

Solving for Teacher Retention with Rank Change & Option 9

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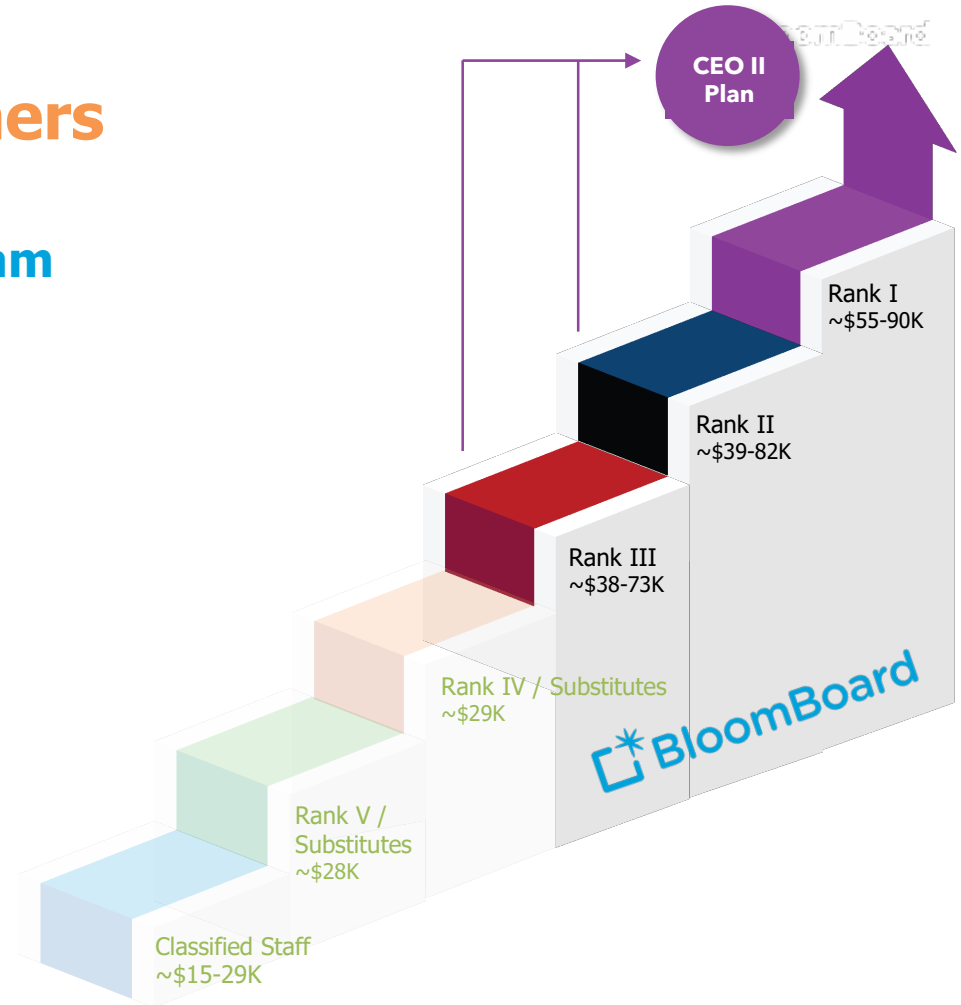


Advance & Retain Teachers [CEO II Plan]

On-the-Job Rank Change Program

Districts will

- Increase teacher retention, creating a path towards career advancement and higher compensation
- Improve effective classroom practices
- Align instruction with district priorities and teacher goals



