

50%

Approximately half of Tennessee's public school educators will leave or retire in the next decade, making a vibrant teacher pipeline essential.

Partnership Is Key

Strong collaboration between school districts and Educator Preparation Providers produce strong teachers

Tennessee schools and Educator Preparation Providers (EPPs) are intricately linked—the two support each other and rely on each other. The positive relationships that already exist must become true partnerships to meet the needs of students.

From collaboratively developed recruiting strategies to shared induction models, districts and EPPs must elevate their collaboration to strengthen the teacher pipeline. These partnerships, informed by meaningful data, will ensure that new educators are equipped to teach all Tennessee students effectively. But achieving such partnerships will require commitment, flexibility, coordinated action, and a shared definition of success.



Bold Partnerships: A Roadmap*

INITIATION

1. Understand the district's talent pipeline and discuss unique needs
2. Set mutual goals, with a focus on relationship-building and trust
3. Agree on criteria and expectations for program graduates
4. Commit to sharing and reviewing data together to drive action

IMPLEMENTATION

5. Jointly select and train teacher mentors, and strategically place candidates

6. Ensure coursework aligns with clinical experiences and district language
7. Communicate openly and meet frequently
8. Spend time together in schools

CONTINUOUS IMPROVEMENT

9. Be open to change and regularly discuss progress and challenges
10. Be ready to shift EPP pipelines, structures and systems based on changing district needs

* Adapted from Education First (2016). *Ensuring high-quality teacher talent: How strong, bold partnerships between school districts and teacher preparation programs are transforming the teacher pipeline*, p. 2. Accessed 3/24/17 at education-first.com/wp-content/uploads/2016/01/Ensuring-High-Quality-Teacher-Talent.pdf.

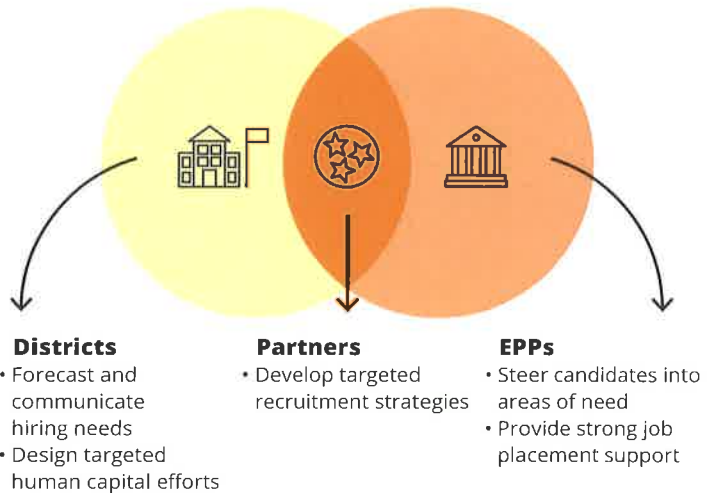


Partnership in Practice

Collaboration among school districts and EPPs is the most effective way to address two key challenges facing our state: overcoming educator shortages in certain subject areas and improving the quality of novice teachers.

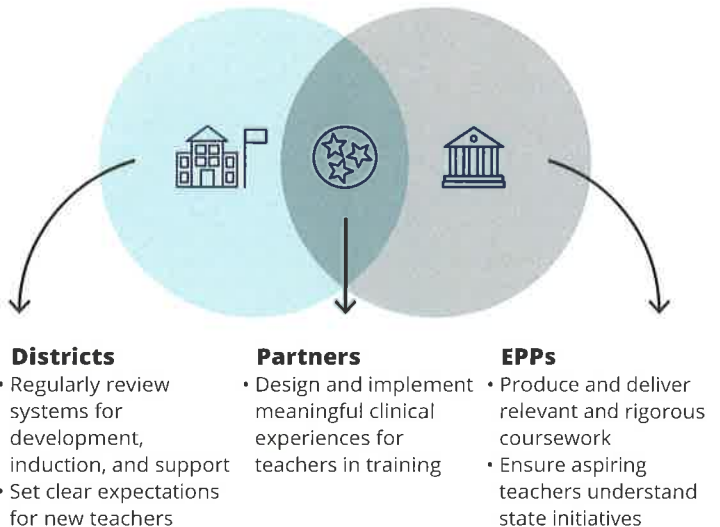
Challenge: Overcome teacher shortages

Solution: Recruit and select the teachers Tennessee needs



Challenge: Improve novice teacher quality

Solution: Prepare and support effective teachers



What resources can help these partnerships?

A: State innovation grants. These incentivize EPPs to foster a more diverse workforce, boost training in high-demand areas, and improve early literacy training. **Network for Educator Preparation Partnerships (NEPP).** This Tennessee network seeks to establish a process for improving partnerships

among the state, school districts, and EPPs. **Teachers-Teachers.com.** The state has contracted with this educator database to link Tennessee school districts with job seekers nationwide. **"Grow Your Own" programs.** These seek to cultivate a workforce of qualified diverse, local candidates.