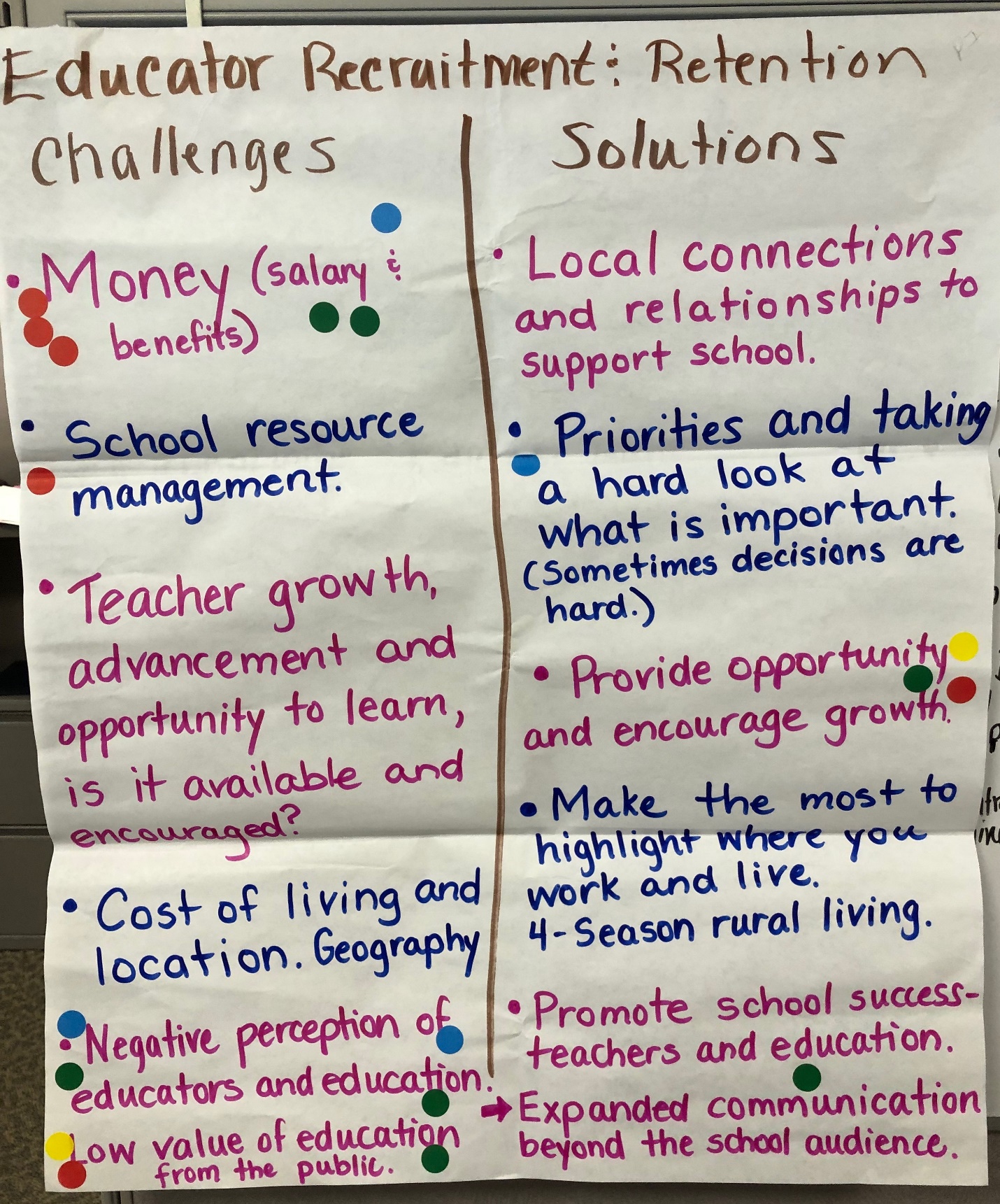


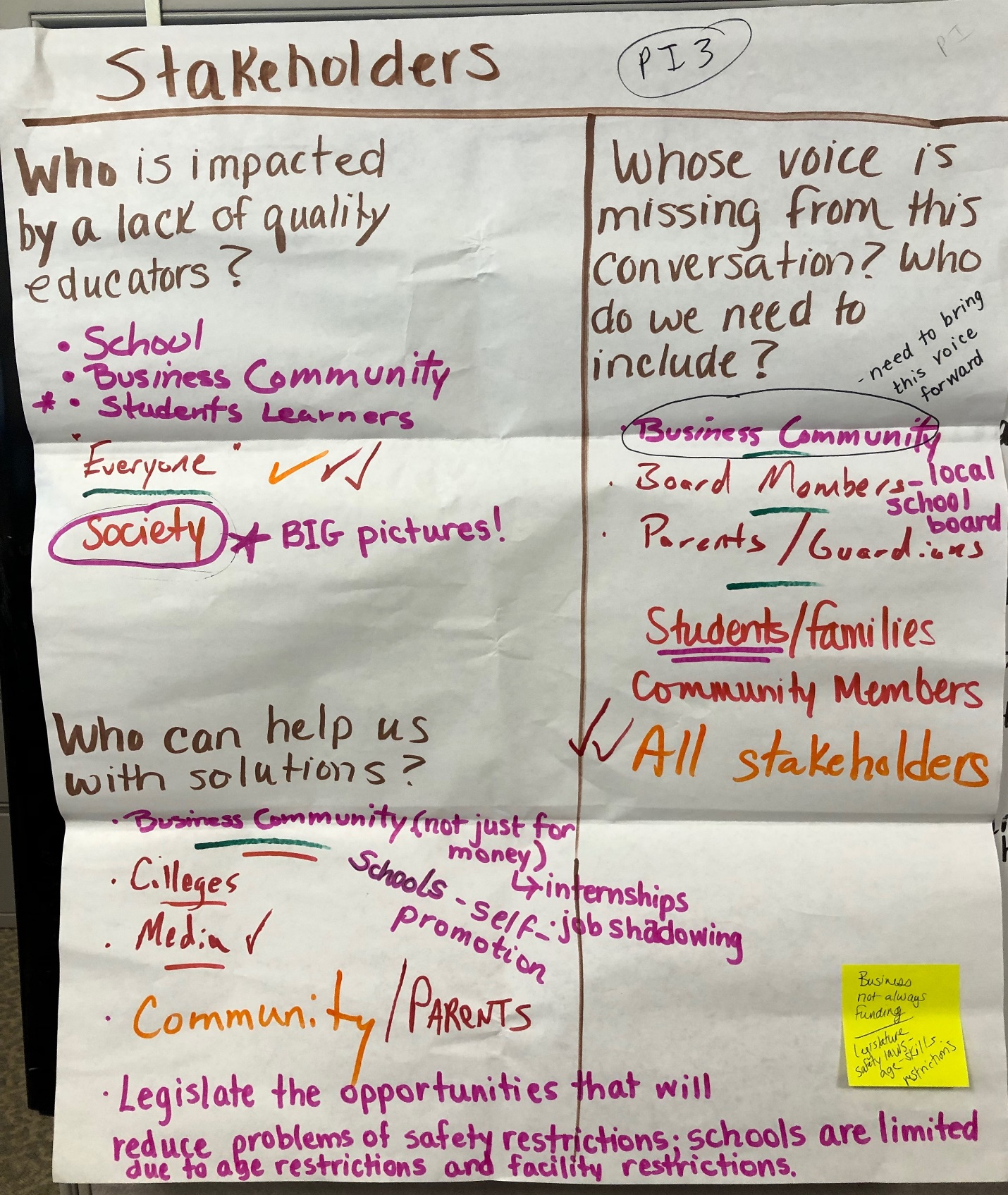
Presque Isle Recruit – Retain – 1 June 20, 2019