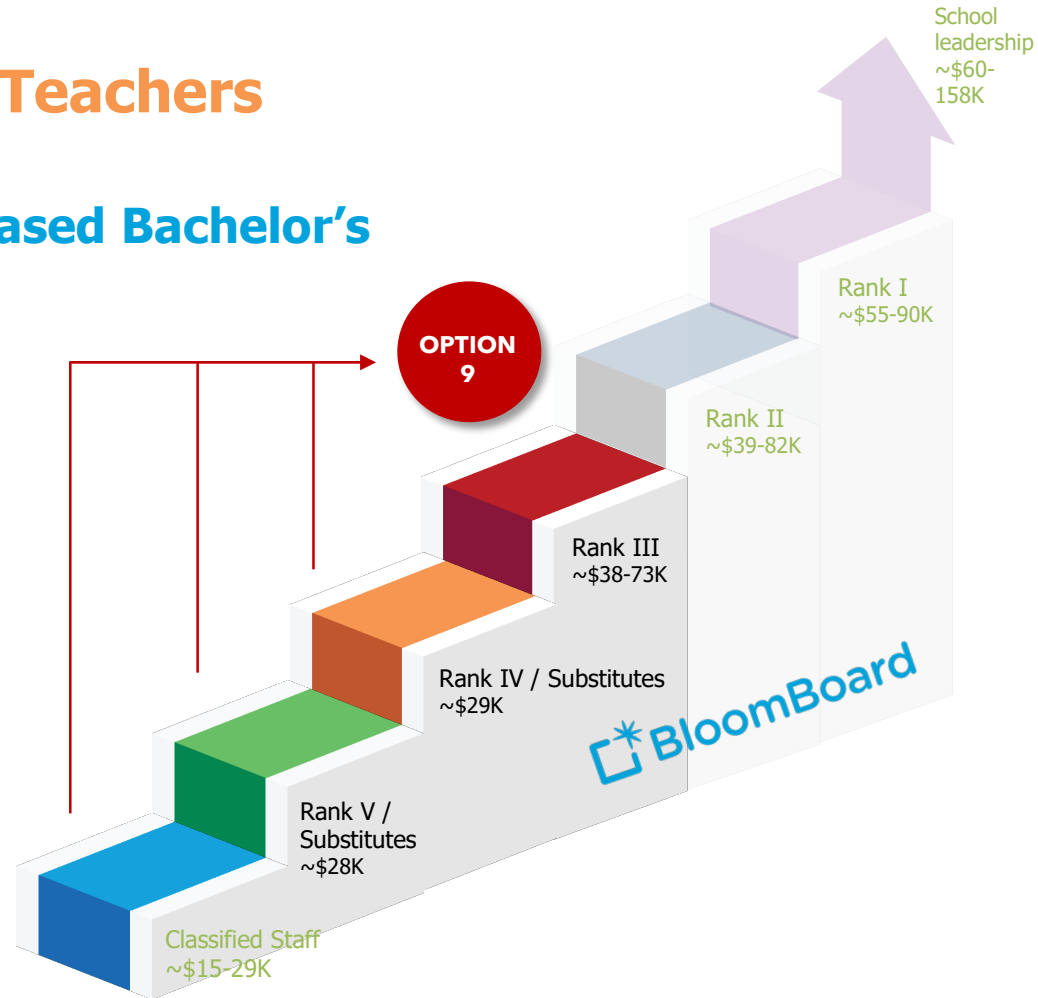
Elevate & Certify Aspiring Teachers

[Option 9]

In-Classroom, Apprenticeship-Based Bachelor's Degree in Elementary Education

Districts will

- Begin building sustainable educator pipelines
- Increase employee retention, promoting from within the district
- Increase staff representation and diversity through a more accessible approach to earning a BA



Get Your District In the News – For Something Good!

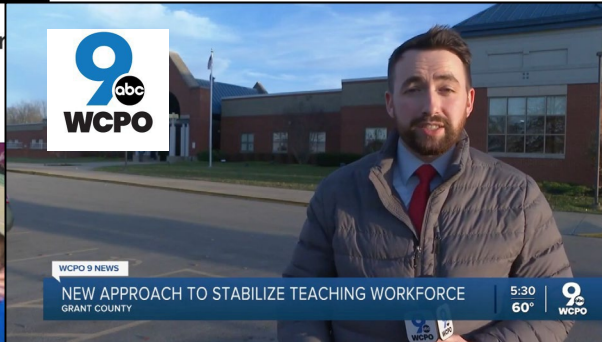
SmartBrief

A learning-by-doing solution to career advancement for teachers

Tanya Queen · September 1, 2021 · Education · Voice of the Educator



Photo credit: Tanya Queen



A Better Way to Retain Your Teachers

Invest in your teacher's professional learning while ensuring they stay with your district for the long term!



MISD takes innovative approach to recruiting, retaining educators

By MAYFIELD MESSENGER STAFF Aug 13, 2022



Joe
Henderson



Mayfield Independent Schools (MISD) has announced that the Board of Education has approved funding for a Rank Change program designed to support teacher growth while increasing retention across the district. The program, Foundations in Teaching and Learning, will be offered by the West Kentucky Education Cooperative (WKEC) through the Kentucky Educational Development Corporation (KEDC) and in partnership with BloomBoard, and is being made available at no cost to all MISD educators who are eligible for Rank II or Rank I.

