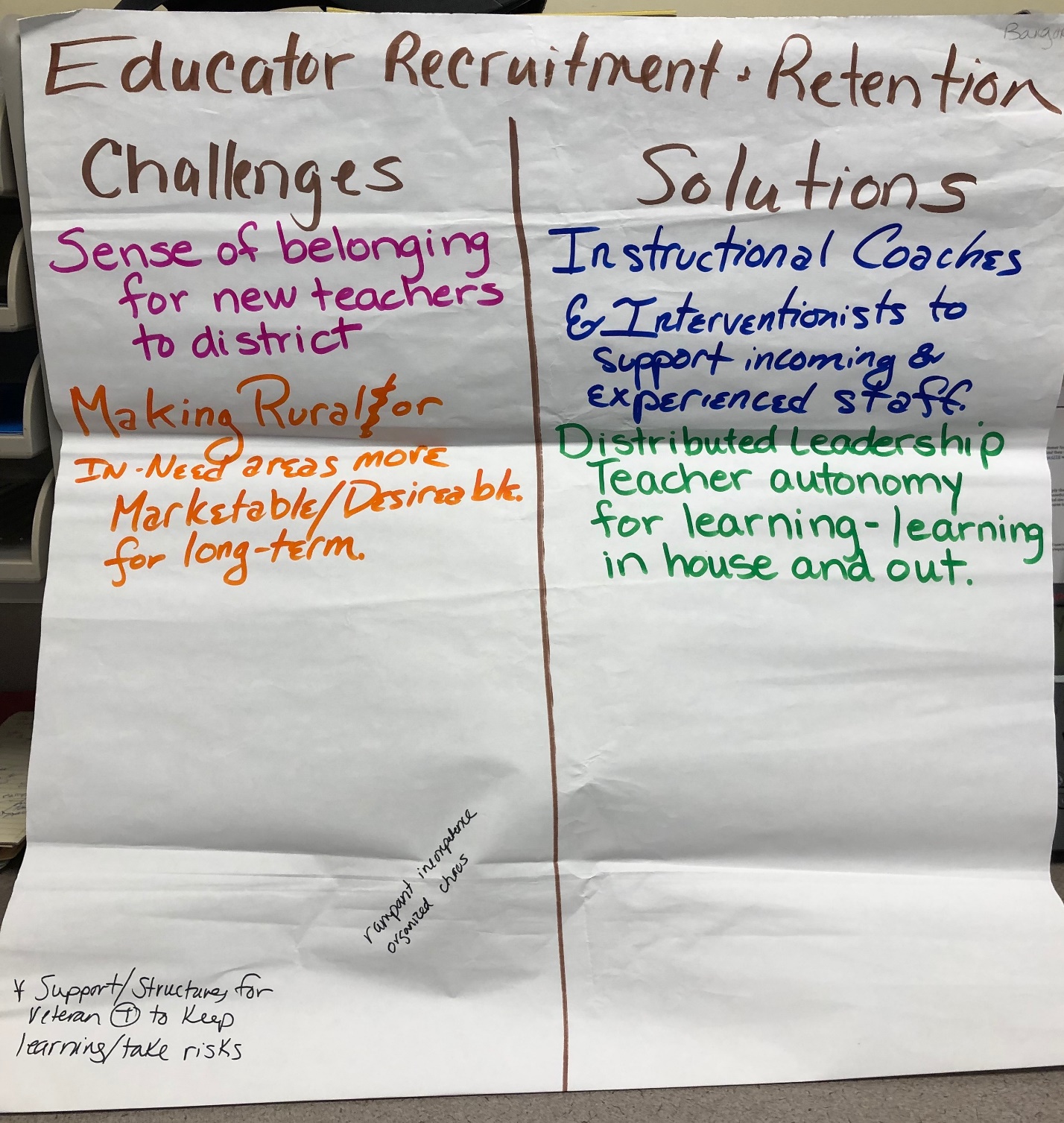
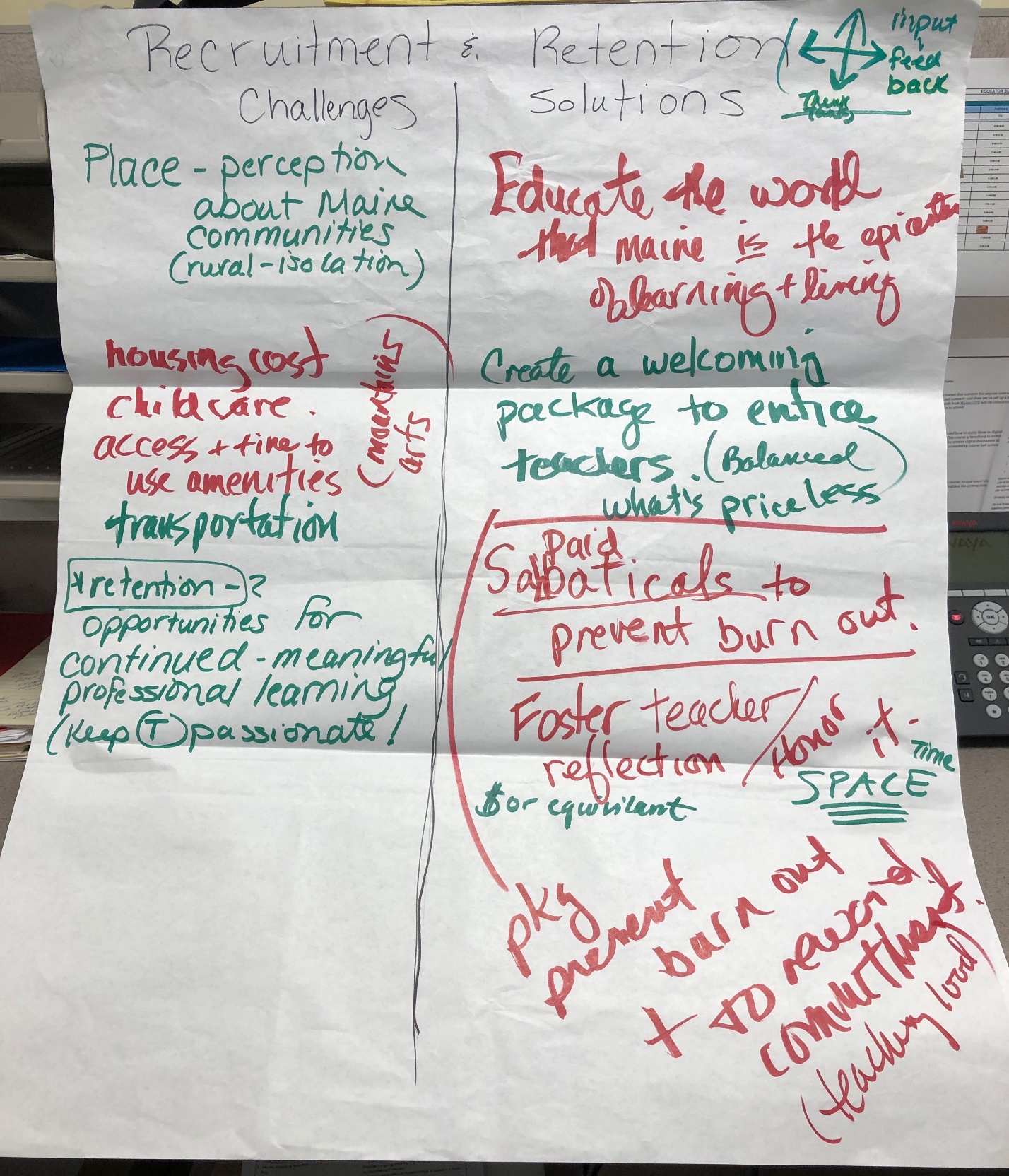
Bangor Recruit/Retain 1 June 13, 2019

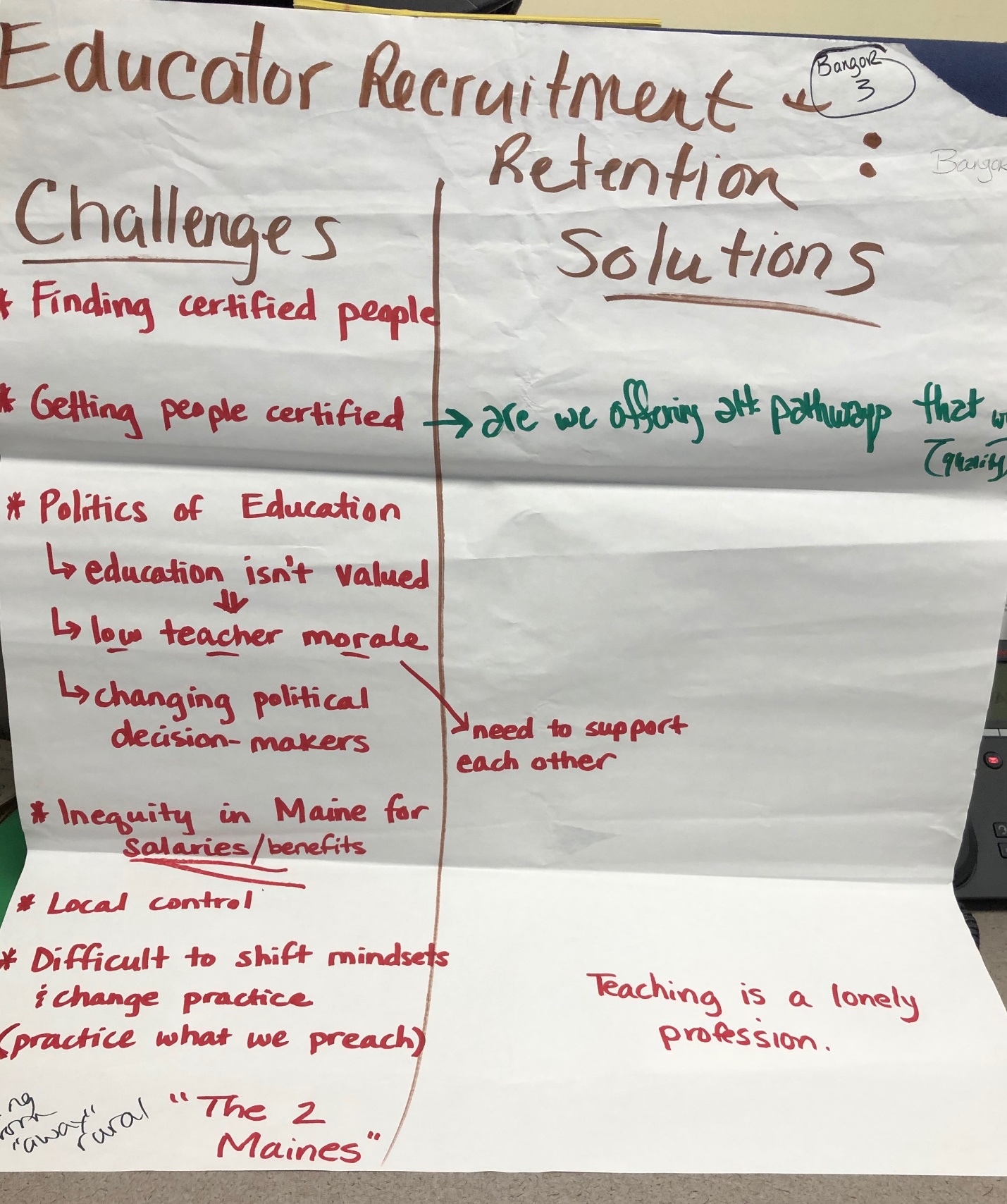


|  |  |
| --- | --- |
| Educator Recruitment and Retention  **Challenges**  Sense of belonging for new teachers to district  Making Rural or in-need areas more marketable/desirable for long-term.  Rampant incompetence  Organized chaos | **Solutions**  Instructional coaches and Interventionists to support incoming & experienced staff  Distributed leadership/teacher autonomy for learning –learning in house and out. |



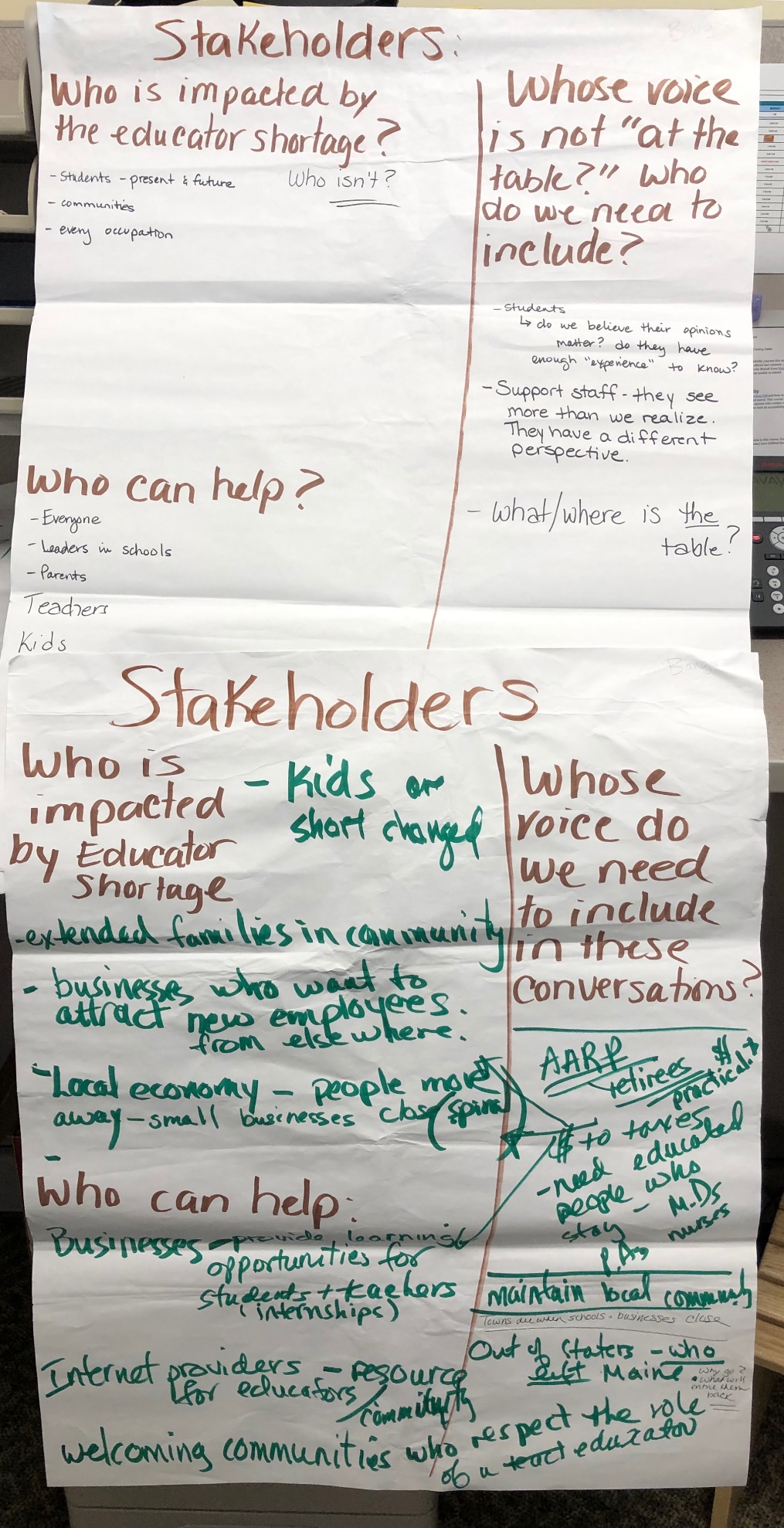
Bangor Recruit & Retain 2 6/13/19

|  |  |
| --- | --- |