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| **Educator Recruitment and Retention**  **Challenges**   * Salary * Respect \*\*\*\* * Increased demand on educators (parenting)\*\* * Accountability\* * Ongoing feedback and training * Students more needy \*\*\* * School safety \* | **Solutions**   * Legislative action w/$40,000 base * Considering other rewards (personal days, health insurance, sick leave) * Having people value the profession * Increased support * Time for teachers to teach ad observe and mentor * PLC’s * Social workers and more counselors * Staff training |



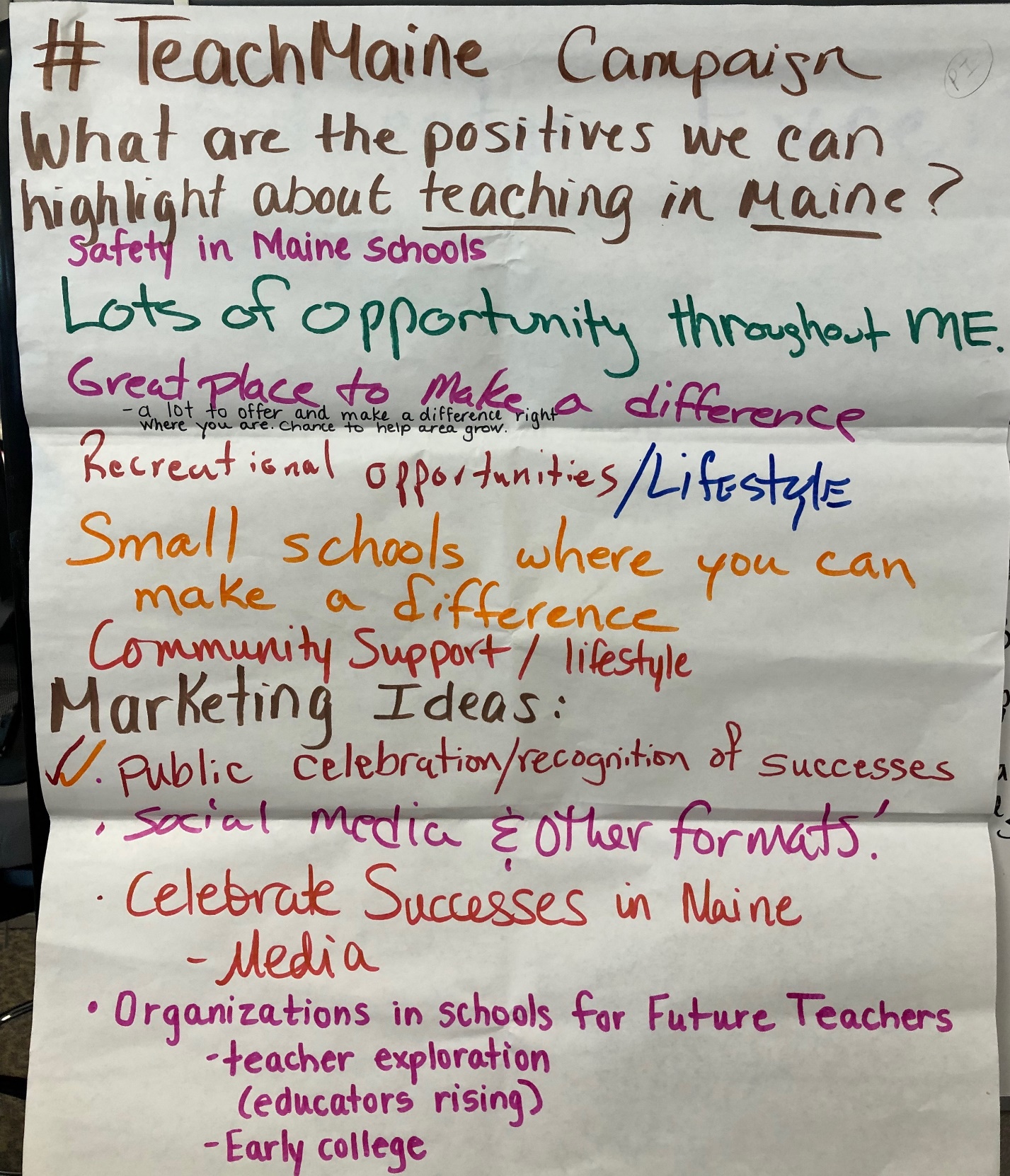
Presque Isle Recruit & Retain 2 June 20, 2019

