

# Charting a New Path for Recruitment & Retention

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Growing our Own and Mentoring

Let's Kahoot!

# A Need for Teachers

Historical HCMS data nationwide has shown a high turnover rate for teachers for the last several years

Nationwide there has been a decrease in college students enrolling in education programs by nearly 34%

In 2017, PCSD had less than 70% retention rate for novice teachers and 15+ vacancies during the school year which resulted in more than 16,000 instructional hours without a qualified teacher

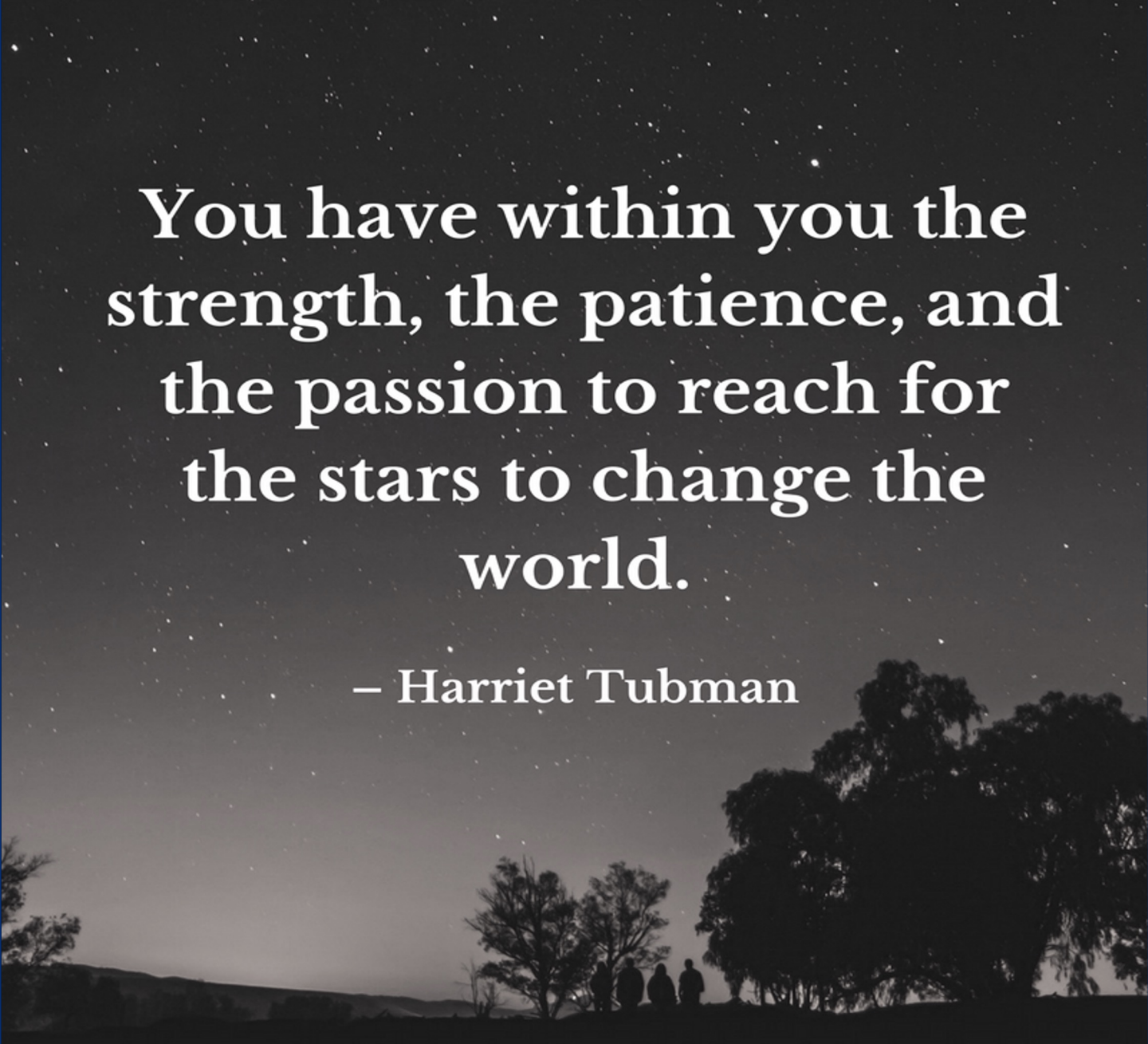
PCSD wanted to reverse this trend:

By developing partnerships with local colleges & universities for current non-instructional employees to obtain a Bachelor's Degree to increase our pool of teachers

By providing intensive supports for first year teachers as well as teachers who are alternatively certified to change the downward spiral of teacher turnover

# Starting the Path: Growing Our Own





You have within you the  
strength, the patience, and  
the passion to reach for  
the stars to change the  
world.

