

**\*\*Tentative Agenda\*\***

Thursday, February 29, 2024	National Educator Shortage Summit Day 1
07:30 am – 08:30 am	Breakfast & Registration
08:30 am – 09:00 am	<ul style="list-style-type: none"> <li>➤ <b>Welcome Recap from 2023 National Educator Shortage</b></li> <li>➤ <b>Opening Remarks &amp; Introductions by Kelly Coash-Johnson, Executive Director, American Association of School Personnel Administrators (AASPA)</b></li> <li>➤ <b>5 Shifts of Addressing the National Educator Shortage</b></li> <li>➤ <b>Outline for the Summit by Dr. Sara Skretta, Certification Office, University of Nebraska - Lincoln</b></li> </ul>
09:00 am – 10:15 am	<p><b>Interactive Session 1: Pipeline Journey Map</b> Participants will be placed at a table and each table will be given an "Educator Persona." These fictional persona's have been created to represent an individual who has entered the educator pipeline. Tables will be asked to address the different barriers and challenges as well as opportunities and options for their persona as they navigate the preparation, licensure and hiring processes. The information collected will be shared in a comprehensive document following the Summit.</p>
10:15 am – 10:45 am	Networking Break
10:45 am – 12:00 pm	<p><b>Interactive Session 2: Career Map</b> Building on the journey of an educator, participants will be placed at a table to work through the career stages of their licensed Educator Persona with a focus on retention and engagement strategies. The information collected will be shared in a comprehensive document following the Summit.</p>
12:00 pm – 1:00 pm	Lunch
01:00 pm – 02:00 pm	<p><b>Educators Live!</b> <i>Educators will share their different perspectives, thoughts and suggestions regarding the Profession. Pre-service teachers will join local educators to discuss all things education on this moderated panel.</i></p>
02:00 pm – 02:15 pm	Networking Break
02:15 pm – 02:45 pm	<p><b>Promising Practices Breakout Session 1a</b> <b>Strategies for Developing and Implementing a Co-Constructed GYO Partnership with a University and Multiple School Districts</b> <i>Presenter: Cynthia Conn, PhD., Associate Professor, Teaching and Learning Department, Northern Arizona University, Robyann Musil, Director of Talent Recruitment and Retention and Dr. Lisa Haid, Chief Academic Officer, Littleton Elementary School District #65</i> Northern Arizona University (NAU), in collaboration with six Phoenix Arizona West Valley school districts is co-constructing a Grow Your Own (GYO) partnership to address the severe teacher shortage. NAU is delivering nationally accredited, state approved teacher preparation degree programs locally to school district employees and West Valley residents. Reducing financial and admission barriers to pursue a degree program leading to teacher certification are main goals for the development and implementation of this GYO model. The session will engage participants in discussion regarding: 1) Resources for structuring a university and school district GYO partnership 2) Strategies for developing and sustaining pipelines of new students for GYO program, including attracting prospective students who are racially and ethnically diverse 3) Actively addressing barriers for students 4) Methods for tracking and measuring program impact.</p>
02:45 pm – 03:15 pm	<p><b>Promising Practices Breakout Session 1b</b> <b>Grow Your Own with "Community" in Mind!</b> <i>Presenter: Kimberly Tobey, Director, Teacher Certification Programs, Dr. Jennifer Gresko, Faculty Chair, and John Lindley, Student Service Analyst, Rio Salado College</i> In the Fall of 2023 Maricopa Community College received accreditation to offer a Bachelor's Degree in Education with an Emphasis in Elementary and Special Education. This new cost-effective degree option is designed for a grow-your-own model to move classified staff, with excellent knowledge of the community and culture, into certified teaching positions. This session will discuss the process of receiving approval, for those states interested in designing their own four-year community college programs, the overall program design and how we've embedded work-experience into the program.</p>

	Finally, we'll discuss potential opportunities for partnership through both state and national apprenticeship opportunities.