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| Educator Recruitment and Retention  **Challenges**   * Money (salary and benefits) \*\*\*\*\*\* * School resource management * Teacher growth, advancement and opportunity to learn: is it available and encouraged? * Cost of living and location. Geography. * Negative perception of educators and education. \*\*\*\* * Low value of education from the public. \*\*\* | **Solutions**   * Local connections and relationships to support school. * Priorities and taking a hard look at what is important. (Sometimes decisions are hard.) * Provide opportunity and encourage growth. \*\*\* * Make the most to highlight where you work and live. 4-season rural living. * Promote school success – teachers and education. * Expanded communication beyond the school audience. |



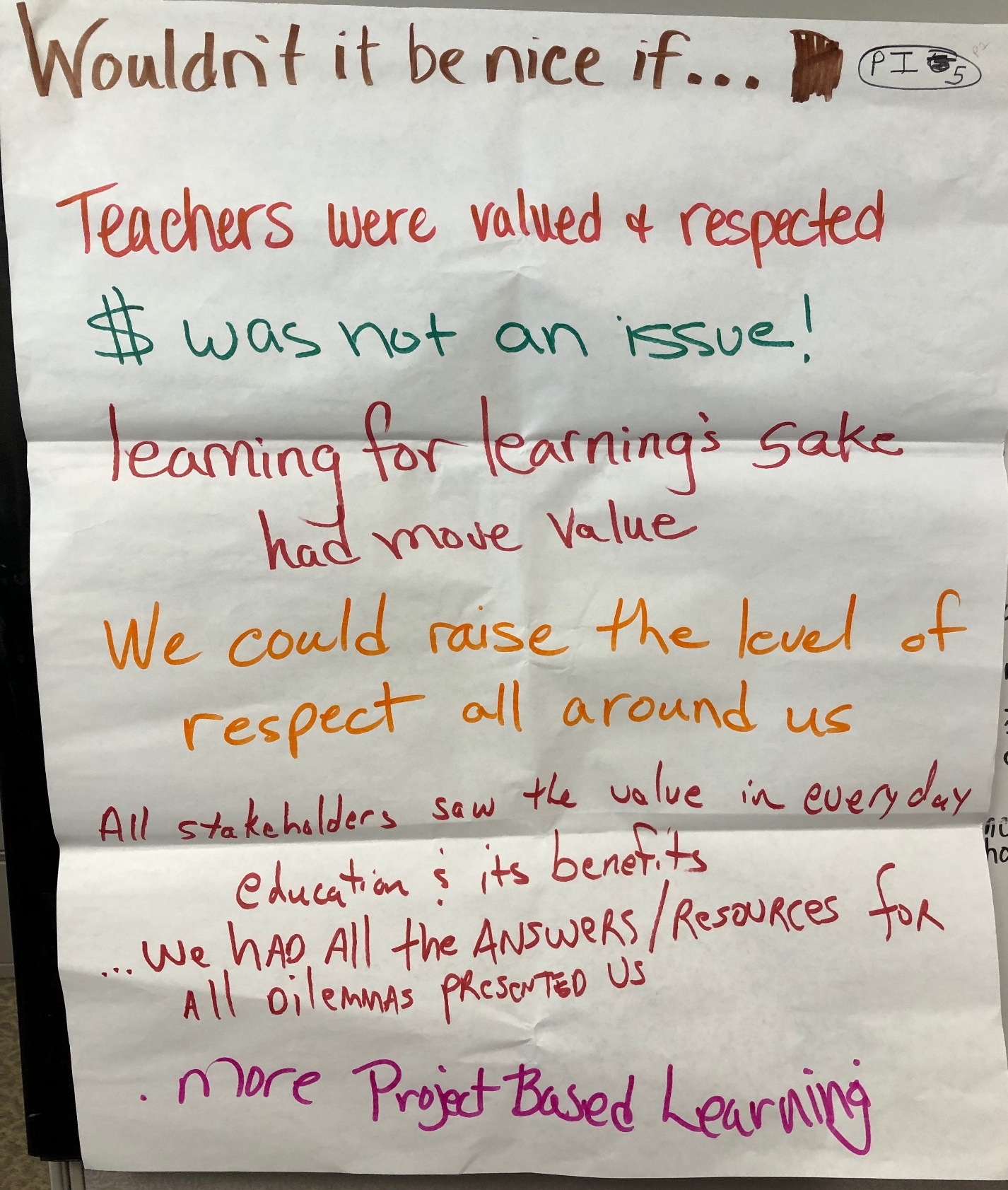
Presque Isle Stakeholders 3 June 20, 2019