– Harriet Tubman

# Pre-requisites

- Current employee
- Working in a non-instructional role

# Partnership with St. Leo University – Paras to Pros

Bachelor's of Arts Elementary Education

Must be a classroom paraprofessional

Hybrid Model (Face to Face & Virtual)

Reduced practicum hours (35 vs. 75 / 10 weeks internship vs. 16 weeks)

K-12 Reading Endorsement and K -12 ESOL endorsement

Upon completion, employees obtain teaching credentials and teacher certification

Grant opportunities available

Cost less than \$1,000 / year (if eligible for both EASE & TEACH grants)

Many SLU instructors are PCSD instructional coaches, mentors and/or administrators

# Benefits

Reduced tuition

Grants available to make program very affordable

Assistance with textbooks from the district

Cohort model

District support

Preference given for PCSD vacant teaching positions

Current employees are already part of the community – hence – ‘growing our own’

# Enrollment Data

Since 2019

- 31 students enrolled
- 10 graduates with 9 currently teaching in PCSD
- 3 in final internship this semester
- 2 projected to intern next semester



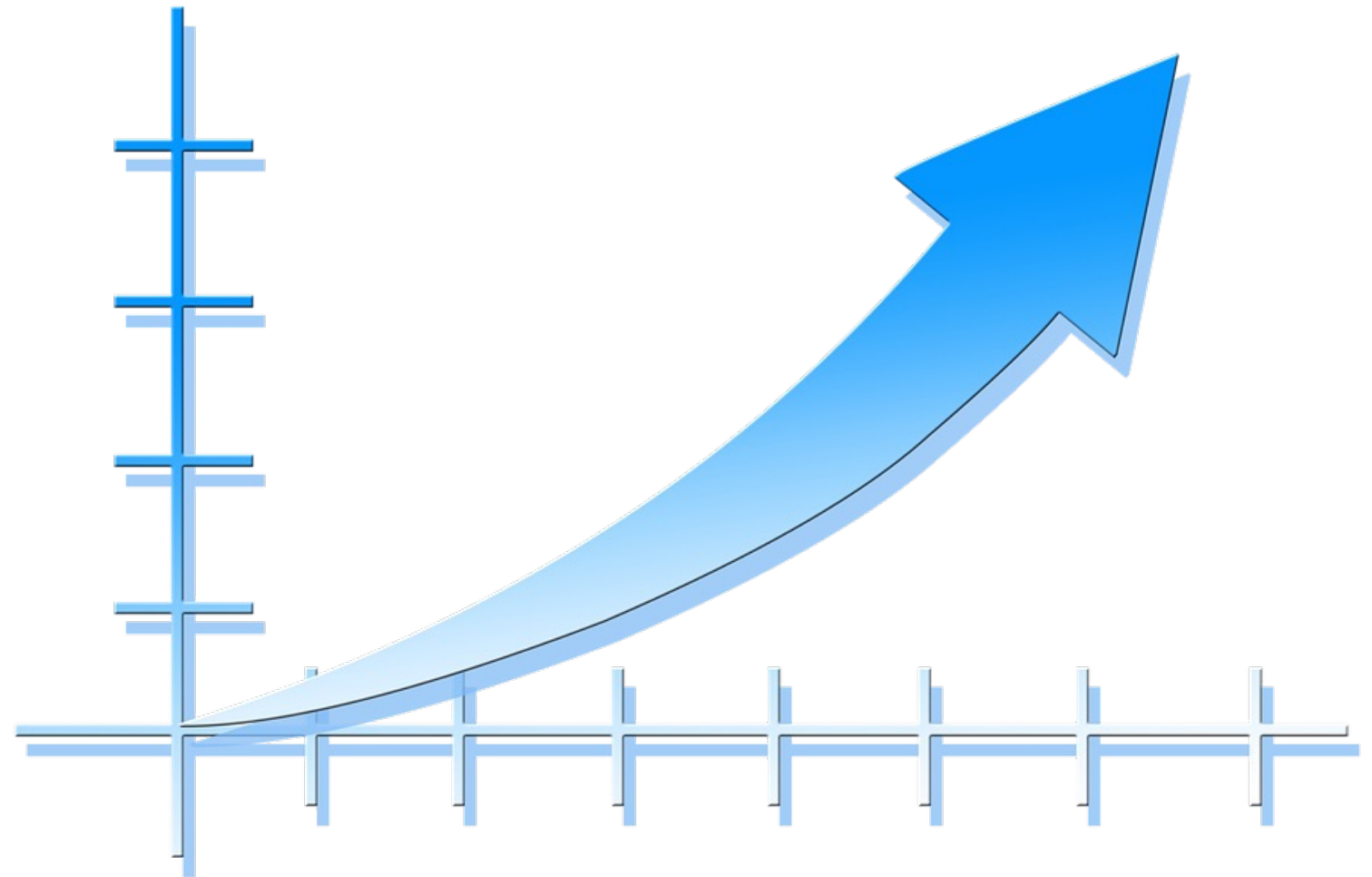
# Employment Equity Data

## Historically

- 84% White
- 16% Minority
  - 4% Hispanic
  - 12% Black/African-American

## Grow Your Own Program

- 72% White
- 28% Minority
  - 16% Hispanic
  - 12% Black/African-American





# Paras to Certified Teachers



# Testimonials from Paras ....

- The Para to Pros program has provided me with a great opportunity to pursue my dream of being a teacher (since the age of five). I am also gaining knowledge to assist the teachers at my school when needed even now as a para. The program is simple, and all the staff at Saint Leo are very knowledgeable. The program means a great deal to me as I develop into a professional. (Kearron Grant)
- It allows me an opportunity to better provide for my family while not sacrificing an enormous amount of time with them. (Adam George)

