

# Career Pathway to the Educator Workforce

A Joint Initiative by the  
Arkansas Department of Education, Arkansas  
Career Education, and  
Arkansas Department of Higher Education



## **EQUITABLE ACCESS/ EVERY STUDENT SUCCEEDS ACT (ESSA)**

### **KINDERGARTEN TO POST-SECONDARY**

Every child deserves to be surrounded by a team of excellent educators every year....

If we want every student to succeed, it is vital that we surround them with the most effective teachers and leaders possible and support their ongoing work.



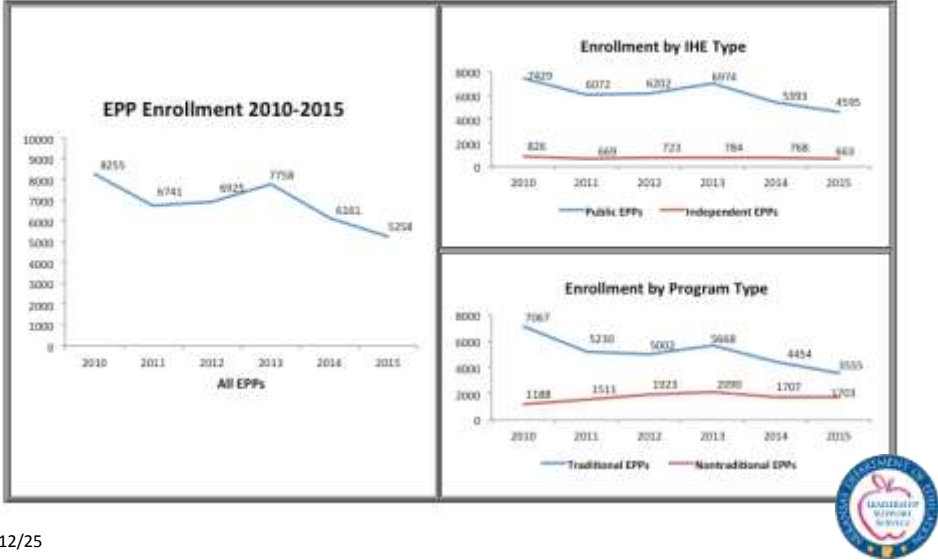
## Pathway to the Teacher Workforce



### Why Become a CTA?

- Focused high school career experience
- Obtain an industry certification and qualifications for a “Highly Qualified Paraprofessional”
- Gain valuable work experience working in a paid professional capacity
- Support for your education journey to become a teacher
- Preparation to be “Learner Ready” on Day 1 of your education career

# Where Have All the Teachers Gone?

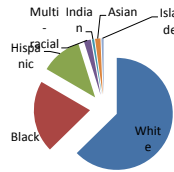


12/25

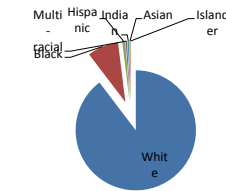
## Demographics

2014-2015

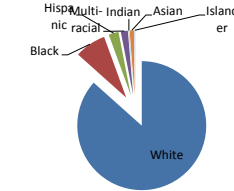
Student Enrollment	476,083
% White	298,323 <b>63%</b>
% Non White	177,760 <b>37%</b>
% Black	98,720 21%
% Hispanic	56,054 12%



AR Teachers	33,101
% White	29,676 <b>90%</b>
% Non White	3,425 <b>10%</b>
% Black	2,774 8%
% Hispanic	266 1%



EPP Enrollment	3,218
% White	2,787 <b>87%</b>
% Non White	431 <b>13%</b>
% Black	252 8%
% Hispanic	80 2%



13/

## 2 Pathways for High School Career Education

### Teaching and Training Career Education Completer

- ✓ Core Courses
  - Orientation to Teaching I
  - Orientation to Teaching II
- ✓ Training Electives
  - Family and Consumer Sciences
  - Child Development
  - Human Relations
  - Leadership & Service Learning
  - Parenting