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| **Stakeholders:**  **Who is impacted by a lack of quality educators?**   * School * Business Community * Students/learners\* * Everyone \*\*\* * Society – BIG pictures!   **Who can help us with solutions?**   * Business Community (not just for money- internships, job-shadowing (businesses not always being asked to fund) * Colleges * Media * Community/parents * Schools – self promotion * Legislate the opportunities that will reduce problems of safety restrictions; schools are limited due to age restrictions and facility restrictions (legislative safety laws – age- skill restrictions)   **Whose voice is missing from this conversation? Who do we need to include?**   * Business community – need to bring this voice forward * Board members – local school board * Parents/guardians * Students/families * Community members * All stakeholders \*\* |



Presque Isle #TeachMaine 4 June 20, 2019

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| **#TeachMaine Campaign**  **What are the positives we can highlight about teaching in Maine?**   * Safety in Maine Schools * Lots of opportunity throughout Maine * Great place to make a difference * A lot to offer and make a difference right where you are. Chance to help area grow. * Recreational opportunities/lifestyle * Small schools where you can make a difference * Community support/lifestyle   **Marketing Ideas**   * Public celebration and recognition of successes * Social media and other formats! * Celebrate successes in Maine * Media * Organizations in schools for future teachers * Teacher exploration – Educators Rising * Early college |