| * Recruitment and Retention * **Challenges** * Place – perception about Maine communities (rural – isolation) * Housing cost * Childcare * Access and time to use amenities (mountains, arts) * Transportation * Retention: * Opportunities for continued meaningful professional learning – keeps T passionate! | **Solutions**  Educate the world that Maine is the epicenter of learning and living  Create a welcoming package to entice teachers (Balanced what’s priceless)  Package the following to prevent burnout and to reward commitment (teaching load):   * Paid sabbaticals * Foster teacher reflection/honor it * $ or equivalent * Time and space |



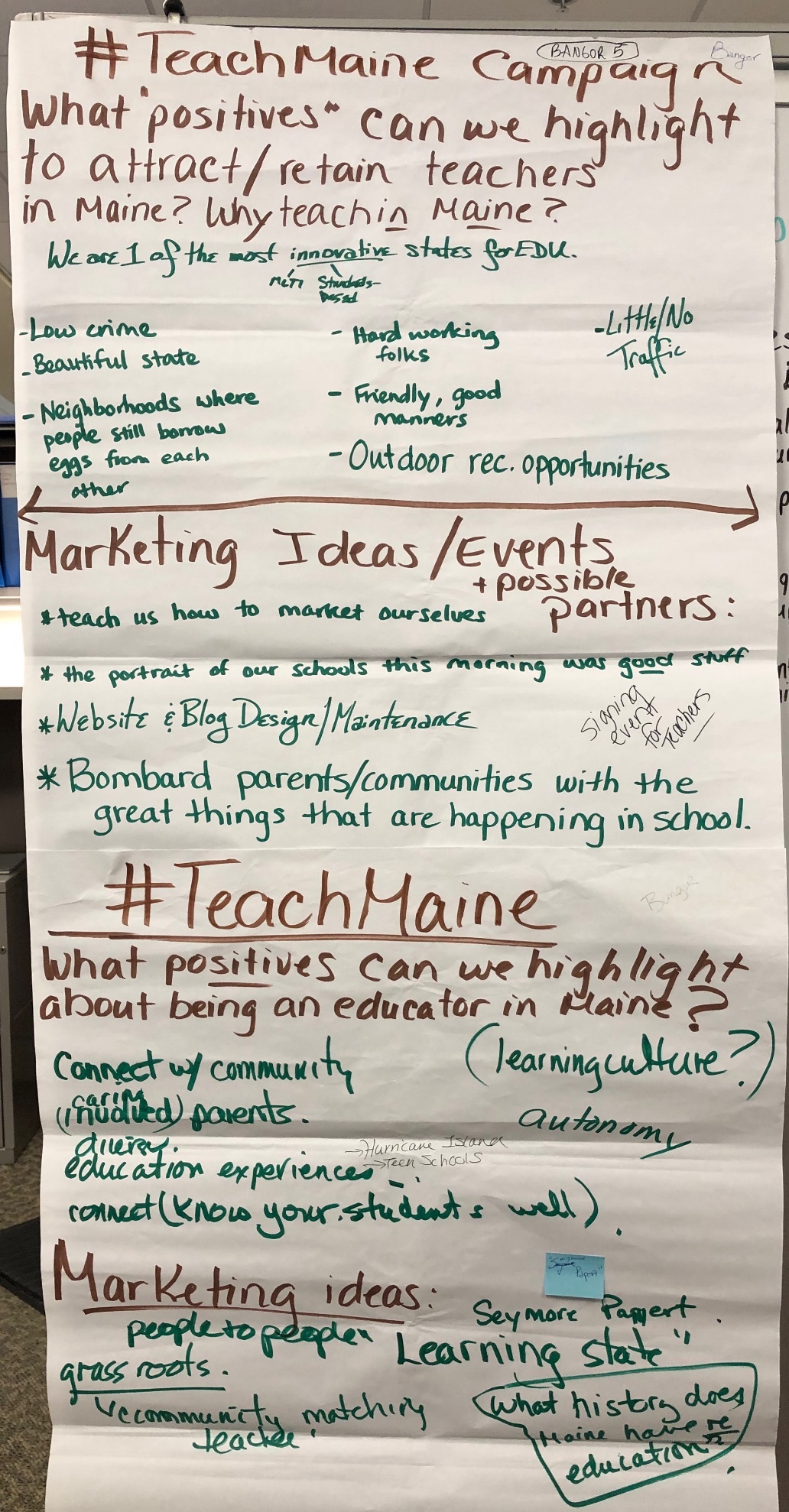
