Grow Your Own: A Systemic Approach to Securing an Effective Educator Talent Pool

An Introduction to Grow Your Own Programs
Grow Your Own Learning Series Overview
Grow Your Own Learning Series

Overview

**Purpose:** Support stakeholders in successfully developing and implementing Grow Your Own (GYO) programs to support an effective education talent pool.

**Audience:** Stakeholders interested in designing and implementing GYO programs including state education agencies, local education agencies, educator preparation programs and community organizations.

**Format:** A series of short, narrated, online modules focused on critical aspects of a GYO program.
GYO Learning Series Topics

1. An Introduction to GYO Programs
2. Using Data to Determine When and Why GYO
3. Developing a GYO Strategic Plan
4. Essential Components of a GYO Program
Module 1: Overview of GYO

Program Objectives

- Develop a common understanding of GYO program definitions, goals, structures, and stakeholders
- Discuss emerging research on GYO
- Explore emerging GYO programs
What Is GYO?
Defining GYO

A localized approach to developing a pipeline of educator candidates to meet local workforce needs

Plan and recruit for specific workforce needs:

- School-level shortages
- Subject-level shortages
- Community demographics
Common GYO Structures

Precollegiate:
High school students participate in cocurricular programs/career exploration courses.

Community Focused:
District provides support to current school staff for vacant teaching positions.

University Initiated:
Preparation providers and districts codesign clinical experiences and coursework.
Common GYO Program Goals

1: Ensure equitable access to effective educators for all students.
2: Diversify the teaching workforce.
3: Support student career exploration.
4: Increase students’ college and career readiness.
5: Meet local workforce needs.
Key GYO Stakeholders

- State Leaders
- District Leaders
- Parents/Families
- School Leaders
- Teachers
- Teacher Unions
- School Counselors
- Educator Preparation Programs
Making the Case for GYO Programs

(Limited) Research on GYO Programs
60% of teachers teach within 20 miles of their high school (Reininger, 2012).

Teachers from rural communities are more likely to teach in rural schools (Cannata, 2010; Engel, Jacob, & Curran, 2014).

Rural school districts struggle more than urban and suburban districts to recruit and retain highly prepared teachers (Gibbs, 2000; Monk, 2007; Hodges, Tippins, & Oliver, 2013).
Diversifying the Teacher Workforce

- **Teachers of color** reflecting student demographics have positive student effects.

- The educator pipeline **loses potential teachers** at various stages of a student’s career pathway (Ahmad & Boser, 2014).

- GYO initiatives recruiting and supporting teachers of color **have higher retention** in hard-to-staff positions (Achinstein, Ogawa, & Freitas, 2010).

- **More likely to want to** work in schools with a large minority population (Villegas & Irvine, 2010; Achinstein et al., 2010).
Effectiveness of Career Pathways Programs

Career and technical education (CTE) serves 94% of all high school students.

CTE concentrator high school graduation rate is 93%, compared to 80% for non-concentrators.

91% of high school graduates who earned 2–3 CTE credits enrolled in college.

High school students involved in CTE are more engaged, perform better, and see higher earnings.

Source: ACTE 2018.
Emerging GYO Programs
Example GYO Programs

- Educators Rising
- Recruiting Washington Teachers
- Teacher Cadets South Carolina
- Grow Your Own Illinois
- Texas Education Agency


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