



Agenda

Teach CTE: A National Teacher Recruitment and Retention Summit

The Summit is a national convening led by ACTE to bring together CTE educators and key CTE education stakeholders to discuss teacher recruitment and retention promising practices and ways to replicate those practices via a national strategy. Central to this work will be the use of common data, collaboration in sharing promising practices and sustainable alignment.

Wednesday, February 26

Travel day and kick-off

3:30-5:30 p.m.

Registration – State Room lobby

5:30-7:30 p.m.

Evening reception – Harbor Lights Room

Welcoming Remarks

- Nancy Trivette, *President, ACTE*
- Broward County Public Schools, Career, Technical, Adult, Community Education:
 - Christy Bradford, *Curriculum Supervisor*
 - Lucille Flynn, *Curriculum Supervisor*
 - Brian King, *Curriculum Supervisor*

Thursday, February 27

Breakfast on your own

Note: Most sessions take place in **State Room C**. Breakouts will be designated during the event.

8:00 a.m. – 8:20 a.m.

Session 1: Why We Are Here and Where We Are Going!

In 2017, ACTE's Board of Directors voted to support ACTE's Region III states (IA, IN, IL, MO, MN and WI) with funding to explore teacher recruitment and retention issues with a focus on how to address teacher pipeline issues within the region, and to share nationally. Learn about the initiative and ACTE's priorities – past, present and future – to address teacher pipeline needs.

- Nancy Trivette, *President, ACTE*
- Lisa Stange, *Education Consultant, Iowa Department of Education & ACTE Region III Vice President*
- Cindy Stover, *Illinois ACTE, Executive Director*

8:20 – 9:30 a.m.

Session 2: The Role of Data in Addressing the Teacher Pipeline

Addressing teacher recruitment and retention begins with a foundation of data. Hear from an expert panel about the state of data as it relates to the CTE teacher pipeline issue, as well as thoughts concerning data gaps and how to address them.

- Dr. Alisha Hyslop, *Director of Public Policy, ACTE*
- Jean Kelleher, *Division Manager for Program Standards and Quality Assurances, Bureau of Career and Technical Education, Pennsylvania Department of Education*
- Dr. Carol Werhan, *Clinical Associate Professor, Family and Consumer Sciences Education, Purdue University*

Moderator: Lisa Stange, Education Consultant, Iowa Department of Education & ACTE Region III Vice President

9:30 – 10:00 a.m.

Session 3: Data Table Talk: Reacting To, and Sharing, What We Know

During the course of this event, we would like to collect ideas on the best ways to build a national strategy to support CTE programs' recruitment and retention efforts. Attendees will consider the data panel and provide feedback and additional input related to the importance of data collection.

10:00 – 10:15 a.m.

Break

10:15 – 11:15 a.m.

Session 4: Breakout Tables: Recruitment and Retention Promising Practices

This session includes three 20-minute intervals to visit with three different tables to learn and have questions answered about their promising work.

- **Table A: Recruiting New and Diverse Teacher Candidates**

This breakout discussion will explore recruiting and training immigrant professionals to work as CTE teachers, including those who are industry experts, STEM specialists, or were teachers in their home countries. Almost four million internationally-trained, work-authorized immigrant professionals live and work in the U.S. These accomplished multicultural professionals can be a source of much-needed teaching talent, educator diversity, and global perspectives in CTE classrooms.

- Jeffrey Gross, *Senior Advisor, World Education Services Global Talent Bridge*

- **Table B: Teach CTE State Event**

Look at Montana's approach to recruitment for a new generation of CTE Teachers. Expanding upon their "Tagged to Teach Ag" efforts, a collaboration of teacher preparation programs, Montana ACTE and the Office of Public Instruction CTE Specialists are recruiting high school students into the profession of education. They have a "Teach CTE Day" that invites high school students interested in four of the five CTE areas in Montana to the campus of Montana State University to engage in a day long "Teach CTE" experience. Highlighting both formal and informal education options through CTE and Extension education, students get to work with high school teachers, college faculty, college students and state staff to explore the rewarding career and educational opportunities.

- Shannon Boswell, *Agricultural Education Specialist, Montana Office of Public Instruction*

- **Table C: Early Career Programs**

From a "back of a napkin idea" to a full-scale engagement recruitment program with support from partnering organizations and funding, we said "Yes to FCS." At this round table, we will explore together lessons learned and how to continue the momentum of the FCS education recruitment campaign and replicate this effort to recruit CTE students to Teach CTE. Bring your open minds and ideas – and maybe a napkin or two – so we can draft together the next phase of implementation.