Bangor Recruit/Retain 3 June 13, 19

|  |  |
| --- | --- |
| **Educator Recruitment and Retention:**  **Challenges**  Finding certified people  Getting people certified →→→→→→→→→→→  Politics of Education:  Education isn’t valued  ↓  Low teacher morale →→→→→→→→→→→→    Changing political decision-makers  Inequity in Maine for salaries/benefits  Local control  Difficult to shift mindsets & change practice  (practice what we preach)  Being from “away” – rural  “The two Maines” | **Solutions**  Are we offering alt pathways that work (quality)?  We need to support each other  Teaching is a lonely profession |



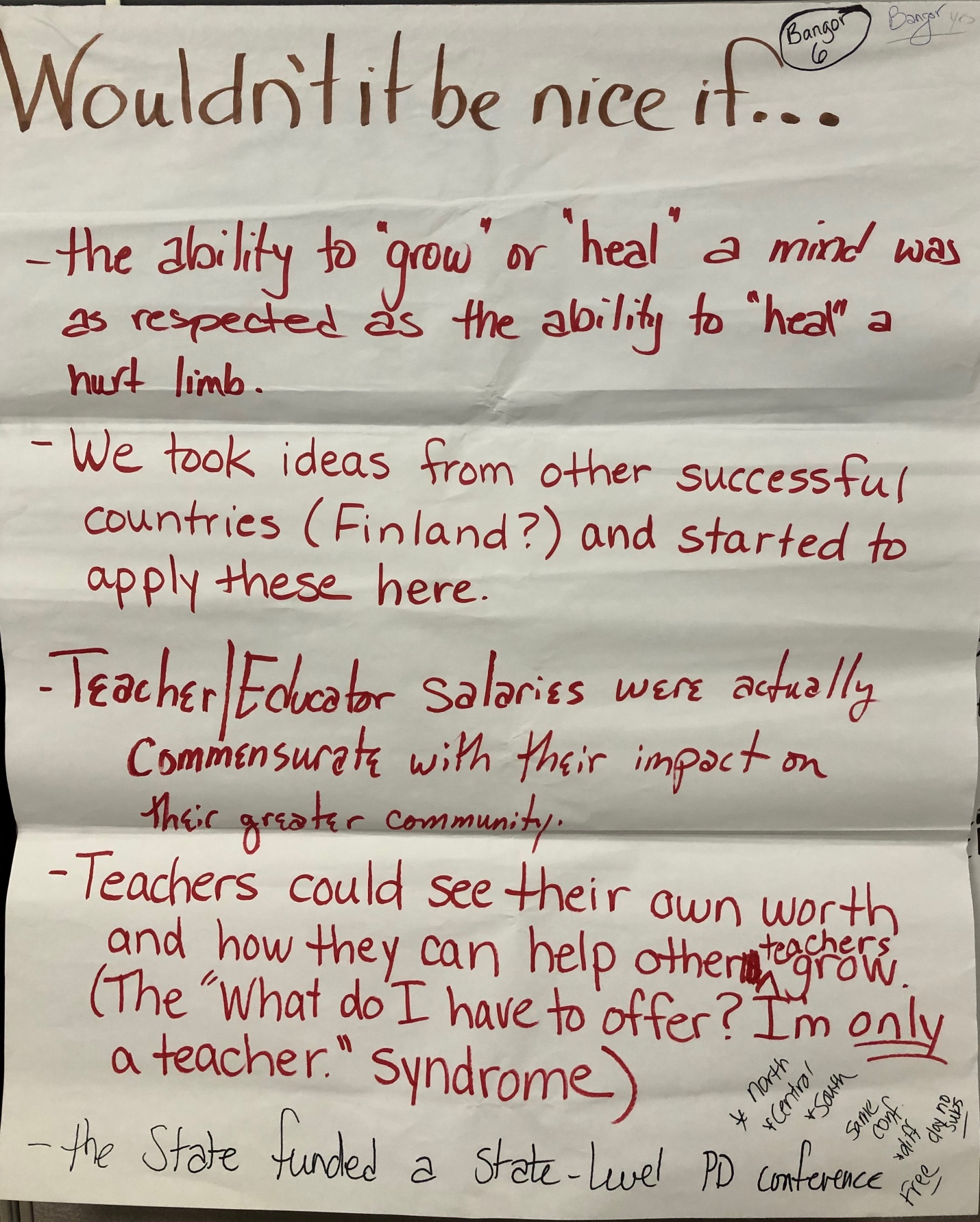
Bangor Stakeholders 4 June 13, 2019

|  |
| --- |