# Testimonials from Paras ....

I honestly don't know how or where to begin to express how much the Paras to Pros program means to me. From the very beginning, this program has done **nothing but pick me up off of my feet and support me** with everything that is needed **to become a successful teacher**. My **heart overflows** with so much gratitude for the distribution of textbooks that we are given each semester by the district. I also am so **grateful for the opportunity to be paid for my time in the classroom** while learning all of the techniques and aspects of being a real-life teacher (Yes, I said **real-life** because being a teacher can be a bit challenging and rough around the edges at times)! I honestly feel as if I refer the Paras to Pros program to a student or adult at least once a month because I know how much it means to me and how much it can mean to them as well. I cannot wait to be **the successful teacher that both Paras to Pros and Saint Leo's programs have trained me to become!** If anyone is debating the program, I say DO IT!!! (Jenna Lee)



# *From Para to Teacher*

# Q & A: Growing Our Own

# On the Path: Novice Teacher Mentors

# Research Says....

- 67% of teachers who had mentors say that the mentorship program was beneficial for their teaching careers.
- However, only 47% of public school teachers have had mentors.
- First-year teachers who have had the support of a mentor:
  - Develop better classroom management skills
  - Maintain an enthusiasm for teaching
  - Stay in the teaching profession longer
  - Become more effective educators

*(The First Year Teaching: Why you need a teacher mentor, Matthew Lynch)*

# PCSD Mentor's Purpose Statement

- Our purpose is to create an authentic partnership with new teachers through mentorship and guidance that allows them to actualize their potential as educators. This partnership is developed through professional development, certification aid, and persistent encouragement.
- *“One of the most important—and overlooked—aspects of education is having mentors who help you manage the grind of daily struggles and the challenges of the profession.”* (Edutopia, Every Teacher Needs a Mentor)

# Novice Teacher Mentors

- We have 4 district level mentors and each NTM has between 25 - 40 novice teachers assigned to them. The level of support is differentiated based on years of experience and type of certificate (temporary vs. professional)

