

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

Thursday, January 19, 2023	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 2022 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 – 10:00 am	<b>Interactive Session 1 -</b> <b>5 Takeaways from the Five Shifts to Addressing the Educator Shortage</b> State, district and institution participants will share their 5 takeaways from the 5 Shifts to Addressing the Educator Shortage. Attention will be given to what are Immediate Issues vs long term issues.
10:00 am – 10:15 am	Break <b>Sponsored by 240 Tutoring</b>
10:15 am – 10:45 am	<ul style="list-style-type: none"> <li>➤ <b>Report Out by Dr. Sara Skretta, Certification Office, University of Nebraska - Lincoln</b></li> </ul>
10:45 am – 12:00 pm	<b>Panel Discussion: What is New with the Data</b> Facilitator: <i>Dr. Jacqueline King, Research, Policy &amp; Advocacy, American Association of Colleges for Teacher Education AACTE</i> Panelists: <i>Ben Erwin, Policy Analyst, Education Commission of the States; Steve Wojcikiewicz, Senior Research &amp; Policy Advisor, Learning Policy Institute; and Dr. Tuan Hguyen, Assistant Professor, Kansas State University</i>
12:00 pm – 12:45 pm	Lunch
01:00 pm – 02:30 pm	<b>Interactive Session 2 -</b> <b>Successes &amp; Failures</b> State, district and institution participants will share their current program successes with regards to the educator shortage. A shared document will be created and shared with participants. New barriers and challenges happening with regards to the educator shortage done at a district, state and national level.
02:30 pm – 03:00 pm	Break <b>Sponsored by Bloomboard</b>
03:00 pm – 03:45 pm	<b>Research Session: Elevating the Education Professions: Solving Educator Shortages by Making Public Education an Attractive and Competitive Career Path</b> Presenter: <i>Dr. Ann Nutter, Manager, Teacher Quality, National Education Association (NEA)</i> Educators nationwide have been underpaid, undervalued, and under-resourced for years, leading many to exit the profession. Recent efforts to address the growing crisis have relied in large part on ineffective stopgap measures and even gimmicks. Educator shortages will only be fixed with systemic, sustained solutions. This session explores long-term solutions that address recruitment and retention of educators into the profession.
03:45 pm – 04:00 pm	<ul style="list-style-type: none"> <li>➤ <b>Closing Session/Day in Review</b></li> </ul>
04:30 pm – 06:00 pm	Networking Reception <b>Sponsored by AASPA, Bloomboard, Educational Testing Services, EdWell, ESS/Proximity Learning, International Alliance Group, iteach, Kelly Education, Leading Educators, LinkedIn, Pearson Evaluation Systems, PowerSchool, Retire Ready, Stedi.org, Substantial Classrooms, Teachers of Tomorrow, Torace, Upbeat, WestEd and Written Out Loud</b>
Friday, January 20, 2023	National Educator Shortage Summit Day 2
07:30 am – 08:30 am	Continental Breakfast & Registration
08:30 am – 09:15 am	<b>Breakout Session 1 -</b> <b>Registered Apprenticeship in Teaching: Lessons from the first in the country and rest of the nation</b> <i>Presenters: David Donaldson, Founder of National Center for Grow Your Own</i>

	<p>This session will feature the work involved to create the first ever registered apprenticeship in teaching between Austin Peay State University and Clarksville Montgomery County School System. It will also feature how registered apprenticeships in teaching have expanded across the nation thus far with the National Center for Grow Your Own.</p>
08:30 am – 09:15 am	<p><b>Breakout Session 2 -</b>  <b>NexGen Leadership Academy: District and University Partnerships</b>  <i>Presenters: Chelsea Feusner, Assistant Professor and Aprille Phillips, Associate Professor, University of Nebraska Kearney</i></p> <p>The NexGen Academy involves a strategic and systematic learning experience designed to develop and support the next generation of school personnel in these specific leadership roles: teaching and instructional leadership, building-level leadership, and district-level leadership. The NexGen Leadership Academy at the University of Nebraska at Kearney (UNK) provides a model for university and K-12 school district partnership to develop system-wide capacity. Participants will learn how the model is designed and ideas to implement a similar program at their institutions. The NexGen Leadership Academy at UNK provides a model for university and K-12 school district partnership to develop system-wide capacity.</p>
09:15 am – 09:30 am	Break
09:30 am – 10:15 am	<p><b>Breakout Session 3 -</b>  <b>Grow Your Own West Virginia Pathways to Teaching: Multiple Pathways, Registered Apprenticeship, and Year-Long Clinical Residency</b>  <i>Presenter: Carla Warren, Director, Office of Educator Development and Support, West Virginia Department of Education</i></p> <p>West Virginia faces educator shortage challenges like other states across the nation. In response, a targeted Grow Your Own (GYO) pathway and Registered Apprenticeship Program (RAP) was launched to harvest promising local high school students and facilitate a career path for them to pursue a career in education. In addition, the state will reach full implementation of a mandatory undergraduate residency model in fall 2024 for traditional pre-service teachers.</p> <p>In this session, participants will gain resources and guidance documents to strengthen and diversify the teacher pipeline in their state. They will: Know the planning processes, procedures and timelines West Virginia negotiated to expand and diversify the teacher pipeline through the launch of the Grow You Own WV Pathway to Teaching, including partnerships, stakeholder engagement, dual credit transferability, funding streams, and marketing. Know the planning processes, procedures and timelines West Virginia implemented to register the K-12 Teaching Occupation as a Registered Apprenticeship Program with the U.S. Department of Labor and review steps taken to develop the WV Apprenticeship Model, identify county districts to launch the apprenticeship model, and begin registering apprentices. Know the pathways for candidates to obtain licensure in West Virginia that support both non-traditional students and mid-career changers to prepare for a career in education. These pathways include both traditional and alternative models.</p>
09:30 am – 10:15 am	<p><b>Breakout Session 4 -</b>  <b>Using Educator Pipeline Data for Recruitment and Retention Strategies</b>  <i>Presenters: Laine K. Reichert, Director of Teacher and Leader Support and Development and hauntice Wheeler, Program Manager Title IIA State Activities, Georgia Department of Education</i></p> <p>Through the use of teacher and student reporting data, Georgia has produced visualizations that reveal educator pipeline summaries. The Georgia Department of Education has developed facilitation guides for districts and support agencies to utilize the pipeline data to identify successes and challenges in recruiting and retaining qualified educators. These guides can be used in action planning to address educator supply needs.</p>
10:15 am – 10:30 am	Break

