

Annual Fall Meeting
September 29–October 1, 2024
Intercontinental Saint Paul Riverfront | St. Paul, Minnesota

CALL TO ACTION:
Educator Shortages & Support

uwlax.edu/ex/tecscu



Sam Houston State University

College of Education

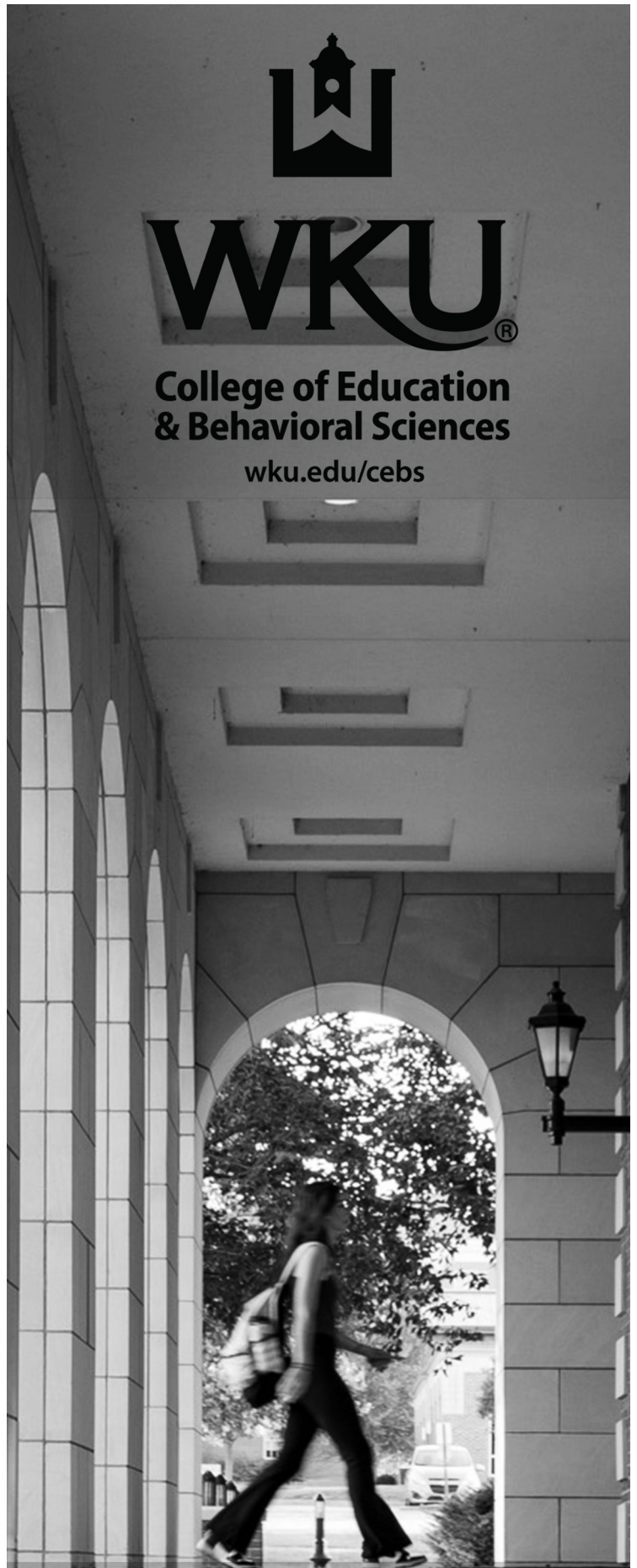
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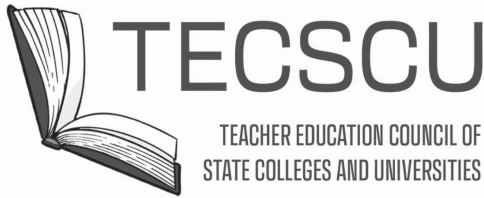
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Educator Preparation**



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Welcome

On behalf of the Board of Directors of the Teacher Education Council of State Colleges and Universities (TECSCU), it is my great pleasure to extend a warm welcome to each of you as we gather for the Fall 2024 Conference on “Educator Shortages & Support.”

At TECSCU, our mission is to advance the quality of teacher education and to support the professional growth of educators across the nation. This conference represents a significant opportunity for us to engage in meaningful dialogue and share innovative strategies that address the critical challenges facing our education systems.

This year’s conference theme—“Educator Shortages & Support”— focuses on key areas essential to fostering a resilient and dynamic educator workforce with presentations that highlight best practices and research in the following strands:

Innovative Recruiting and Retention Strategies: Exploring new methods to attract and retain talented educators.

Diversifying the Educator Workforce: Strategies to build a more inclusive and representative teaching force.

Supporting Current Educators: Enhancing support systems and professional development opportunities for those currently in the field.

Advocacy Efforts at the State and National Levels: Effective advocacy strategies to drive policy change and address systemic challenges.

Your participation and insights are invaluable as we work together to tackle these pressing issues. We look forward to the collaborative exchange of ideas and the development of actionable solutions that will shape the future of education.

Once again, welcome to the TECSCU Fall 2024 Conference. We are excited to embark on this journey with you and anticipate a conference filled with inspiration, innovation, and impactful discussions.