The Foundations in Teaching and Learning program is a flexible and accessible alternative to earning a traditional Master's Degrees.

It uses micro-credentials to allow educators to learn and demonstrate mastery the way they know best: in their classrooms with their students. The program has been approved by the EPSB and is aligned to the 10 Kentucky Teacher Performance Standards.

"High quality teachers are one of the most important indicators of student achievement and Mayfield Independent is committed to ensuring we develop qualified educators to lead our students,"



Graves sees 68 teachers enrolled for BloomBoard program

By TAYLOR SHEA WEST twest@mayfield-messenger.com Jul 23, 2022 Updated 2 hrs ago



Matthew Madding



The Graves County Board of Education held its last monthly meeting on July 21 before the beginning of the 2022-23 school year.

During the meeting the board granted Superintendent Matthew Madding the authority to sign an agreement with BloomBoard. The funding for the program was approved in June. BloomBoard offers a Kentucky Rank Change program, and 68 teachers have signed up so far. The program is designed to support teacher growth while increasing retention across the district. The program, Foundations in Teaching and Learning, will be offered by the West Kentucky Education Cooperative (WKEC) through the Kentucky Educational Development Corporation (KEDC).

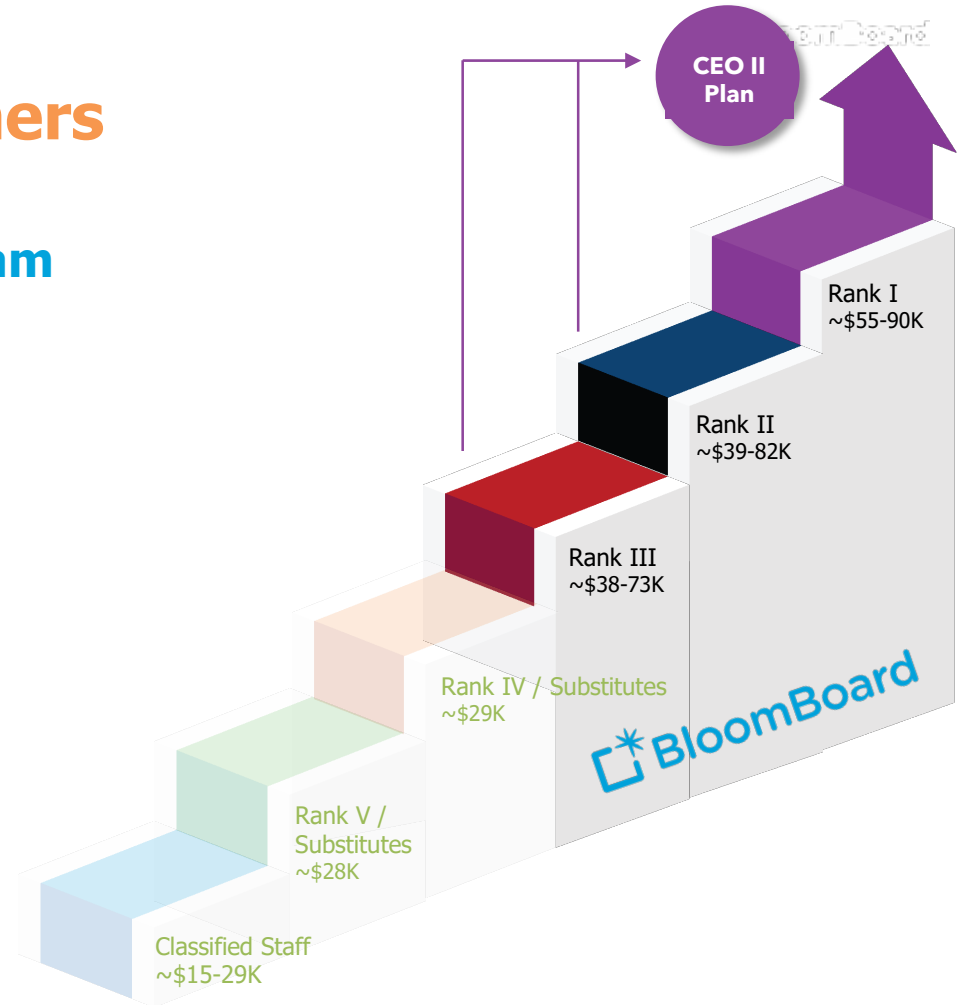
A promotional graphic for The Mayfield Messenger. It features a large yellow sun in the top left corner. The text 'Sun Subs' is written in large blue letters. A yellow starburst contains the text 'Click Here to Email Mary Ellen!' with a red mouse cursor icon pointing to it. Below this, it says '3 Months Unlimite'. At the bottom, there is a dark blue banner with white text: 'SUBSCRIBE TODAY! Call Mary Ellen to get this sp 270-804-4585'. The logo for 'The Mayfield MESSENGER' is at the bottom, with 'MESSENGER' in large red letters. Below the logo, it says 'In Print & Online subscribe • renew • advertise 270-804-4585 | www.mayfield-messenger.co'. The background of the ad shows a blue and white striped beach bag on a sandy beach.

