



Teach Kentucky

National Recruitment for Local Education

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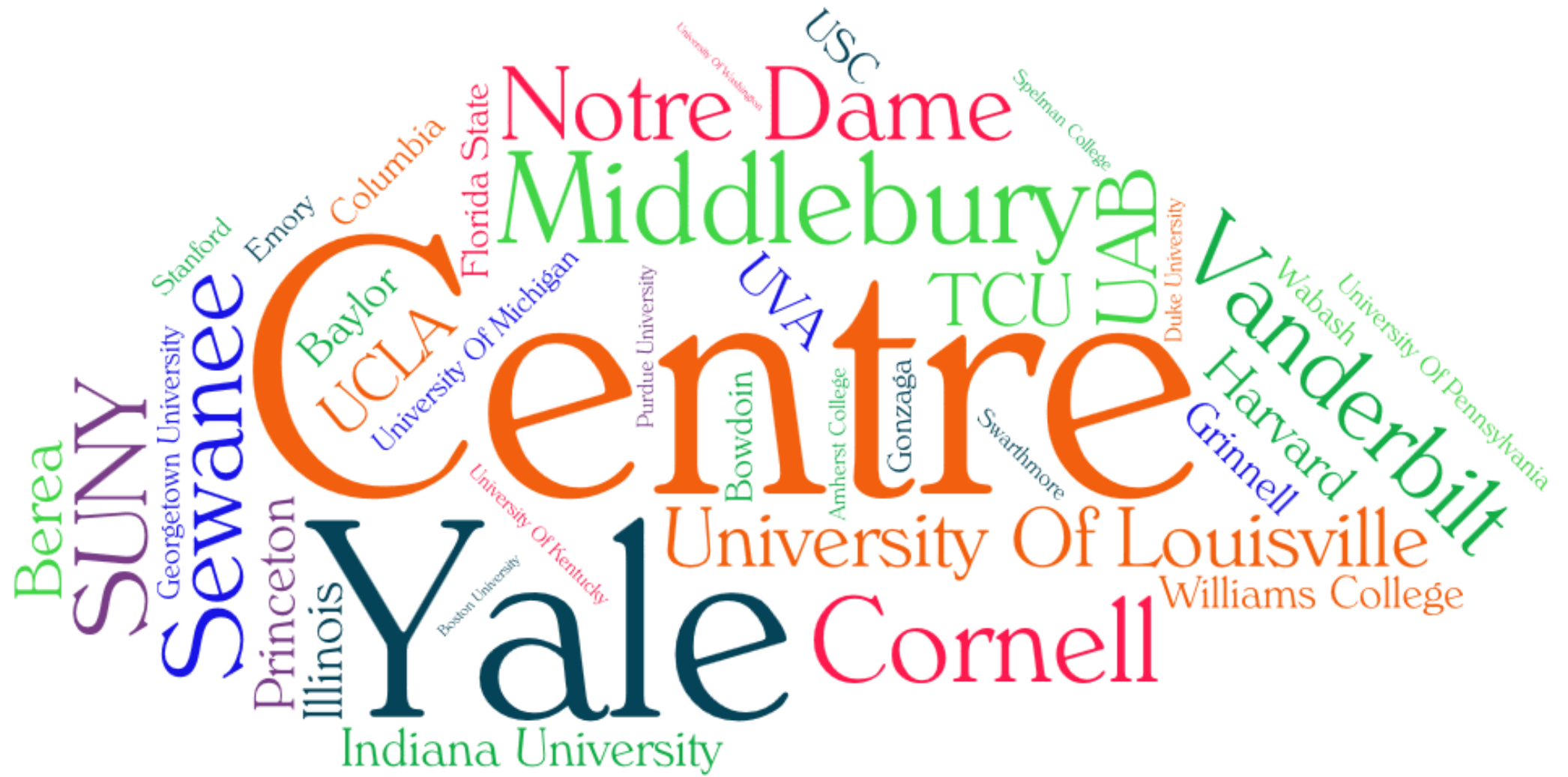
National Recruitment for Local Education

- Bring new teachers to Jefferson County and OVEC districts
 - 204 total teachers recruited over 13 years – 113 still teaching in Kentucky
 - JCPS hires 180 middle and high school teachers annually – 30 (17% recruited by Teach Kentucky)
 - Addressing high needs areas like STEM and minority recruitment
 - Establishes a unique collaboration with U of L and JCPS

Recruitment at a Glance: 2016

- 502 initial applicants from 43 states and 301 colleges and universities
- U of L reviewed 125 transcripts with average ACT of 29.4
- Invited 112 to recruiting weekend interviews, 43 attended
- Final cohort of 31 arrived June 1st (STEM – 16)
- Average GPA – 3.5, 83% scored in the top quartile on Praxis content exams

Colleges and Universities





Inducting New Teachers into the Education Profession

- Option 6 university-based alternative route MAT
 - Transcript evaluation
 - Meet all university admissions criteria
 - Target scores in top quartile Praxis content exams
- Total number of people who:
 - Started U of L: 185
 - Completed or completing U of L: 166
 - Tuition paid: \$2.3M over 13 years and \$600,000 annually



