Regional Collaborative on Strengthening the Educator Workforce

ED# 2022-R1-T-0002

CCNETWORK
Comprehensive Center Network

REGION 1
Maine
Massachusetts
New Hampshire
Vermont

High-Leverage Problem

Educator shortages have been a longstanding challenge—particularly in specific subject areas such as science, technology, engineering, and math; career and technical education; and special education. Schools in rural communities or that serve high-needs and underserved communities have also experienced educator shortages. Educator workforce challenges have been exacerbated by the COVID-19 pandemic due to more challenging working conditions for educators, an increase in negative perceptions of the teaching profession, increased demands on teachers to provide remote instruction or cover additional classrooms while colleagues are out sick, and a greater need for more support staff such as paraprofessionals. In the New England area, schools and districts face challenges in recruiting teachers for remote rural schools, offering competitive pay with other industries, particularly for CTE teachers, and declining enrollment in teacher preparation programs.

R1CC Approach

To build on the regional workshop in Year 3, Region 1 Comprehensive Center (R1CC) and Region 2 Comprehensive Center continued to regularly convene the states in their regions to share strategies, discuss best practices, and provide each other with feedback. A common challenge across the region was a lack of educator workforce data to understand the landscape of educator workforce needs or to identify an appropriate solution. R1CC and R2CC facilitated three virtual cafés which focused on identifying, using, and leveraging educator workforce data.

R1CC and R2CC reconvened the states for a second regional workshop building on the virtual cafés and previous regional convening. Participants engaged in conversations among peers across the region on strategies to address pressing educator workforce challenges, learned from subject matter experts on strategies of interest such as apprenticeships and grow-your-own models, and established outcomes and measures to monitor progress for strategies to strengthen and diversify the educator workforce.

Key Partner(s): R2CC

● — ◎ — ◎ → Key Milestones

1. Planned and hosted Virtual Café 1 on the types of educator workforce data to collect

2. Created educator workforce data repository tool

3. Planned and hosted Virtual Café 2 on analyzing educator workforce data

4. Planned and hosted Virtual Café 3 on leveraging data to inform policy and procedures

5. Conducted a needs assessment to inform the focus and topics of the regional convening

6. Planned and hosted regional convening

❓ → Outputs

1. Hosted Virtual Café 1

2. Education workforce data repository resource

3. Hosted Virtual Café 2

4. Hosted Virtual Café 3

5. State needs assessment to inform regional convening

6. Developed slides and materials for regional convening

7. Hosted regional convening

Outcomes

"I always find the [CoP meetings] useful. I always walk away with something to think about or something to apply."

"They do an excellent job of navigating across the states, in terms of convening us, putting us in breakout rooms and facilitating conversations that draw out different points or different connections, different things to think about."