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CEOI Opportunity



"The Continuing Education Option (CEO) supports teachers in achieving Rank I or Rank II through individualized, research-based job-embedded professional development plans. A teacher may use the CEO for achieving Rank I or Rank II, but not both. Rank change is recognized only in Kentucky and though it is not a master's degree, it does meet statutory requirements for continuing education (KRS 161.095)."



Program Updates

New Cooperative Partners



6 District Partners



Graves County
Schools



Mayfield Independent
Schools

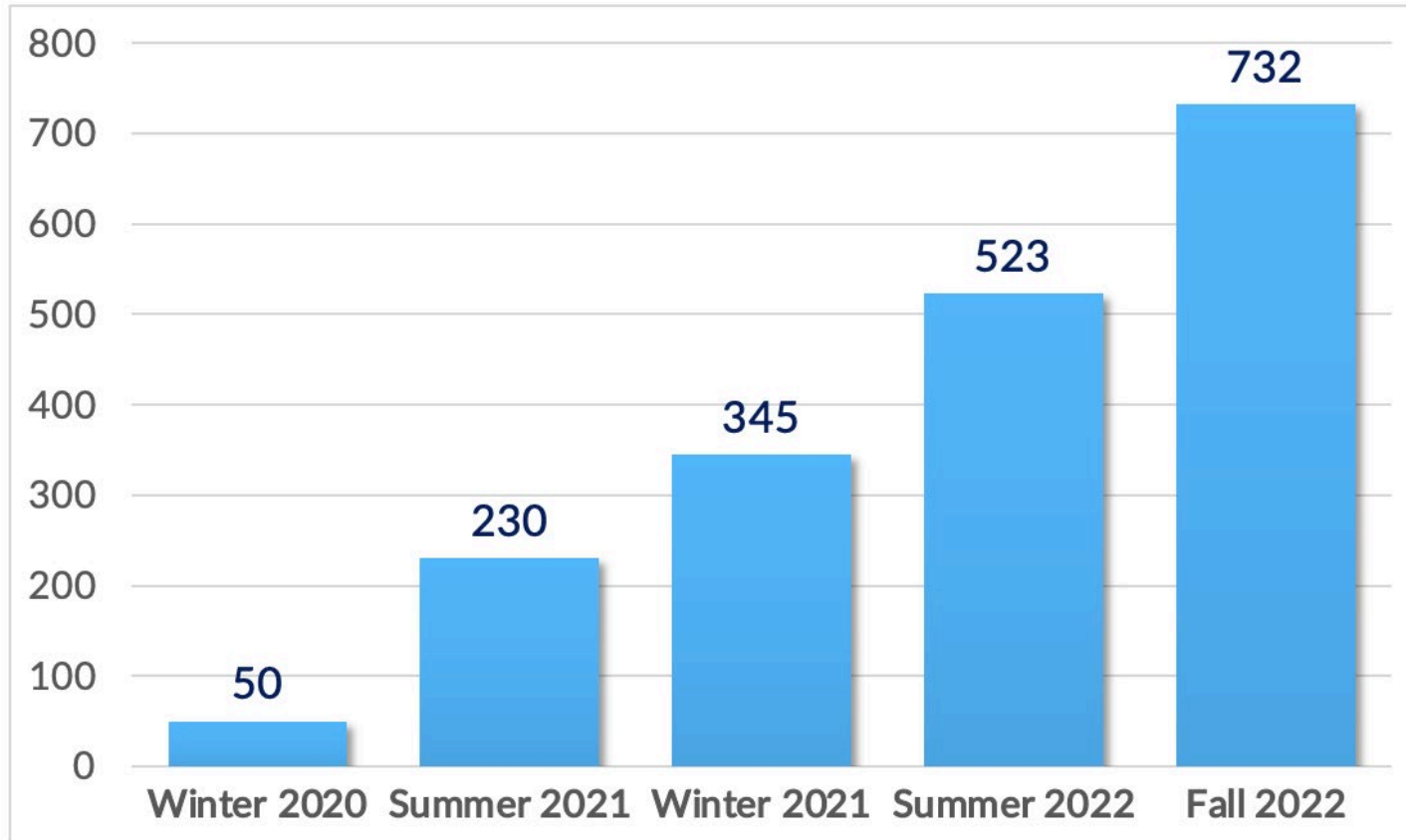


Lincoln County
Schools

2 Districts Going to the Board



Rank Change Program - Teacher Enrollment





CEO Plan II allows districts, groups of districts (such as educational cooperatives), and Kentucky institutions of higher education with EPSB-approved educator preparation programs **to submit a continuing education option plan to the EPSB for approval.** Satisfactory completion of these planned programs would allow educators to grow in their profession and **achieve rank change through field-based experience, research and approved professional development”**



Continuing Education Option



Mentoring – your Rank I's



Job-embedded
PD via Micro-credentials



Capstone



What is a Micro-credential?

A digital form of micro-certification earned by demonstrating competency in a specific skill via a portfolio of artifacts from classroom practice

