

Recruitment & Retention of Quality Teachers in Rural North Dakota

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Quality Employees

1. Finding and acquiring talented teachers needs to be our top priority.
2. Smaller applicant pools due to shortage areas and areas of critical need.
3. Loss of quality teachers to the private sector.
4. Qualified areas on ND License
5. Transition to teaching program...

Sample Interview

<https://www.youtube.com/watch?v=Uo0KjdDJr1c>

What Should We Be Looking For?

1. Self-Discipline - “Win the first hour of the day!”
2. Raw intelligence and alignment with what we are trying to do. - Mark Zuckerberg
3. Hire people who do not need to be managed. - Steve Jobs
4. People who share your vision.

“Our Mission Is C.L.E.A.R.”

Critical Need Areas

1. Science
2. Business & Office Technology
3. Agricultural Education
4. Technology & Engineering Education
5. Computer Science

Shortage Areas

1. Elementary Grades (PK-8)
2. Guidance Counselors (PK-12)
3. Special Education (PK-12)
4. ELA
5. Social Studies
6. FACS
7. Mathematics
8. English Language Learners
9. Library / Media Specialists
10. Elementary Music
11. Fine & Performing Arts
12. Career Clusters
13. Foreign Language

What Has Changed?

- Less movement between rural schools
- Fewer people choosing our profession
- Younger teachers less inclined to live in smaller towns
- More Transient Society
- Fewer applicants creates more competition

Recruiting

- Online presence – TEAMND.org, Edpost, Edjobsnd, TeacherTeacher.com, etc
- Be proactive – move quickly - use short deadlines
- Try to identify openings early
- Advertise right away
- Contact Universities to identify candidates
- Call other schools with openings to identify candidates
- Call potential candidates and ask them to apply
- Bring in quality candidates ASAP
- Look for possible student teacher opportunities if you know early enough
- Recruit nationally and internationally if necessary

Rural Education: Attracting and Retaining Teachers in Small Schools – Jerry M. Lowe

1. Welcome Accountability
2. Establish Community Building as a Top Priority
3. Provide Authentic Mentoring for New Teachers
4. Invest in Quality Staff Development
5. Budget For Teacher Recruiting
6. Focus on Planning
7. Offer Incentives to Teachers
8. Develop a Marketing Strategy
9. Provide a School / Community Induction Program
10. Don't Neglect Locals

Leaving the Profession

- Teachers are most likely to leave the profession within the first five years of teaching.
- Principals who stifle creativity
- Ideas about teaching differ from colleagues
- Lack of professional prestige
- Unsupportive educational culture

Teacher Retention in Rural Schools – Jeremy Watts

Why Teachers Remain in Rural Districts

- Satisfaction with rural lifestyle
- Spousal employment in same area
- Support from school administrator

Why Teachers Leave Rural Districts

- Teachers expected to perform more work outside classroom - XC activities
- Don't like rural lifestyle
- Living extended distances from family & friends
- Teachers often asked to teach students with a variety of abilities with little support
- Teaching assignment - Number of preps

Partner With Your Community

- Help find housing
- Incentives – free month of cable, swimming passes, movie passes, etc
- Recreational opportunities
- Civic organizations
- Churches
- Businesses
- Summer job opportunities

Incentives

- Student Loan Forgiveness Program
- Tuition Assistance Program
- Signing bonuses
- Mentoring program

Retaining Quality Teachers

- Tuition Assistance Program
- Provide Professional Development/Growth Opportunities – Grants
- Value your staff - Recognize Excellence
- Create a collaborative environment
- Positive school climate
- Trusting relationship with administration
- Include teachers in hiring process
- Empower your teachers and include them in decision making
- Ongoing mentoring and support from peers and administration

Ways To Sell Your School

- Brochures
- Advanced Ed. information & student achievement data
- Comprehensive and up to date website
- You Tube Channel
- Aggie Vision
- Aggie Articles
- Updated facilities & technology
- Toot your own horn

Conclusions

1. Teacher Mentoring / Collaboration
2. Colleagues who share similar ideas about teaching and working cooperatively
3. Administrators who encourage and promote teachers' ideas
4. Communities that feel positive about the educational system and who are involved.
5. Building of positive feelings of self-worth, worthwhile contributions to the curriculum, a support network, positive interactions with parents and other local authorities for new teachers.

Michelangelo

The greater danger for most of us lies not in setting our aim too high and falling short; but in setting our aim too low, and achieving our mark.