### Teacher Cadet Career Preparation

- ✓ Teacher Cadet
  - Completion of Teacher Cadet Program
- ✓ Electives (2 courses)
  - Any training electives from **Teaching and Training Career Pathway**
  - Psychology
  - Sociology
  - Other related courses may be approved by the ADE

## ParaPro Assessment

## School Considerations

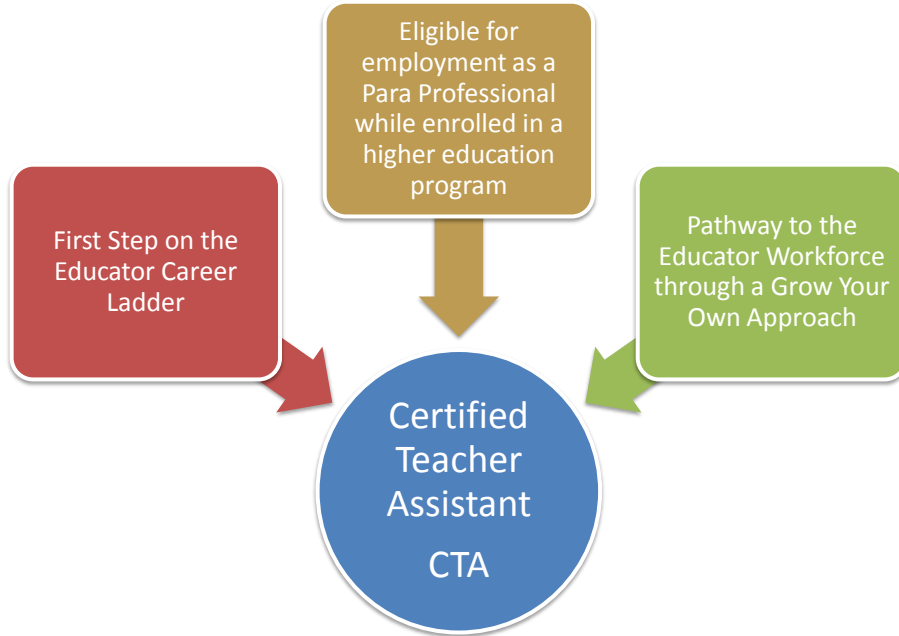
- How do we know if we are ready?
  - Do you have a Teacher Cadet Program?
  - Do you have the *Teaching and Training Career Pathway* in place?
- Are my students interested in this career focus?
- Do we have staff to teach the course(s)?
- Do we have current agreements with higher education for concurrent credit or other support?
- Will my school hire CTA/Para-Professional positions? If so, in what capacity will they work?

## Current School Readiness/ Interest

- 9 Current Teacher Cadet Schools
  - 115 Students will graduate as Teacher Cadets in May 2016
- 20 Schools planning to offer Teacher Cadet in 2016-17 SY

## Current School Readiness/ Interest

- 52 Districts offered Teaching and Training Career Education (ACE) Pathway in 2014-15 SY
  - 405 Students graduated as “Concentrators” in this pathway in 2014-15



## Excellent Educators for ALL

### Why Does an Excellent Educator Workforce Matter?

“Teachers matter more to student achievement than any other aspect of schooling.”

- RAND Corporation

(<http://www.rand.org/education/projects/measuring-teacher-effectiveness/teachers-matter.html>)



## Contact Information

- Office of Educator Effectiveness
  - Sandra Hurst, Director
    - [Sandra.hurst@arkansas.gov](mailto:Sandra.hurst@arkansas.gov)
      - 501-682-8526
  - Jeff Dyer, Recruitment and Retention Coordinator
    - [Jeff.dyer@arkansas.gov](mailto:Jeff.dyer@arkansas.gov)
      - 501-682-6349
- Office of Career Education
  - Lesia Edwards
    - [Lesia.edwards@arkansas.gov](mailto:Lesia.edwards@arkansas.gov)
      - 501-682-1813