02:15 pm – 03:15 pm	<p><b>Promising Practices Breakout Session 2</b>  <b>Employee Value Propositions: The Key to Elevating Your Recruitment Messaging</b>  <i>Presenter: Mellissa Braham, APR, Associate Director, National School Public Relations Association</i></p> <p>With widespread competition for limited pools of quality employees, staffing up continues to be a challenge for many school districts. Discover how to make your district's employment opportunities stand out from the crowd with a distinctive Employee Value Proposition. In this hands-on session, you'll learn how to create a research-backed EVP that will elevate your recruitment messages. Leave inspired by examples from national communications award-winning districts that use EVPs in their recruitment efforts.</p>
02:15 pm – 03:15 pm	<p><b>Promising Practices Breakout Session 3</b>  <b>Designing a Comprehensive Human Capital Management System</b>  <i>Facilitator: Emily Douglas-McNab, Co-Founder &amp; Chief, Experience Management Institute</i>  <i>Panelists: Jon Fernandez, Chief Human Capital Officer, Tucson Unified School District, Anthony Spurgetis, Chief Human Resources &amp; Equity Officer, Waterloo Community School District and Jodie Graham, Director of Human Resources, Ankeny Community School District</i></p> <p>Lack of proper resources can lead to increased job dissatisfaction, low employee engagement and poor retention. Organizations should treat talent management as a high-level strategic issue and develop a coherent set of policies and practices to attract, develop, and support employees throughout their time with the organization. In addition, organizations need to invest in preparing managers to be stewards of their most valuable resource. This session will focus on ways to improve your HCMS sharing best practices from PK-12 practitioners.</p>
03:15 pm – 03:30 pm	Networking Break
03:30 pm – 04:30 pm	<p><b>Promising Practices Breakout Session 4</b>  <b>Winning Recruitment: Developing a Playbook for Tackling the Educator Shortage in Kansas</b>  <i>Presenter: Cris Seidel, Project Director, Educate Kansas and Brian White, Executive Director of HR &amp; Operations, Auburn-Washburn USD 437</i></p> <p>Lions, Tigers, and Vacancies - Oh my! Kansas leaders tell their story of addressing chronic educator shortages through the pioneer effort of successfully uniting key educational influencers in the state to strategically implement a campaign to elevate the profession with the goal of attracting and retaining the highest quality educators! Attendees will leave with tools that can be implemented to positively impact educator hiring and retention.</p>
03:30 pm – 04:00 pm	<p><b>Promising Practices Breakout Session 5a</b>  <b>Teaching Across State Lines: The Interstate Teacher Mobility Compact</b>  <i>Presenter: Jimmy Adams, Executive Director, NASDTEC</i></p> <p>The Interstate Teacher Mobility Compact (ITMC) allows teachers to use an eligible license held in a compact member state to be granted an equivalent license in another compact member state, lowering barriers to teacher mobility and getting teachers back into the classroom more seamlessly. In this session, an update of the current status of the ITMC will be presented, what it is, what it is not, and how states can get involved. Participants will be encouraged to ask questions.</p>
04:00 pm – 04:30 pm	<p><b>Promising Practices Breakout Session 5b</b>  <b>Educators Rising: Your Long-term Solution to the Educator Shortage</b>  <i>Presenter: Lisa Rollins, National Director of Outreach and Engagement, PDK / Educators Rising</i></p> <p>This session will examine how future educators are sitting right in classrooms across the country today and how to activate your community to provide career exploration, work-based learning, dual enrollment opportunities, and industry credentials to ensure your future educators come back to work in your district.</p>
03:30 pm – 04:30 pm	<p><b>Promising Practices Breakout Session 6</b>  <b>Establishing Transparent and Equitable Total Rewards Systems</b>  <i>Presenter: Emily Douglas-McNab, Co-Founder &amp; Chief, Dr. Kate Heynoski, Co-Founder &amp; Chief and Erin Howell, Director Marketing &amp; Operations, Experience Management Institute</i></p> <p>"Total rewards" encompasses compensation along with all forms of financial and experiential incentives, rewards, and benefits provided to employees. In this session we will cover district and state examples related to high-level recommendations specific to employee-centric total rewards systems, transparency and equity pay, flexible staffing, and incenting careers in education. Walk away</p>

	with ideas and actionable steps to make a difference when it comes to recruitment and retention in PK12 education.