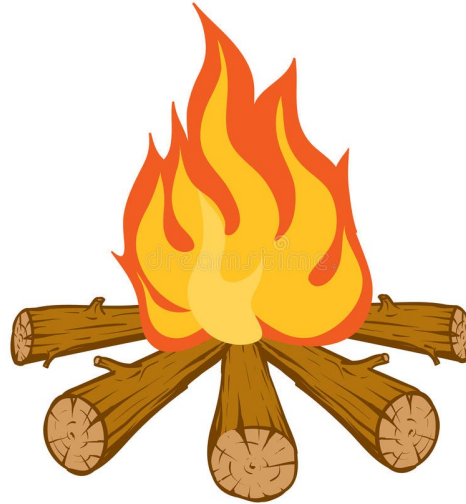
Key Components:

- ✓ Description of the skill
- ✓ Requirements for proving competency (artifacts)
- ✓ Performance rubric for each requirement

Survival Skill: Building a Fire

University Model

Reading material
+
Class
+
Written Exam



Micro-Credential Model

Building Knowledge
+
Tools (tinder, kindling)
+
Practice Building a Fire

Which model do you want if you had to survive a night in the woods?

Survival Skill: Effective Instruction

University Model

Reading material
+
Class
+
Written Exam /
Reflection



Micro-Credential Model

Building Knowledge
+
Tools (templates,
exemplars)
+
Practice / Feedback /
Coaching

Which model will be most effective at
meaningfully changing practice?



A digital form of micro-certification earned by demonstrating competency in a specific skill via classroom practice.

Key Components:

1. Description of the skill
2. Requirements for proving competency
3. Performance rubric for each requirement

Introducing Micro-Credentials

Micro-Credentials are **less** like...

- ✗ A College Course... not time based, does not require scope and sequence
- ✗ A PD Workshop... no seat-time, no sub or travel requirement/expense
- ✗ A Test or Traditional Assessment... not measured by passing an exam

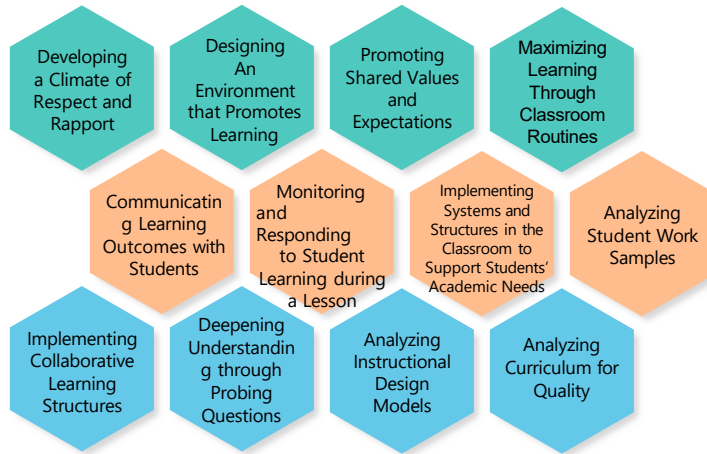
Micro-Credentials are **more** like...




