

## Redding Consortium Educator Workgroup Recommendations Stakeholder Feedback

### **Purpose of the Conversation**

The purpose of this conversation is to gain perspective on not only general retention and recruitment of Delaware educators, but also on the current draft of recommendations created by the Educator Work Group. We hope to use the answers, experiences, and suggestions to inform the Work Group's future editions to the recommendations.

### **Recommendation 1 Questions**

Reference the Grow Our Own recommendation.

A Grow Your Own teacher program helps address teacher shortages, retention issues, and teacher diversity by using various strategies that aim to recruit teachers from local communities. The goal for this program is that the candidate pool will become more diverse and more likely to teach and stay in the community.

1. Does your school/district currently have a Grow Your Own teacher program?
  - a. If yes, would you explain how the program works?
  - a. If no, how do you think a Grow Your Own program might impact the recruitment of diverse educators?
2. What are your thoughts on the current Grow Our Own Program recommendation presented by the Redding Consortium?
  - a. Do you have any suggestions for improvement?
  - b. How might this recommendation impact your schools'/districts' concerns/issues/efforts of recruiting diverse educators?
3. Do you have any further comments/concerns/suggestions for the current recommendations?

If you feel the conversation did not provide sufficient information and needs further discussion regarding recruitment and retention.

4. What are the primary challenges surrounding the recruitment and placement of diverse educators in your district?
5. In what ways do you think Delaware's Institutions of Higher Education could help/support your district's recruitment of diverse educators?

\*Make sure to thank the person for taking the time to discuss the recommendations and their concerns, experiences, and input in the recruitment and retention of diverse educators in Delaware.

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**Recommendation 4 Questions**

Reference the Whole School Professional Learning Package recommendation.

A professional learning package involves a multi-year, focused partnership with Institutions of Higher Education to provide professional learning and coaching for both administrators and teachers to improve school climate and ultimately limit teachers leaving the field.

1. How is professional learning implemented in your school/district?
  - a. What works?
2. What are your thoughts on the current Whole School Professional Learning Package recommendation presented by the Redding Consortium?
  - a. Do you have any suggestions for improvement?
  - b. How might this recommendation impact your schools'/districts' concerns/issues/efforts of retaining diverse educators?
3. Do you have any further comments/concerns/suggestions for the current recommendations?

If you feel the conversation did not provide sufficient information and needs further discussion regarding recruitment and retention.

4. What are the primary challenges surrounding the retention of diverse education in your district?
5. How do you think your district's current processes/systems/functions are impacting the retention of diverse educators in your district?

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