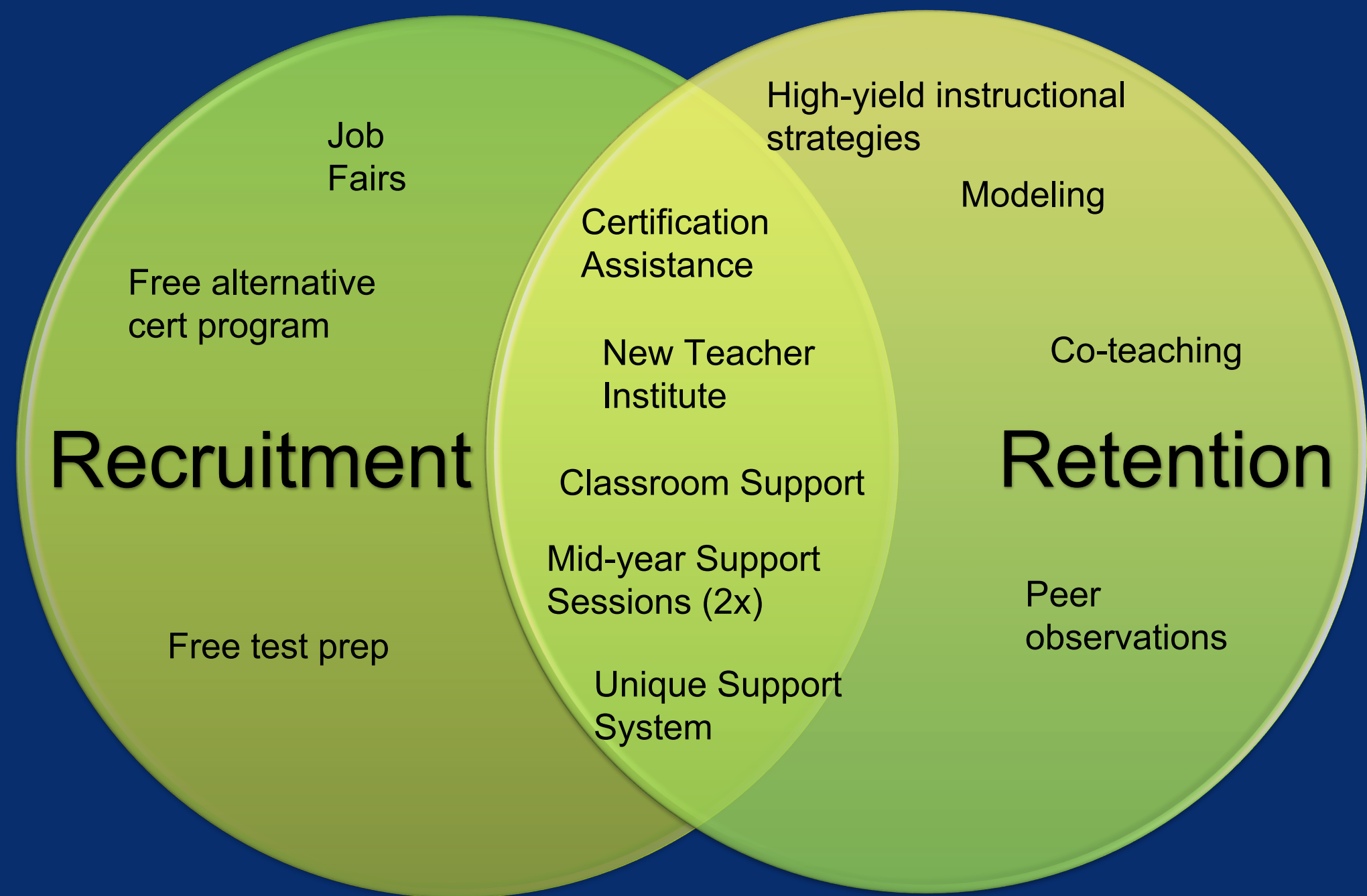


# Our Mentors



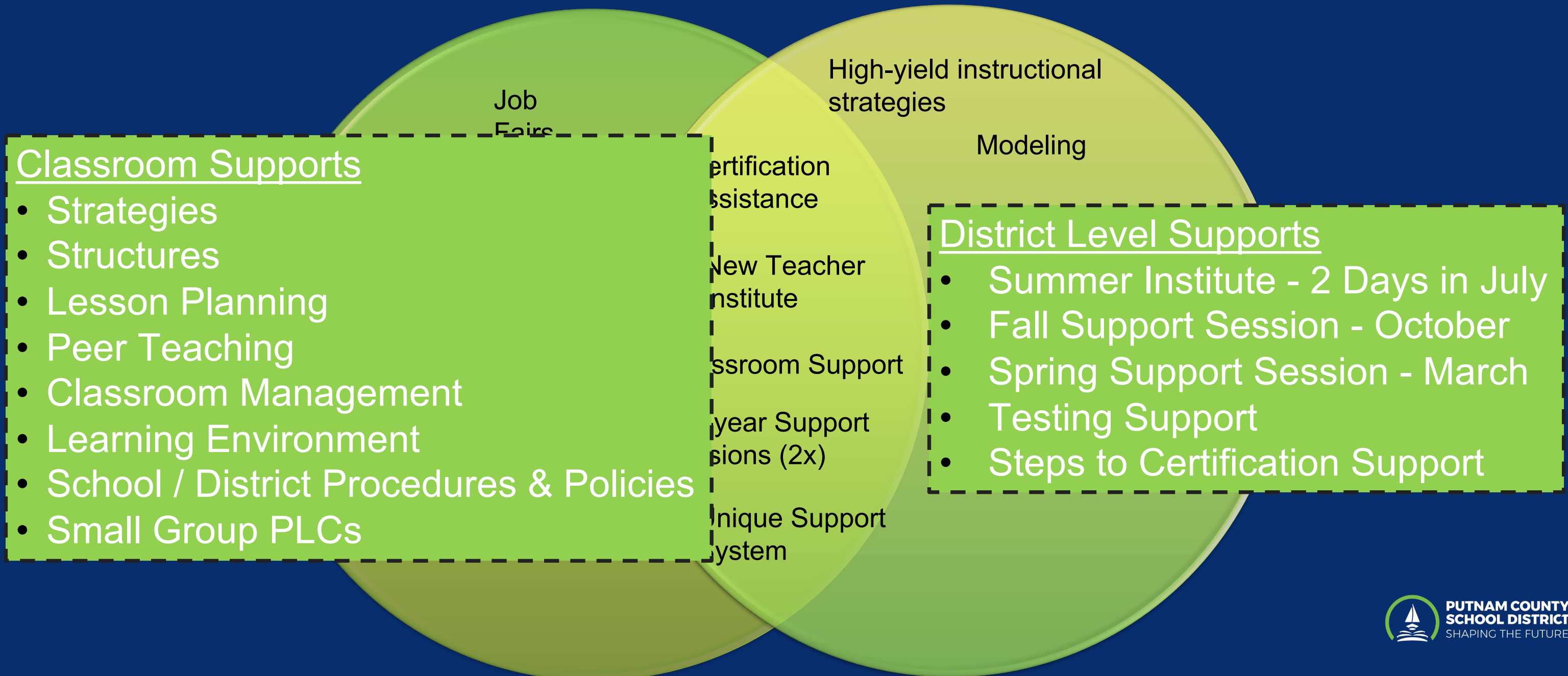


# Novice Teacher Mentor Program





# Novice Teacher Mentor Program



# Where Does This Path Lead Us?

- When novice teachers have this level of support, many of the beginning barriers are removed for each of them. In removing these barriers, teachers are better prepared to positively impact student achievement.



# New Teacher Institute





# The Novice Teacher's Perspective

classroom management tips  
grow to full potential  
been in my shoes  
safe place to vent  
compassion for others  
better person  
helps me be successful  
absolutely love my mentor  
redirects my energy  
gets me back on track  
gives feedback  
helps me get unstuck  
better perspective  
mental health check in  
helps me figure stuff out  
guidance  
resource  
blessing  
support  
i am seen