- ✓ A Driver's License... learn by practice and support, earn by demonstration
- ✓ The Pole Vault... a bar is set, objective is to get clear of the bar using available tools. Train to clear the bar. Practice makes perfect
- ✓ A Single-Skill Version of Familiar Education Certification... allows practitioners to distinguish themselves as accomplished

CEO Plan II Rank Change Pathway

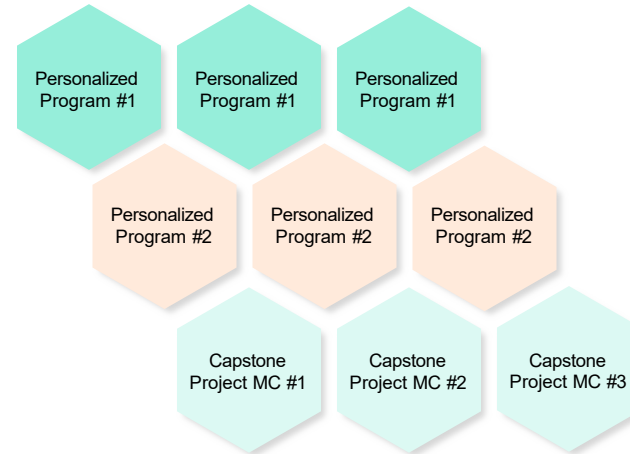


Foundations Micro-Endorsement (12 MCs)


















-  Classroom Management
-  Assessment Literacy
-  Instructional Design

Personalized Micro-Endorsements Based on Teacher Choice (12 MCs)



Personalized Micro-Endorsements

-  Blended Learning for Equity
-  Computer Science
-  Cyber Habits
-  Early Literacy
-  English Language Arts
-  English Learners
-  Equity
-  National Pre-Candidacy*

-  Learning Recovery
-  Math
-  Social Emotional
-  Learning STEM
-  Student Centered Learning
-  Students with Disabilities
-  Student Well-Being



What is a Capstone Project?

- A culminating product derived from participating in the CEOII Program.
- Over the course of the Program participants should identify an area for improvement within their grade level team, school, community, student body, etc.
- Participant will lead an experience for the targeted audience in order to create change in that system.
- In some form of publication, (Google docs, google slides, etc.) participants will provide evidence/research on why their method is effective.
- This publication will also detail their experience and provide artifacts of that process.
- Participants will have to draw connections from their Capstone experience to the 10 Teacher Standards
- Your project must be approved by WKEC and your Mentor

RUBRIC

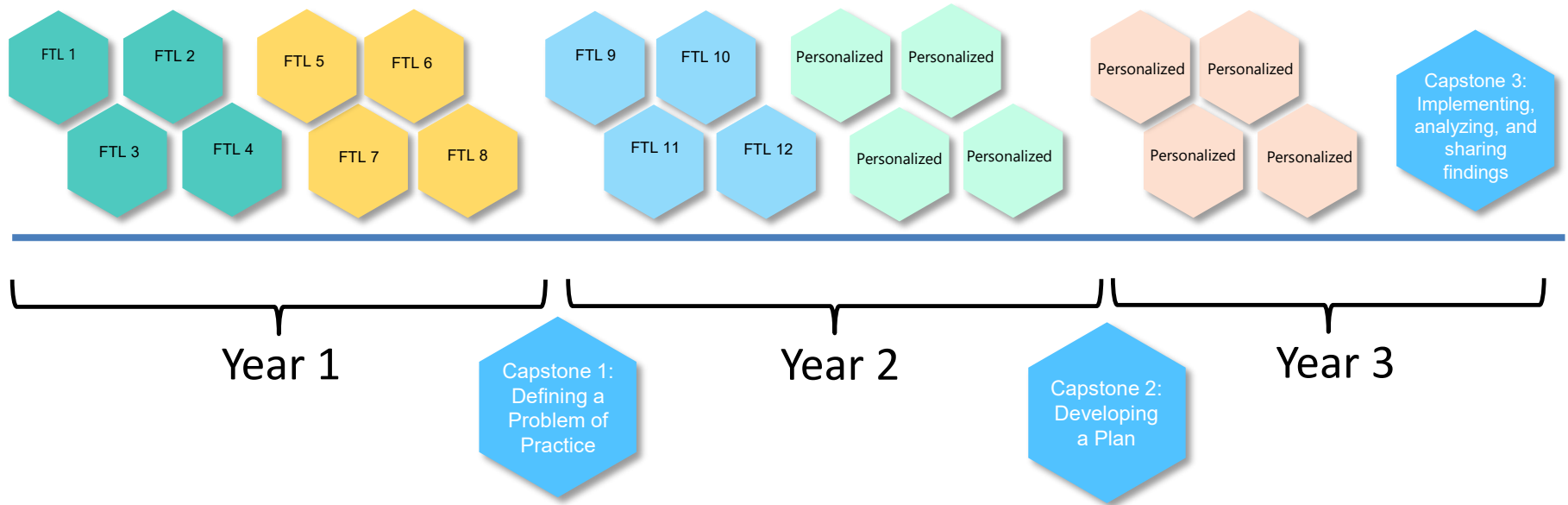
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Completed Capstone Projects