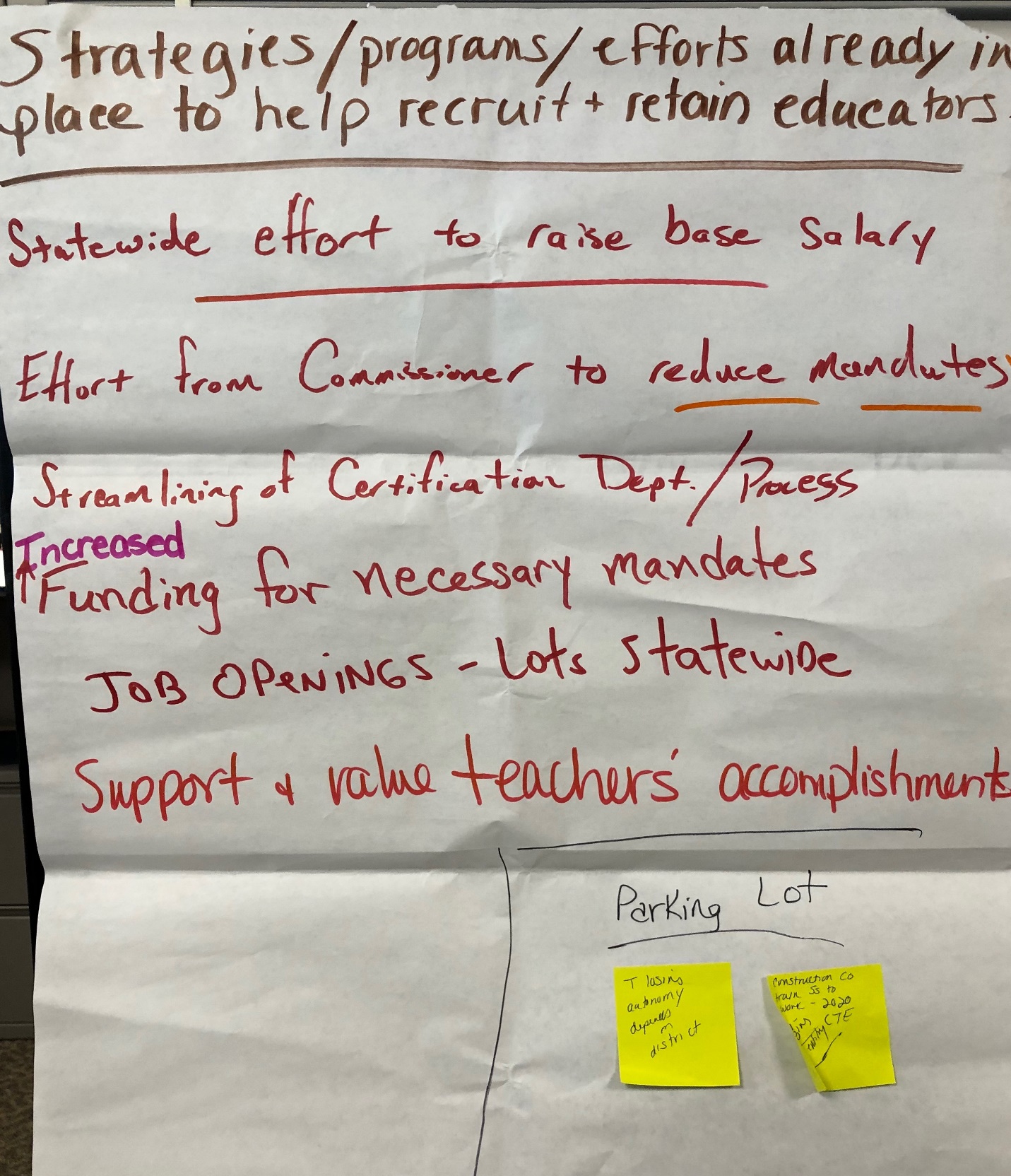


Presque Isle Wouldn’t it be nice if . . . 5 June 20, 2019

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| **Wouldn’t it be nice if . . .**   * Teachers were valued and respected * $ was not an issue * Learning for learning’s sake had more value * We could raise the level of respect all around us * All stakeholders saw the value in everyday education and its benefits * We had all the ANSWERS/RESOURCES for all dilemmas presented us * More project-based learning |

