



# Recruitment & Retention Delaware Teacher Pipeline



**P-20 Council**  
**April 8, 2019**



**Delaware**  
Department of Education



# Teacher Pipeline

Recruitment

Preparation

Support



# Recruitment - Current Landscape

## Last Hiring Cycle :

- 645 Year 1 teachers
- 31% ARTC teachers

Recruitment

## Most Difficult to Staff

Foreign Language

Math (High School)

Science (High School)

Math (Middle School)

Special Education (Secondary)

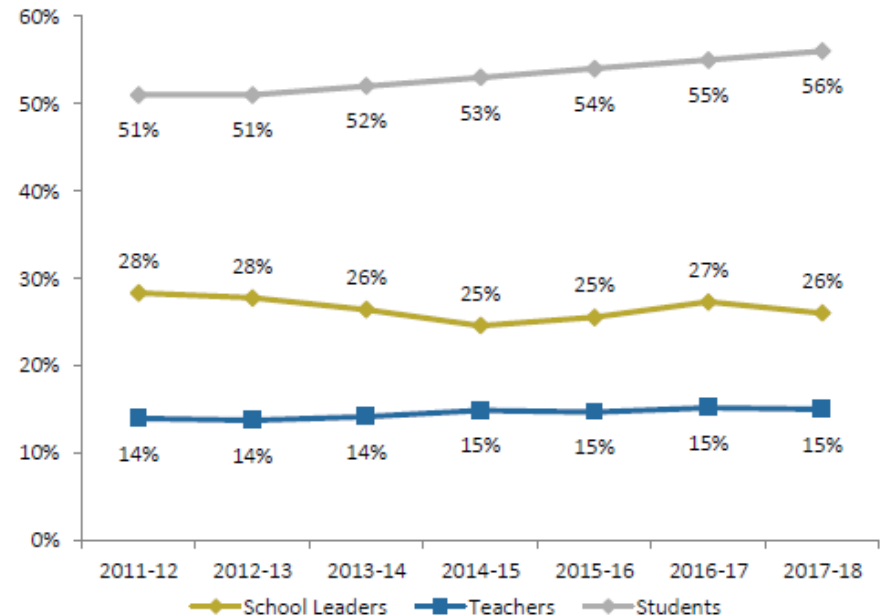


# Diversity of the Workforce

In the United States **50%** of our students identify as a person of color, yet only **20%** of teachers do.

In Delaware, **56%** of students identify as a racial/ethnic group other than white, while only **15%** of the teaching workforce does.

Figure 2: Share of students, teachers, and school leaders of color by school year





# Diversity of the Workforce

## ***Promising data:***

- Candidates in educator preparation programs who identify as a person of color increased statewide to 25%.
- 23% of novice educators identify as a person of color, compared to the entire workforce at 15%.



# Recruitment

## **State Supports**

- ***New Recruitment Portal – Join Delaware Schools***
- ***Recruitment Plan***
- ***Social Media Campaign***
- ***Leverage Partnerships with K-12 Teacher Academy***



# Recruitment

## **Innovative Practices**

- ***University of Delaware***



# Preparation - Current Landscape

- Completer Survey of 1<sup>st</sup> year teachers from Delaware EPP's

Preparation

Teachers receive practice & feedback and feel prepared to:

- Reflect on teaching to improve practice
- Use content knowledge to design learning experiences
- Use content knowledge of standards (Common Core) in instruction

Teachers get practice and feedback in their programs but still feel unprepared to:

- Manage Behavior
- Set Expectations
- Establish/maintain classroom procedures
- Engage students
- Relate content to student interests

Teachers do not receive adequate practice or feedback, nor do they feel prepared to:

- Use student assessment data
- Work effectively with students from diverse communities
- Integrate technology



# Preparation

## State Supports:

- Focus on strengthening clinical practice – NCTR
- Year long residency stipends



# Preparation

## Innovative Practices:

- Wilmington University

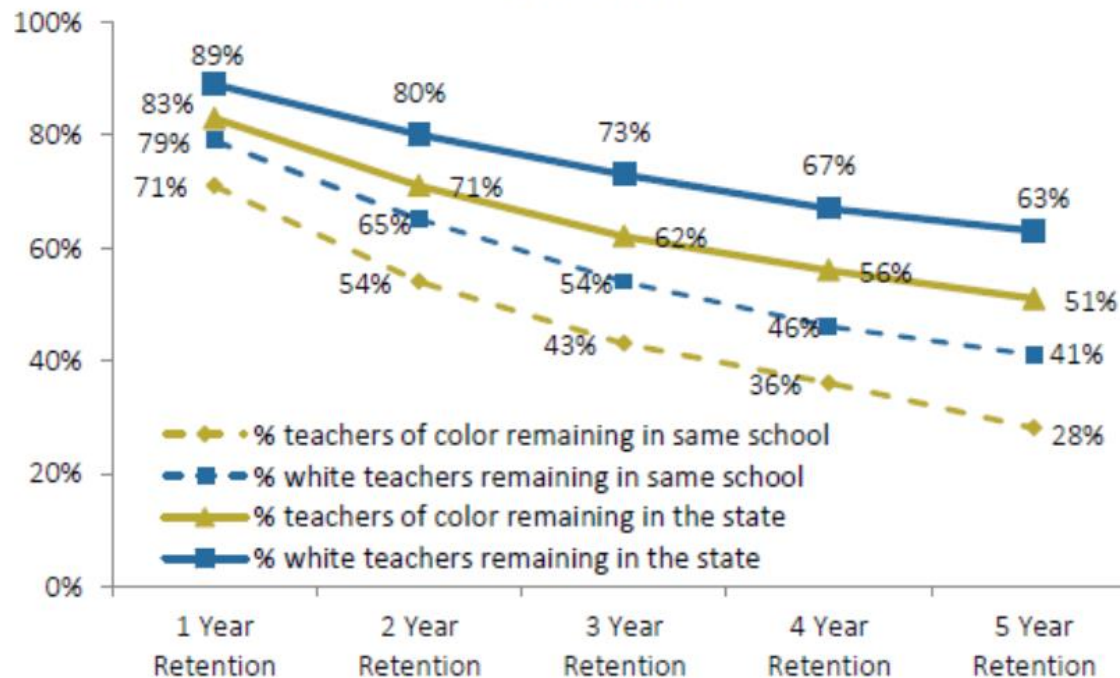


# Supports - Current Landscape

- 55% of first year teachers remain teaching in Delaware by year 5

Support

Figure 4: Retention rates for early career\*\* white and teachers of color



Note: Sample contains average retention rates for novice teachers in the last five years (2013-14 through 2017-18 school years), including 4,255 white teachers and 820 teachers of color.



# Support

## **State Supports:**

- Comprehensive Induction Program Grants
- New Teacher Academy
- Surveys – district level
- Differentiate supports for high need schools



# QUESTIONS??