# *The Novice Teacher's Perspective*

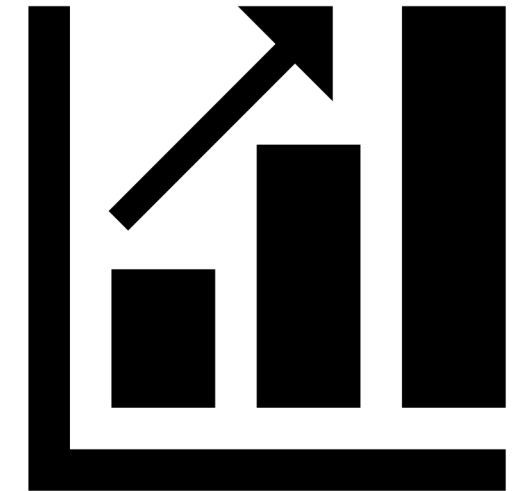
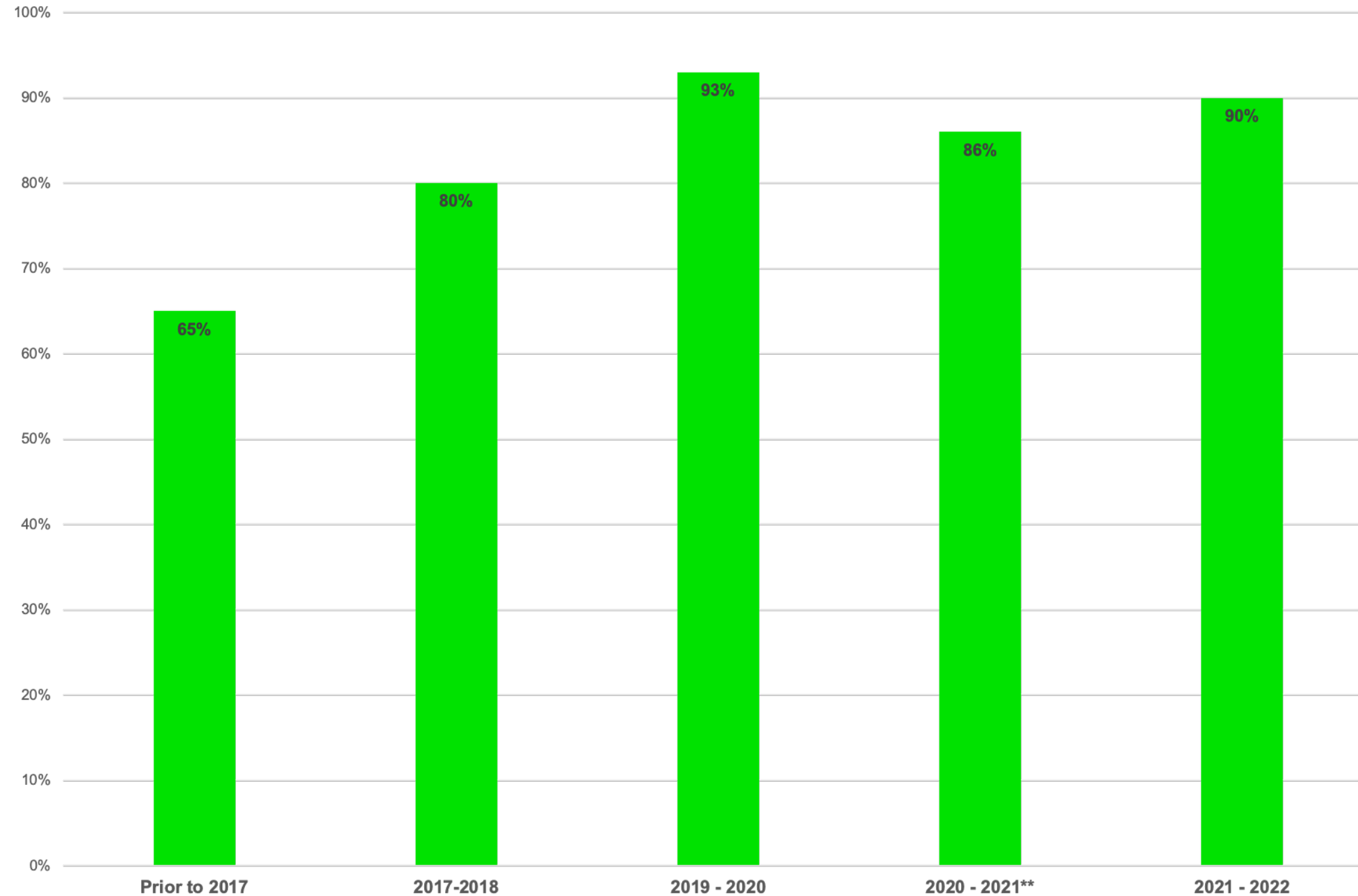
# The Mentor's Perspective

Mentoring is a way to invest in the personal and professional lives of others to help them develop into the most successful teacher they can be. I feel the key to an effective and influential mentoring partnership is in building a relationship of mutual trust and respect..... We guide the new teacher in reflective thinking as a way of promoting growth .... which aids in cultivating the success of student achievements both academically and personally.

~Bobbie Keeley, PCSD Mentor~

# *The Mentor's Perspective*

# Retention Rate of Novice Teachers





# Q & A: Novice Teacher Mentors

# Come Work With Us!





# Contact Info

Tonya Whitehurst

Executive Director of Human Resources,  
Putnam County School District, Palatka, FL  
[twhitehurst@my.putnamschools.org](mailto:twhitehurst@my.putnamschools.org)



Kristin Carroll,  
Administrator, Recruitment & Certification  
Putnam County School District, Palatka, FL  
[kcarroll@my.putnamschools.org](mailto:kcarroll@my.putnamschools.org)





**PUTNAM COUNTY  
SCHOOL DISTRICT**  
SHAPING THE FUTURE

*Thank you for attending this session!*