04:30 pm – 06:00 pm	Networking Reception
<b>Friday, March 1, 2024</b>	<b><u>National Educator Shortage Summit</u></b> <b>Day 2</b>
07:30 am – 08:15 am	Continental Breakfast & Registration
08:15 am – 09:00 am	<p><b>Welcome Back</b> <i>Kelly Coash-Johnson, Executive Director, American Association of School Personnel Administrators (AASPA)</i></p> <p><b>Addressing Educator Shortages – Strategies and Resources from the U.S. Department of Education</b> <i>Presenter: Nikki Churchwell, Office of Planning, Evaluation and Policy Development, U.S. Department of Education</i></p> <p>Session description: A robust, well-prepared, and sustainable educator workforce is essential to teaching and supporting our children and youth. Yet many states and school districts have faced increasingly significant challenges in attracting and retaining educators, and preexisting shortages in critical areas have been further exacerbated by the COVID-19 pandemic. These shortages have a direct impact on educational opportunities for students. Research shows that educator shortages disproportionately impact students of color, students from low-income backgrounds, students with disabilities, and students from rural communities. The U.S. Department of Education is committed to working with state and local leaders to elevate the teaching profession by investing in a significant set of actions and resources to support states, districts, and schools in attracting and retaining well-prepared, diverse teachers to ensure students have equitable access to high-quality educational opportunities. Join us to learn more about the latest efforts and resources from the U.S. Department of Education.</p>
09:00 am – 10:00 am	<p><b>Interactive Session 3: Stakeholder Groups</b></p> <p>Participants are encouraged to sit with their stakeholder groups for a focused discussion on priorities and potential solutions related to the educator pipeline and retention. A guided discussion, from the perspective of the stakeholder group, will be collected, combined with other Summit information and shared in a comprehensive document.</p> <ul style="list-style-type: none"> <li>● Valley of the Sun CDE - PK-12</li> <li>● Valley of the Sun A - EPPs/Higher Education</li> <li>● Valley of the Sun B - State Department/Agency</li> <li>● Associations and Businesses may choose which room they would like to join</li> </ul>
10:00 am – 10:30 am	Networking Break
10:30 am – 11:30 am	<p><b>Promising Practices Breakout Session 7</b> <b>Teacher Career Ladder Program - The Program Structure and District Perspective</b> <i>Presenter: Dr. Sara Tiedeman, Vice President Strategic Partnership, Midland University</i></p> <p>Midland University has been providing a Teacher Career Ladder (TCL) Program for over eight years. The TCL program has multiple school district partners, community college partners and self enrolled students. The presentation will share what the curriculum looks like from the university side and the district participation from the partners side. Funding supports and apprenticeship models for the tuition and costs will also be shared. Representatives from all avenues will jointly present.</p>
10:30 am – 11:00 am	<p><b>Promising Practices Breakout Session 8a</b> <b>Intersecting Frontiers: Integrating K-12 Subject Areas with Accreditation Standards</b> <i>Presenter: Lawrence Paska, Executive Director, National Council for the Social Studies and Tim Finklea, VP for Membership Engagement &amp; Services, Council for the Accreditation of Educator Preparation</i></p> <p>Join us in this session as we navigate the dynamic intersection of K-12 subject areas and accreditation standards. Explore innovative approaches, best practices, and collaborative strategies to enhance the preparation of educators. Engage in thoughtful discussions on fostering a robust learning environment that align K-12 subject areas with the Council for the Accreditation of Educator Preparation. Together, let's shape the future of impactful and accredited education.</p>