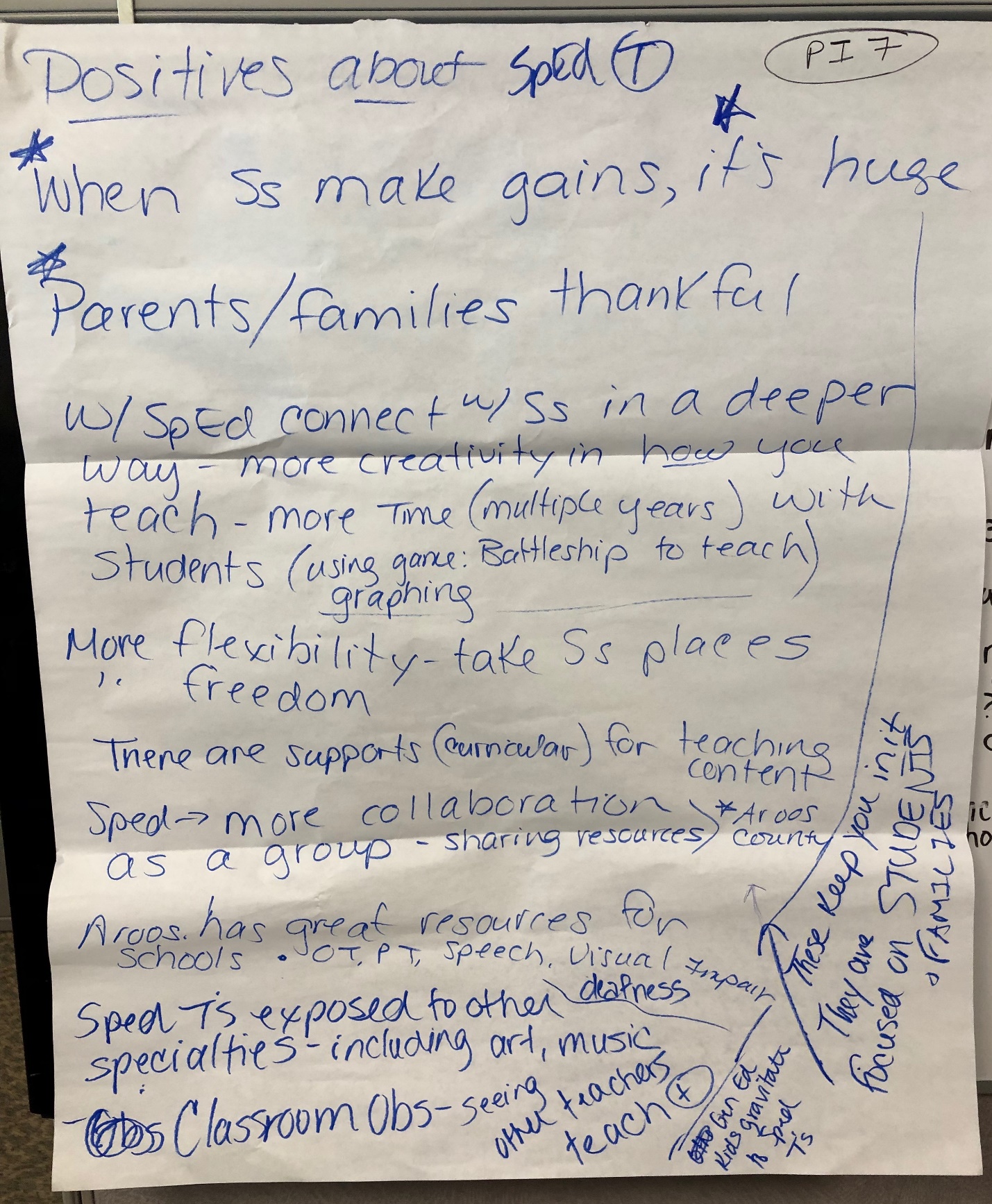
Presque Isle Wouldn’t it be nice if . . . 5 June 20, 2019

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Presque Isle Wouldn’t it be nice if . . . 5 June 20, 2019

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Presque Isle SpEd Positives 7 June 20, 2019

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| **Positives about being a Special Education teacher:**   * When students make gains, it’s huge\*\* * Parents/families thankful * With special education you connect with students in a deeper way- more creativity in how you teach -more time (multiple years) with students (for example: using game – Battleship to teach graphing * More flexibility – take students places- freedom * There are supports (curricular) for teaching content * Special education – more collaboration as a group sharing resources – Aroostook County (these keep you in it—they are focused on students and families) * Aroostook has great resources for schools: OT, PT, Speech, visual impairment, deafness * Special education teachers exposed to other specialties, including art, music, through classroom observations—seeing other teachers teach * General education kids gravitate to special education teachers |