- *I tested the use and effectiveness of a new phonics and guided reading program in my school's k-2 classrooms.*
- *The purpose of my study was to investigate the extent to which physical activity impacts cognition and in turn, increases the academic success of students.*
- *I investigated and implemented project-based learning to determine the impact on student learning. My students' project was to create a store by: determining a store name, selecting products to sell, determining prices of items, and finally (pretending) to sell items to classmates by adding up and subtracting (giving change back)*

Educators Work at Their Own Pace

Participants have between 1 and 4 years to complete the program



How to use the CEO plan to Keep Teachers in your District

The Research:

- The National Commission on Teaching and America's Future (NCTAF) 2017 study found that a teacher leaving a Chicago Public School cost the district \$17,872.00. The more urban the district, the higher the cost. Learning Policy Institute research has it at \$20,000.00
- A 2013 study on middle school teacher turnover found that student misbehavior was both a cause and a result of high teacher turnover.
- According to NCTAF "When teachers are "Well-Prepared" They are 50% less likely to leave a district.
- Teacher turnover has increased for the past 20 years.
- Millennials are three times more likely to change jobs. Gallup (Pre-pandemic study)

Become an Employer of Choice!

- District pays full cost of the Rank Change program, participants agrees to stay 4 to 5 years post completion
- Your Teacher Pipeline is full for 6 – 10 years!
- BloomBoard pays your Rank I's \$1000 per mentee in the program



TUITION REIMBURSEMENT AGREEMENT: WKEC Rank Change Program

RECITALS:

Whereas, Kentucky has adopted a tiered teacher certification structure that requires educators to complete continuing education while working towards advanced licensure ranks. New teachers who completed a four-year program will earn Rank III status and must complete ongoing education within a set timeframe to advance to Rank II. Rank I is the highest licensure rank and is earned by completing an approved master's degree and 30 semester hours of graduate work or continuing education. Earning National Board Certification will also move a teacher to Rank I. Kentucky's Education Professional Standards Board ("EPSB") has recently removed the requirement for teachers to earn Rank II through an EPSB-approved master's degree program, and the Kentucky Administrative Regulations now state that districts can develop their own Continuing Education Option for licensure rank change and certificate renewal.

Whereas, to support districts in offering their teachers Continuing Education Options and ensuring all requirements are met, the West Kentucky Educational Cooperative ("**WKEC**"), in partnership with BloomBoard, Inc. ("**BBI**"), developed an EPSB-approved CEO Option II Rank Change Program for Kentucky teachers who are looking to achieve a rank change through job-embedded professional learning experiences (the "**WKEC Rank Change Program**" or the "**Program**"). This cost-effective alternative to earning a master's degree can be used by districts across the state of Kentucky to support teachers in earning licensure Rank II or Rank I, while aligning professional learning to their strategic plans. WKEC will assist districts in customizing the Program components for new and experienced teachers that wish to enroll in the Program to achieve Rank Change.

A Meaningful Way to Earn Rank Change

GRADUATE DEGREES

- Graduate degrees are **expensive** (\$15K-\$50K)
- Graduate classes are often **not relevant to current practice**
- Most graduate degrees require **significant extra work outside of classroom** day job



CEOII RANK CHANGE PROGRAM

- The Foundations in Teaching and Learning Rank Change program is only **\$6050!**
- The program offers **personalized** micro-endorsement/course options that educators can choose from depending on their interests.
- Learning within the program is done **on-the-job** through classroom practice.

New and Upcoming!



