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.
EXHIBIT C

Teach Arkansas

Teacher Cadets  Teacher Recruitment & Retention  Teach Again

Teacher Cadets
ARKANSAS
Teach Arkansas

TEACH

REIGNITE
YOUR PASSION FOR TEACHING
Teach Arkansas
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
TeachAR Goals — Recruitment and Retention

<table>
<thead>
<tr>
<th>Goal</th>
<th>5-yr Goals</th>
<th>2-yr status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Goal 1:</td>
<td>Increase # of teacher candidates in Arkansas EPPs by 20%.</td>
<td>Up 23.8%</td>
</tr>
<tr>
<td>Goal 2:</td>
<td>Increase the # of novice teachers by 10%.</td>
<td>Up 8.74%</td>
</tr>
<tr>
<td>Goal 3:</td>
<td>Decrease the teacher attrition rate by 15%.</td>
<td>Up 0.31%</td>
</tr>
<tr>
<td>Goal 4:</td>
<td>Increase the # re-entering the teaching profession in Arkansas by 5%.</td>
<td>Up 18.7%</td>
</tr>
<tr>
<td>Goal 5:</td>
<td>Increase the # of minority teachers by 25%.</td>
<td>Up 12.64%</td>
</tr>
</tbody>
</table>
### % EPP Completers working in AR Public Schools (first year)

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td># Completers 16-17</td>
<td>1,885</td>
</tr>
<tr>
<td># Employed in APS 17-18</td>
<td>1,155</td>
</tr>
<tr>
<td>% Employed in APS 17-18</td>
<td>61%</td>
</tr>
<tr>
<td># Completers 17-18</td>
<td>1,710</td>
</tr>
<tr>
<td># Employed in APS 18-19</td>
<td>1,023</td>
</tr>
<tr>
<td>% Employed in APS 18-19</td>
<td>60%</td>
</tr>
<tr>
<td># Completers 18-19</td>
<td>1,698</td>
</tr>
<tr>
<td># Employed in APS 19-20</td>
<td>1,029</td>
</tr>
<tr>
<td>% Employed in APS 19-20</td>
<td>61%</td>
</tr>
</tbody>
</table>
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
EXHIBIT C

EPP Enrollment and Program Completers - Administrator

District Level Candidates (Enrollment)

<table>
<thead>
<tr>
<th>Year</th>
<th>16-17 SY</th>
<th>17-18 SY</th>
<th>18-19 SY</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>259</td>
<td>258</td>
<td>291</td>
</tr>
</tbody>
</table>

District Level Completers

<table>
<thead>
<tr>
<th>Year</th>
<th>16-17 SY</th>
<th>17-18 SY</th>
<th>18-19 SY</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>108</td>
<td>99</td>
<td>124</td>
</tr>
</tbody>
</table>

Source: 2020 EPPQR

EPP Enrollment and Program Completers - Administrator

Building Level Candidates (Enrollment)

<table>
<thead>
<tr>
<th>Year</th>
<th>16-17 SY</th>
<th>17-18 SY</th>
<th>18-19 SY</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2,292</td>
<td>1,505</td>
<td>2,177</td>
</tr>
</tbody>
</table>

Building Level Completers

<table>
<thead>
<tr>
<th>Year</th>
<th>16-17 SY</th>
<th>17-18 SY</th>
<th>18-19 SY</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>943</td>
<td>861</td>
<td>954</td>
</tr>
</tbody>
</table>

Source: 2020 EPPQR
EPP Enrollment and Program Completers
- Administrator

Source: 2020 EPPQR

Arkansas Outpaces the Nation

Teacher Retention Rates

Data source: SIS
### Demographic Differences – Race

<table>
<thead>
<tr>
<th></th>
<th>APS Students</th>
<th>EPP Candidates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-white</td>
<td>39%</td>
<td>21%</td>
</tr>
<tr>
<td>White</td>
<td>61%</td>
<td>79%</td>
</tr>
</tbody>
</table>

### Demographic Differences – Gender

<table>
<thead>
<tr>
<th></th>
<th>APS Students</th>
<th>EPP Candidates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>51%</td>
<td>25%</td>
</tr>
<tr>
<td>Female</td>
<td>49%</td>
<td>75%</td>
</tr>
</tbody>
</table>

Source: 2019 EPPQR
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
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.
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