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

Essential Components of a Grow Your Own Program
Module 4: Essential Components of a Grow Your Own Program

- Identify essential components of three structures of Grow Your Own (GYO) programs.
- Begin to plan for realizing these essential components in your context.
Common GYO Structures

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

- On-ramp to a traditional prep program

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

- Paraprofessionals, aides, substitute teachers
- Alternative certification

**University Initiated:**
Preparation providers and districts codeign clinical experiences and coursework.

- Student teaching
- Residencies
Essential Components of Precollegiate GYO Programs

- **Content**
  - Alignment with continuum of professional knowledge and skills
Essential Components of Precollegiate GYO Programs

- Delivery model
  - Cocurricular, credit-bearing program
  - Work-based learning experiences for students
Essential Components of Precollegiate GYO Programs

- **Personnel**
  - Day-to-day facilitation by highly skilled teacher leaders
  - Active engagement from local education agency (LEA) (superintendent, career and technical education [CTE], human resources, teacher quality) and school-based staff
Essential Components of Community-Focused GYO Programs

- **Content**
  - Accelerated format, high-leverage skills/knowledge

- **Delivery Model**
  - Cohort-based program
  - Subsidized preparation via district or college of education

- **Personnel**
  - Paraprofessionals, school-based staff
  - Coordination between LEA and prep program
Essential Components of University-Initiated GYO Programs

- **Content**
  - Clinical-based educator prep

- **Delivery Model**
  - Student teaching internships with mentoring

- **Personnel**
  - Hands-on educator prep program coordination
  - LEA manages student teachers in extended job interview
Begin to plan for realizing these essential components in your context

- Which recruitment model(s) are the best fit for our short- and long-term needs?
- What would this look like operationally if we succeeded?
- Who should be our first calls?
- Who are our “must have” allies?
- How can we broker effective alliances among stakeholders who typically may be in silos? What is the first step?
References


References Cont’d


References Cont’d


University of Texas at Austin, College of Natural Sciences. Austin, TX: UTeach Institute. Retrieved from https://www.uteach-institute.org/

Virginia Beach City Public Schools. Great dreams need great teachers. Virginia Beach, VA: Retrieved from http://www2.vbschools.com/greatteachers/