Preparation)



First-year teachers and Supervisors complete a Novice Teacher Survey at the end of first year to identify perceptions of educator preparation (based on the TESS domains).

- Average scores on a scale of 1-4 (Ineffective to Highly Effective) are presented for EPPs with an 'n' of 10 or more.
- **Novice Teacher Survey State Standard = 2.6**
  - **All 22 of 36 programs met standard. (14 were < 10)**
- **Novice Teacher Supervisor Survey State Standard = 2.7**
  - **All 17 of 36 programs met standard. (19 were < 10)**

Source: 2019 EPPQR

## Narrative Responses 2020 Standard Ratings



### What is the EPP doing to:

- Improve Geographic or Academic Shortage Areas
- Increase the number of Minority Teachers
- Increase P-12 School and/or Community Partnerships
- Monitor the effectiveness of the changes made to meet the Science of Reading requirements

### Exceeds Standard

2 OR MORE STRATEGIES, RESOURCES, GOALS, DATA, and a COMMUNICATION PLAN.

### Meets Standard

1-2 STRATEGIES, RESOURCES, GOALS and a COMMUNICATION PLAN.

### Does Not Meet Standard

NO STRATEGIES; or RESOURCES, GOALS, and/or a COMMUNICATION PLAN is missing or unclear.

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## Concluding Thoughts



- Enrollment is increasing in Educator Prep Programs (EPPs)
- Completer data decreasing. Possible barriers...
  - Testing requirements
  - Change of mind regarding profession
  - Financial
- Providing opportunities to broaden the educator pipeline
- Continuing to make progress toward ESSA goals of recruitment and retention