- Sandy Spavone, *Executive Director, FCCLA*

- **Table D: Mentoring for New Teacher Development and Success**

At this breakout table you will learn about the two major mentor roles and successful practices for mentor selection and support. Aspects impacting a successful mentoring relationship will be shared with you, as well as current and future ideas for mentoring communication and feedback. Lessons learned from the Minnesota Teacher Induction Program (TIP) and relevant research form the basis for this breakout table. Bring your questions, experiences, and join the conversation!

- Dr. Brad Greiman, *Associate Professor, Agricultural Education, Communication and Marketing, University of Minnesota*

- **Table E: Nebraska Alternative License Teacher Support**

Attracting, training, and retaining alternatively certified teachers into a CTE program can be difficult. Learn strategies that have been utilized to bring both industry professionals and current teachers with related expertise into agricultural education classrooms in Nebraska. Our discussion will include sharing policies of the DoE and CTSO board of directors in addition to support strategies involving undergraduate/graduate-level coursework, monthly communication, targeted professional development, and mentoring.

- Matt Kreifels, *Associate Professor, Institute of Agriculture and Natural Resources, Agricultural Education Teaching, University of Nebraska-Lincoln*

- **Table F: Missouri System of Support for Alternately Certified CTE Teachers**

Missouri's Career & Technical Teacher Education (CTTE) program builds a system of support for alternately certified CTE teachers. Using existing coursework and SREB's "Teaching to Lead" program as a basis, the University of Central Missouri constructed a "just-in-time" regional cohort program for teachers directly from industry. Learning is scaffolded with mentor and administrator support over a two-year period with the same university instructor to fulfill state certification coursework. This round table will share this model and engage participants in discussing ways to build similar support systems for alternately certified CTE teachers from industry.

- Dr. Michelle Conrad, *Assistant Professor, School of Professional Education & Leadership, University of Central Missouri*
- Scott Warren, *Director of Making Schools Work, SREB*

- **Table G: Enhancing Self-efficacy for Teaching and Retention: Development of a CTE Teacher Mentorship Program**

Dr. Karen Alexander (TTU), Dr. Katy Blatnick-Gagne (IDOE) and Dr. Dawn Mallette (CSU) completed a research study that examined the opportunity to create an effective mentorship program that will increase the self-efficacy of Family and Consumer Sciences teachers, and in return contribute to teacher retention rates. Through their research, they are proposing the creation of a national CTE mentorship program. Dr. Alexander and Dr. Blatnick-Gagne will share how mentorship programs can aid pre-service and novice teachers' self-efficacy to increase retention rates of educators across the nation.

- Dr. Karen Alexander, *Associate Professor, Family and Consumer Sciences, Texas Tech University*
- Dr. Katy Blatnick-Gagne, *Education Consultant, Iowa Department of Education*

- **Table H: South Carolina Alternative CTE Teacher Certification and Incentives**

South Carolina has two tracks for entering the CTE teaching profession in the State. Learn about the State's approach to teacher induction, certification and mentoring for educators who transition from business and industry, including the courses and requirements to support their pedagogical skills.

- Steve Senf, *CTE Work-Based Certification Coordinator, South Carolina Department of Education*

11:15 – 11:30 a.m.

Move back to general session room

11:30 a.m. – 12:30 p.m.

Session 5: The National Teach Ag Campaign: A Success Story

The National Association of Agricultural Educators realized an opportunity to address the teacher shortage in their profession leading to an effective national campaign that uses data, strategic programming and best practices to raise awareness of the need to recruit and retain high quality and diverse agriculture teachers. TeachAg encourages others to Teach Agriculture and celebrates the positive contributions agriculture teachers make in our schools and communities.

- Ellen Thompson, *Director, National Teach Ag Campaign Project*

12:30 – 1:30 p.m.

Lunch

Session 6: CEV sponsor remarks

- Clayton Franklin, *Partner/VP of Brand Management, CEV*

Session 7: Organization for Economic Cooperation and Development (OECD) remarks

- Dr. Rodrigo Torres, *Policy Analyst, Vocational Education and Training Team, OECD Centre for Skills*

1:30 - 2:30 p.m.

Session 8: The Future of Teacher Preparation

For years, the CTE community has lamented the reduction in the number of traditional teacher education programs. At the same time, the number of alternative routes to teaching have increased. How do we ensure that all programs provide students the appropriate mix of content knowledge and pedagogy?

- Dr. Banhi Bhattacharya, *Accreditation Director, Research and Annual Report, Council for the Accreditation for Educator Preparation*
- Dr. Chris Zirkle, *Associate Professor, Department of Education Studies, Ohio State University*
- Dr. Michelle Conrad, *Assistant Professor, School of Professional Education & Leadership, University of Central Missouri*
- Dr. Michelle Aldrich, *Career Technical Education State Director, Wyoming Department of Education*

Moderator: Alisha Hyslop, Director of Public Policy, ACTE

2:30 – 3:00 p.m.