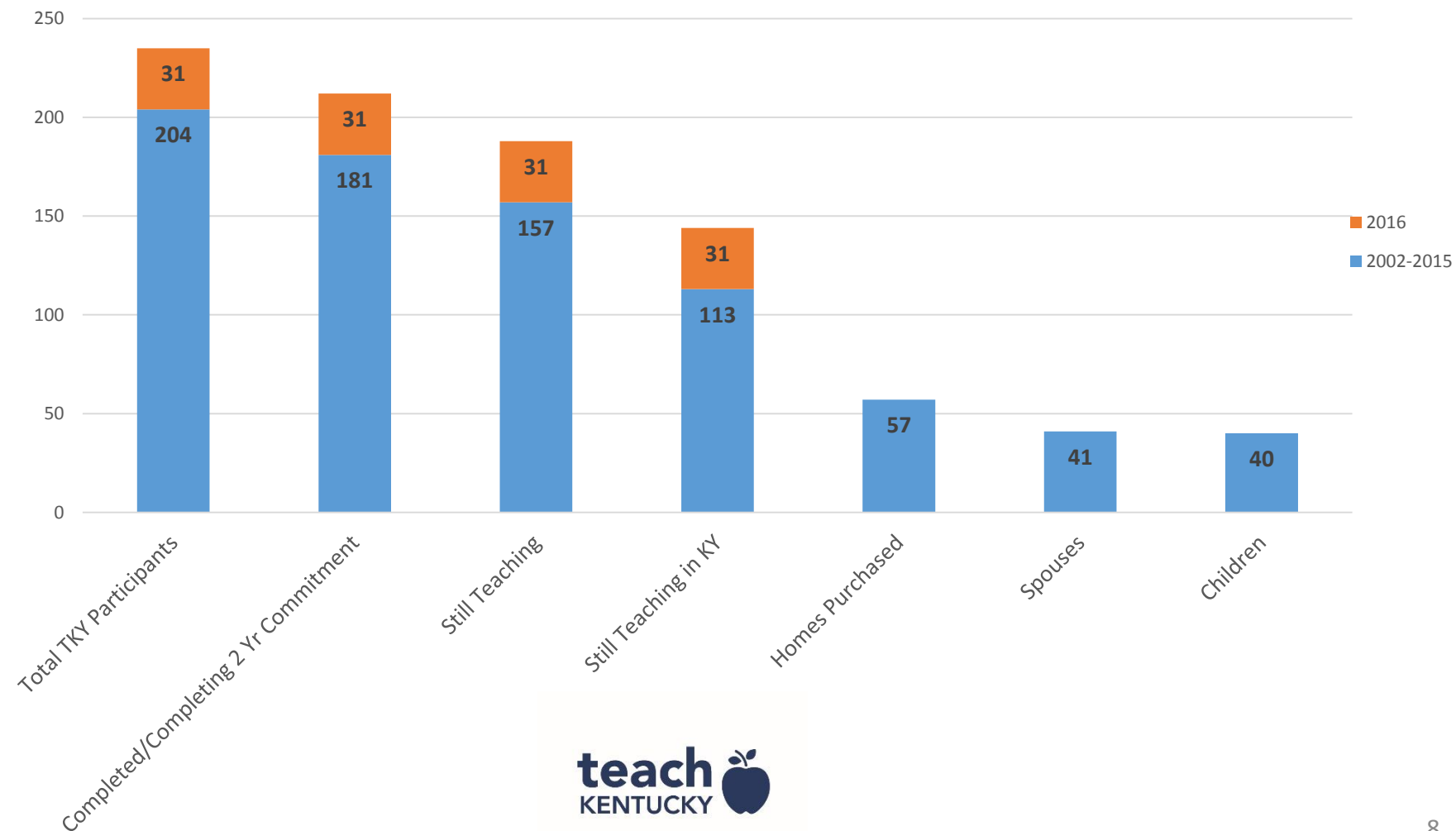
Ingredients to a Successful First-Year Launch

- Six week Summer Institute
- Deep mentoring connection with veteran teachers
- Retired teacher advocates
- Civic connections and networking
- Anticipated placements in Priority Schools

Retention Figures

Teach Kentucky

Reflections of Commitment: Professional and Personal





Retaining Great Teachers in Kentucky

- Promote long-term career development in Kentucky
 - 1 Principal
 - 1 State Education Recovery Leader
 - 2 Assistant Principals
 - 6 completing Principal Certification programs
 - 2 Hope Street Group Fellows
 - 2 Goal Clarity Coaches
 - 4 National Board Certified teachers



Large Payoff with Modest Investment

- Costs \$9,000 per participant compared to \$50,000 in other programs
- U of L receives \$18,500 from each participant
- Privately funded in Greater Louisville
- Focus on region's biggest needs: STEM and minority teachers
- Teachers committed to serving in Priority Schools
- Future leaders in the region



Challenges

- Well-documented weakening of teacher candidate pool
- Intense national competition for STEM and minority candidates
- Increasing graduate school tuition
- Challenging Priority School placements for new teachers
- Long-term strain of private funding