11:00 am – 11:30 am	<p><b>Promising Practices Breakout Session 8b</b>  <b>Utilizing Geographic Data to Target Local Solutions to Address Educator Shortages</b>  <i>Presenter: Jessica Giffin, Senior Technical Assistance Consultant, Center on Great Teachers and Leaders at AIR and Kerry Tom, Director, Personnel Management Branch, Hawaii Department of Education</i></p> <p>The Center on Great Teachers and Leaders facilitated a two-year National Collaborative with state education agency teams focused on implementing data-driven strategies to address educator shortages and workforce diversity. Discover how geographic-based data visualizations were leveraged in the Collaborative to identify specific regional challenges and opportunities to address educator shortages. Hear how the Hawaii Department of Education used data mapping tools, determined root causes, and implemented localized strategies specific to community needs.</p>
10:30 am – 11:30 am	<p><b>Promising Practices Breakout Session 9</b>  <b>The State of the Teacher Workforce: Current Developments and Policy Implications</b>  <i>Presenter: Steve Wojcikiewicz, Senior Researcher and Policy Advisor, Learning Policy Institute</i></p> <p>The Learning Policy Institute conducts, synthesizes and communicates independent, high-quality education-related research to improve education policy and practice. This session will start off with an overview of the evidence on the state of the teacher workforce, including teacher supply, attrition and shortages. This overview will be followed by a presentation of research-based strategic policies aimed at building and sustaining a strong, stable and diverse teacher workforce.</p>
11:30 am – 11:45 am	Networking Break
11:45 am – 12:45 pm	<p><b>Promising Practices Breakout Session 10</b>  <b>Leveraging Data to Improve Educator Experience</b>  <i>Presenter: Aimee Green-Webb, Chief of Human Resources, Dr. Marco Munoz, Assistant Director Employee Retention and Faith Stroud, Director of Leadership Development, Jefferson County Public Schools</i></p> <p>The effective use of data is one of the six essential systems for a strong learning climate used in Jefferson County Public Schools (JCPS). The JCPS Human Resources team supports schools and departments by regularly collecting and analyzing data to make improvements in the employee experience. We strive to provide school leaders with a comprehensive set of tools to support their development as human capital leaders. Understanding what teachers want and need and how to use data to deliver on those needs is critical to our leaders' success. Join us for an overview of our process and what we have learned along the way.</p>
11:45 am – 12:45 pm	<p><b>Promising Practices Breakout Session 11</b>  <b>Successfully Addressing Shortages Through Collective Bargaining</b>  <i>Presenter: Robin Vitucci, Assistant Director, American Federation of Teachers and Jason Roberts, President, Kansas City Federation of Teachers &amp; School Related Personnel</i></p> <p>In July 2022, the AFT released "Here Today, Gone Tomorrow," a report outlining targeted solutions to ensure educators have the tools, time, trust and training they need to do their jobs and to stay in their jobs. Led by a national task force of 25 leaders from AFT state and local affiliates across the country, the report offers recommendations based on academic research, member input through focus groups and surveys, and sharing our on-the-ground experiences. In this session, you will learn how states and districts are implementing the recommendations from the report. The President of the Kansas City Federation of Teachers and School Related Personnel will share how the union used a collaborative approach with administration to bargain for a wide array of issues that will address many of the teacher and staff shortage challenges in their district.</p>
11:45 am – 12:45 pm	<p><b>Promising Practices Breakout Session 12</b>  <b>Statewide Recruitment &amp; Retention Strategies through Grow Your Own</b>  <i>Moderator: David Donaldson, Founder, National Center for Grow Your Own</i>  <i>Presenters: Holly Carruthers, Contractor and Jenni Dickens, Grow Your Own Consultant, Michigan Department of Education and Laurie Matzke, Assistant Superintendent, North Dakota Department of Public Instruction</i></p> <p>This panel will include representatives from various state departments as they discuss their recruitment and retention strategies through the work of Grow Your Own (GYO) Programs.</p>
12:45 pm – 01:45 pm	Grab-n-Go Lunch

\*Agenda and times are subject to change