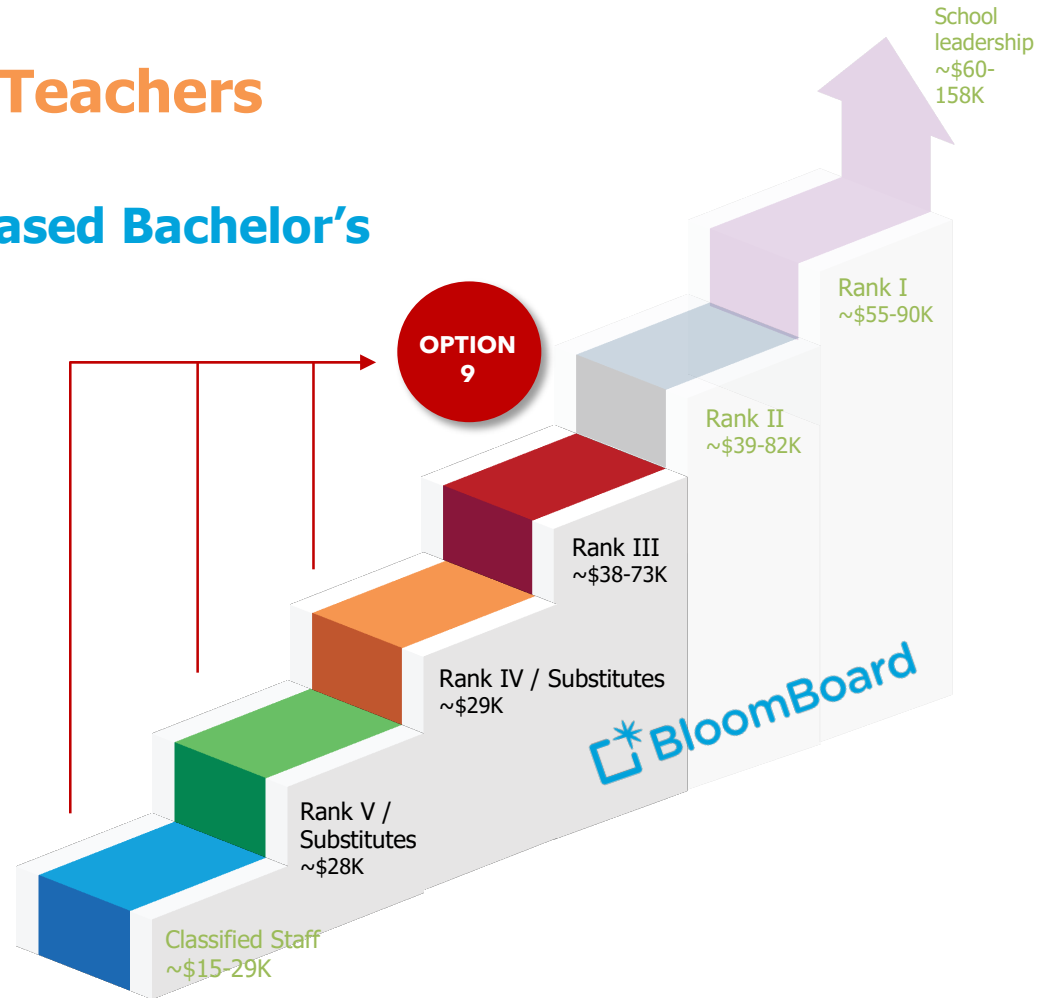
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Headlines About the Program

 LOCAL 12

Grant County tries to keep teachers by paying for advanced education; dozens sign up

 9 abc CINCINNATI
WCPO

NKY school tackles growing teacher retention issue with new incentive

 LOCAL 12

As turnover rises, Covington schools try to keep teachers by paying for advanced education

<https://my.bloomboard.com/previewMC/5f0721787f14740030558859/4/3>

<https://vimeo.com/505715614>

<https://ca.sports.yahoo.com/video/nky-school-tackles-growing-teacher-003345148.html>

<https://local12.com/news/local/grant-county-tries-to-keep-teachers-by-paying-for-advanced-education-dozens-sign-up-schools-retention-northern-kentucky-school-district-cincinnati-local-12-wkrc-tristate-ohio-indiana-bloomboard?fbclid=IwAR28jv6ns9Swr6i0qnEwgz2nR0d3LD4nU5s7uizpHm9PTu4dSdKFr4Kr0K4>