Session 9: Teacher Prep Table Talk: Reacting To, and Sharing, What We Know

Continuing in our effort to collect ideas on the best ways to build a national strategy to support CTE programs' recruitment and retention efforts, attendees will consider the Teacher Preparation panel and share what they know related to the topic.

3:00 – 3:20 p.m.

Afternoon break (snacks and refreshments)

3:20 – 4:30 p.m.

Session 10: High School Teacher Pathways Grants: Progress and Lessons Learned

In 2017, the U.S. Department of Education's Office of Career, Technical, and Adult Education launched the High School Career and Technical Education Teacher Pathway Initiative (CTE-TPI). This initiative, funded by Perkins National Programs, focuses on increasing the supply of high school CTE teachers available to teach students in CTE programs that align to in-demand industry sectors or occupations in States and communities where shortages of such teachers exist. Hear grantees discuss the progress of their grants and some of the challenges met along the way.

Moderator: Laura Messenger, Education Program Specialist, , Office of Career, Technical, and Adult Education, U.S. Department of Education

- *The School Board of Broward County: The Broward Educating Superior Technology Teachers (BESTT) program seeks to increase the supply of high school CTE teachers in Computer Science (CS) and Information Technology (IT) because CS/IT In-Demand industry occupations compose approximately 39% of the hard and system specific skills gap in Broward County, Florida.*
 - *Christy L. Bradford, Curriculum Supervisor, CTACE, Broward County Public Schools*
 - *Christine Lamb, Curriculum Supervisor, CTACE, Broward County Public Schools*
 - *Christine Rowan Rodriguez, Curriculum Facilitator, CTACE, Broward County Public Schools*
- *Southeast Kansas Education Service Center: Southeast Kansas Education Service Center seeks to create a Kansas Statewide CTE Mentoring Network to improve retention of CTE teachers in program areas aligned with Kansas' In-Demand occupations.*
 - *Dr. Greg Belcher, Director, Kansas Center for Career & Technical Education, Pittsburg State University*
 - *Dr. Kevin Elliott, Associate Professor, Technology and Workforce Learning, Pittsburg State University*
- *New Jersey Department of Education: The New Jersey Department of Education's High School CTE Teacher Pathway Initiative project seeks to increase the supply of high school CTE teachers in program areas aligned with New Jersey's In-Demand industry sectors of Advanced Manufacturing; Life Sciences; Healthcare; Technology; Transportation, Distribution, and Logistics; Food Manufacturing; and Construction & Utilities.*
 - *Lisa Haberl, Education Program Specialist, Office of Career Readiness, New Jersey Department of Education*

- *Portland Community College: The Oregon High School CTE Teacher Pathway project seeks to increase recruitment and retention of skilled high school CTE teachers in program areas aligned with the In-Demand industry sectors of Healthcare, Construction, Advanced Manufacturing, and Information Technology.*
 - *Julie Puris, Coordinator, Pathways to CTE Licensure, Portland Community College – Cascade Campus*
- *Tennessee Department of Education: The Tennessee Department of Education's Experienced Professionals in the Classroom (EPIC) project seeks to improve recruitment, preparation, and retention of effective CTE educators for program areas aligned with Tennessee's In-Demand industry sectors of Advanced Manufacturing, Health Science, and Information Technology.*
 - *Rebecca Murphy, Educator Preparation Provider Specialist, Rutherford County Public Schools*

For additional information on the individual High School CTE Teacher Pathway grantees, please review Session 10 information in the Google Drive.

4:30-5:00 p.m.

Session 11: Closing Session and Next Steps with Education Leader Remarks

We will review the day's activities and highlights of the discussion as well as remarks posted on the CTE Teach social media wall.

- *Nancy Trivette, ACTE President*
- *Stephen DeWitt, ACTE Deputy Executive Director*

Dinner on your own

Friday, February 28

8:00-9:00 a.m.

Breakfast

9:00-11:30 a.m.

Session 12: Shaping the National Advocacy Agenda: Planning to Move the Agenda Forward

Teach CTE Summit Reflection Panel

- Dan Belcher, *Director of Workforce Development, NCCER*
 - Jeralyn Jargo State Director, *CTE, Minnesota State Colleges & Universities*
 - Cynthia Pellock, *Director, Professional Personnel Development Center for Career and Technical Education/Professor of Education, Penn State University*
- Moderator: Stephen DeWitt, Deputy Executive Director, ACTE*

Table Teams Work on Refining the Agenda

Attendees will lend their voice and ideas to help shape the future agenda! This session will include feedback from the previous day's activities including recommendations identified related to the following themes:

- Acquisition and Use of Data
- Knowledge and Pedagogy
- Recruitment and Retention practices

11:45 a.m.-12:00 p.m.

Final Thoughts and Closing

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