| **Stakeholders**  **Who is impacted by the educator shortage?**   * Students – present and future * Communities * Every occupation * Kids are shortchanged * Extended families in communities * Businesses who want to attract new employees from elsewhere * Local economy – people move away, small businesses close (spiral)   **Who can Help?**   * Everyone * Leaders in school * Parents * Teachers * Kids * Businesses: provide learning opportunities for students and teachers – internships * Internet providers: resource for educators/community * Welcoming communities who respect the role of education   **Whose voice is not “at the table?” Who do we need to include?**   * Students -do we believe their opinions matter? Do they have enough “experience” to know? * Support staff-they see more than we realize. They have a different perspective. * What/Where is the table? * AARP – retirees $ practical to taxes, need educated people who stay, M.D.s, P.A.s, nurses – maintain local community: towns die when businesses close * Out of staters who left Maine – why go? What will entice them back? |



Bangor #TeachMaine 5 June 13, 2019

|  |
| --- |
| **#TeachMaine Campaign**  **What “Positives” can we highlight to attract/retain teachers in Maine? Why teach in Maine?**  We are one of the most innovative states for EDU (MLTI – Standards-based)  Low crime  Beautiful state  Neighborhoods where people still borrow eggs from each other  Hardworking folks  Friendly, good manners  Outdoor recreation opportunities  Little/no traffic  Connect with community  Caring, involved parents  Diverse education experiences (Hurricane Island, Teen Schools)  Connect – know your students well  Learning culture  Autonomy  **Marketing Ideas**  Teach us how to market ourselves  The portrait of our schools this morning was good stuff (School Success Think Tank)  Website and blog design- maintenance  Bombard parents/communities with the great things that are happening in school.  People to people- grassroots – community matching teacher  Maine is a “learning state” – Seymour Papert- what history does Maine have in education? |



Bangor Nice If . . . 6 June 13, 2019

|  |
| --- |
| **Wouldn’t it Be Nice If . . .**   * The ability to “grow’ or “heal” a mind was as respected as the ability to “heal” a hurt limb. * We took ideas from other successful countries (Finland?) and started to apply these here. * Teacher/Educator salaries were actually commensurate with their impact on their greater community * Teachers could see their own worth and how they can help other teachers grow. (The “What do I have to offer? I’m only a teacher.” Syndrome). * The state funded a state-level conference – PD Conference Free - \*North \*Central \*South – same conference, diff day – no subs |

