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

Using Data to Determine When and Why to Grow Your Own
Module 2: Using Data to Determine When and Why To Grow Your Own Objectives

- Understand how Grow Your Own (GYO) supports talent development.
- Identify sources of data to inform GYO.
- Discuss how GYO can address equity and workforce diversity.
How GYO Supports Talent Development
Talent Development Framework

Source: Center on Great Teachers and Leaders, 2014.
Using Data to Inform GYO
Using Data to Identify Local Needs

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<th>Attract</th>
<th>Prepare</th>
<th>Develop, Support, Retain</th>
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<td>• Preparation program enrollment</td>
<td>• Program completer rates</td>
<td>• Retention</td>
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<td>• Alternative route enrollment</td>
<td>• District/school recruitment and</td>
<td>• Shortages</td>
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<td>• Hard-to-staff schools and subjects</td>
<td>placement</td>
<td>• Workforce diversity</td>
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<td>• Student career interest inventories</td>
<td>• Preparation quality</td>
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When Is GYO the Right Strategy?

- Attracting teachers who are likely to stay in the community
- Increasing parity between student and teacher populations
- Cultivating a teaching workforce that reflects community demographics
GYO and Talent Development

Where are we losing candidates and teachers?

Hiring Funnel

- Student Population: 3000
- Public School Enrollment: 2700
- High School Graduation: 2600
- Postsecondary Enrollment: 1900
- Teacher Preparation Program Applied: 1500
- Teacher Preparation Program Admitted: 1100
- Teacher Preparation Program Enrollment: 1000
- Education Bachelor's Degree Conferred: 600
- Pass State Licensure Test Certified: 500
- Submitting Applications: 480
- Passing Initial Screening: 300
- Participating in District Interviews: 200
- Participating in School Interviews: 140
- Selected: 130
- Accepted Offer: 85
- 3-Year Retention: 82
- 5-Year Retention: 1
How GYO Can Address Equity and Workforce Diversity
GYO and Workforce Diversity

Development of Gaps

Student Population
Public School Enrollment
High School Graduation
Postsecondary Enrollment
Teacher Preparation Program Applied
Teacher Preparation Program Admitted
Education Bachelor's Degree Conferred
Pass state licensure test
Certified
Submitting Applications
Passing Initial Screening
Participating in District Interviews
Participating in School Interviews
Selected
Accepted Offer
3 Year Retention
5 Year Retention

Percent White
Percent Non White
GYO and Workforce Diversity

Parity Gaps (Mock Data)

- White: -30%
- African American: 19%
- Latino/a: 8%
- Asian American: 1%
- Native American: 2%
- Non-White Combined: 30%

Legend:
- Percent Student Population
- Percent Teacher Population
Considerations for Equity-Driven GYO Programs

1. Clearly define equity gaps.
2. Prioritize local data and decision making.
3. Involve the community.
4. Design and monitor for impact in the highest need schools.


References Cont’d