10:30 am – 11:15 am	<p><b>Breakout Session 5 - Charting a New Path for Recruitment &amp; Retention</b>  <i>Presenters: Tonya Whitehurst, Executive Director of Human Resources and Kristin Carroll, Human Resources Administrator for Certification &amp; Recruitment, Putnam County School District</i></p> <p><i>Every day a student has an effective teacher in the classroom, is a day when learning takes place! In this session you will hear how we have charted a new path for recruiting, retaining and molding teachers. Through the implementation of a grow your own program and a mentoring program we have increased our novice teacher retention to over 90% from 65% five years ago. When retention rates increase, vacancies decrease which means our students have effective teachers in front of them providing learning opportunities leading to their success in college, career and life.</i></p>
10:30 am – 11:15 am	<p><b>Breakout Session 6 Innovative Recruitment Strategies: Creating Success!</b>  <i>Presenters: Dr. Yolanda Mendez, Assistant Superintendent HRS, Carlos Reyes, Director of Recruitment and Claire Emmanuel, Special Assistant, Newark Board of Education</i></p> <p>Participants will learn about various recruitment strategies to hire effective applicants. Additionally, participants will learn how to create systems that will improve staff retention, thus creating long-lasting partnerships that will further enhance the mission/vision of a school district.</p>
11:15 am – 11:30 am	Break
11:30 am – 12:30 pm	<p><b>Interactive Session 3 - Action Planning</b>  State, district and institution participants will come together to identify partnerships, initiatives &amp; action plans for their state and district. Participants will be encouraged to work with representatives from their respective states.</p>
12:30 pm – 01:15 pm	Lunch
01:15 pm – 02:00 pm	<p><b>Breakout Session 7 Building A Recruitment Pipeline</b>  <i>Presenters: Mary Martin, Director of Human Resources, Ally Panatex, Senior Manager of Human Resources and George Papaemanuel, Human Capital Partner, Pasco County District Schools Board</i></p> <p>A culmination of programs aimed at increasing the number of educators in the workforce including international teacher recruitment, a grow your own program for high school students, a grow your own program for staff, and a grow your own intern program through paid internships in collaboration with university partners.</p>
01:15 pm – 02:00 pm	<p><b>Breakout Session 8 The Role of Specialized Professional Associations in Teacher Education Program Standards and Reviews</b>  <i>Presenters: Dr. Lawrence Paska, NCSS Executive Director, Mr. Howie Berman, ACTFL Executive Director, Tim Finklea, Vice President for Membership Engagement and Board Services, and Matt Vanover, Vice President for Communications and Government Affairs, CAPE</i></p> <p>How do specialized professional associations support standards, reviews, and accreditation of teacher education programs? How do these associations work toward a strong pipeline to support pre-service and early career educators, and address the educator shortage? CAEP leaders and board members (who also represent specialized professional associations) will share an overview on teacher preparation accreditation standards, followed by the processes and lessons learned (so far) in developing and supporting teacher preparation program standards and conducting program reviews to ensure high-quality teacher education nationwide.</p>
02:00 pm – 02:15 pm	Break
02:15 pm – 03:00 pm	<p><b>Breakout Session 9 - How Supply and Demand Data Can Help Us Solve Staff Challenges.</b>  <i>Presenters: Dr. Patricia Saenz-Armstrong, Senior Economist and Shannon Holston Chief Policy and Programs, NCTQ</i></p>

	During this session, participants will learn the national landscape of what data is currently available across the country. This session will feature examples of how states have made this data available and actionable. Participants will walk away with state policy examples and key questions that will help them understand the local teacher labor market, and the data elements they need to answer these critical questions.
02:15 pm – 03:00 pm	<p><b>Breakout Session 10 - Building the Next Education Workforce: How a District-University Partnership is Transforming both Institutions</b></p> <p><i>Presenters: Brent Maddin, Professor of Practice and Executive Director of the Next Education Workforce Initiative, Mary Lou Fulton Teachers College, Arizona State University; Justin Wing, Assistant Superintendent of Human Resources, Mesa Public Schools</i></p> <p>Arizona State University and Mesa Public Schools are deep in the work of creating new models for staffing schools that produce outcomes for students and educators. Working in partnership, they are redesigning aspects of the district's human capital management system that better align with the district's commitment to their Portrait of a Graduate and ability to recruit a diverse pipeline of educators into team-based staffing models. This work is creating new roles, pathways into the profession and advancement opportunities for community members, high school students, paraeducators and professional educators. Come for concrete resources based on this partnership and learn about opportunities to create similar models in your local contexts.</p>
03:00 pm – 03:30 pm	➤ <b>Share Out &amp; Closing Remarks by Kelly Coash-Johnson, Executive Director, AASPA</b>

\*Agenda and times are subject to change

**Thank you to our Table Sponsors!**

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Kelly Education - PowerSchool - Retire Ready - Torace - Upbeat**

**Be sure to stop by their tables for more information on each of these organizations.**