Lisa Huffman, Ph.D.
Dean and Professor
University of Cincinnati
College of Education, Criminal Justice, Human Services, and Information Technology

SAVE-THE-DATE

2025 TECSCU WINTER MEETING
Thursday afternoon, February 20, 2025, Long Beach, CA

Thank you to our Sponsors



AT-A-GLANCE AGENDA

Sunday, September 29, 2024

Noon-4 p.m.	TECSCU BOARD MEETING & LUNCH
4-6 p.m.	CONFERENCE REGISTRATION
5-6 p.m.	HAPPY HOUR / NETWORKING

Monday, September 30, 2024

7:30-8:30 a.m.	BREAKFAST		
7:30-10 a.m.	CONFERENCE REGISTRATION		
8:30-9 a.m.	CONFERENCE WELCOME AACTE/AASCU UPDATES SPONSOR SHOWCASE		
9-10 a.m.	KEYNOTE ADDRESS: Localized Challenges, Tailored Solutions: How Educator Preparation Programs Can Help Tackle Teacher Shortages		
10-10:15 a.m.	BREAK		
10:15-11 a.m.	ALL HANDS ON DECK: Trauma Informed Practices as Capacity Building for Faculty and Staff in a School of Education	COORDINATING A PARAPROFESSIONAL AND CHILDCARE WORKER-TO-TEACHER PATHWAY: The Good, the Bad, and the Sustainable	
	HIGH RETENTION AND EFFECTIVE PARTNERSHIPS: Compelling Program Evaluation Data From an Innovative Program Leading Paraeducators Toward Teacher Licensure	THE FUTURE IN VISUAL: Crafting Social Media Content for Digital First Generations	
11-11:15 a.m.	BREAK		
11:15 a.m.-Noon	TAKING ACTION: The Creation and Implementation of a Convening on Diversify the Educator Workforce	EDUCATION SOLUTIONS AT MSU DENVER: Innovative Programs as a Model to Advance Equity	Developing a Registered Teacher Apprenticeship Program to Strengthen the Special Education Teacher Pipeline in Minnesota
	Diversifying Pathways to the Classroom	Diversifying the Teaching Profession through H.E.A.R.T.	
Noon-1 p.m.	LUNCH AND TECSCU BUSINESS MEETING		
1:15-2 p.m.	NAVIGATING THE COMPLEXITIES OF LEADERSHIP: Challenges and Solutions for Education Deans	SUPPORT FOR SUCCESS: Innovative Strategies to Retain Teacher Candidates	Digital Modules to Support Restorative Practices with Teacher Candidate Dispositions
	RECRUITMENT, RETENTION, AND RE-INNOVATION: Successful Pipelines from the Front Lines of the Teacher Shortage	REDUCING BARRIERS, INCREASING ACCESS: Innovating Degree Pathways in Early Childhood-Special Education for Childcare	
2-2:15 p.m.	BREAK		
2:15-3 p.m.	TEACHERS OF TOMORROW: Inspiring Middle & High School Students to Join the Education Workforce	Unpacking Secondary (7-12) Students' Perceptions of the Teaching Profession	MEETING NEEDS: Rural School Districts Indicate How Universities Can Help
	REACHING FOR THE GOLD STANDARD: Providing High-Quality Alternative Teacher Certification	WHAT SHOULD WE EXPECT? Previewing the 2025 AAQEP Standards	

AT-A-GLANCE AGENDA

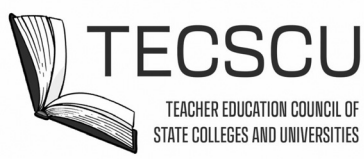
Monday, September 30, 2024 *continued*

3-3:30 p.m.	COFFEE BREAK
3:30-4:30 p.m.	HOW CAN WE BE OF SERVICE? Seven Deans' Perspectives on the Role of Deans in Addressing Educator Shortages
5-6 p.m.	HAPPY HOUR/NETWORKING

Tuesday, October 1, 2024

7-8 a.m.	CONFERENCE REGISTRATION/BREAKFAST		
8-8:45 a.m.	THE NEXT STEP IN TEACHER APPRENTICESHIPS: Recruitment, Support, and Sustainability	Recruiting and Retaining Paraprofessionals in Teacher Education	
	Lessons Learned Piloting a "Residency Model" During a Teacher Shortage	MAXIMIZE RETURNS: Optimizing Recruitment and Retention of High-Quality Candidates through CAEP Accreditation	
8:45-9 a.m.	BREAK		
9-9:45 a.m.	Scaffolding Advocacy Experiences into Educator Preparation Programs	KEEP YOUR TEACHERS: Leveraging Partnerships for Teacher Retention	
	PRIZE: Community and Critical Conversations on Diversifying the Teacher Workforce	SHIFTING BUDGET MODELS: Leveraging Institutional Incentivized Budgets and State Performance Funding in Support of Innovation in Education Preparation	
9:45-10 a.m.	BREAK		
10-10:45 a.m.	Supporting the Educator Workforce Via Teacher Residency	TEACHUP: Transforming Teacher Support and Diversity in Education	NAVIGATING THE COMPLEXITIES OF LEADERSHIP: Challenges and Solutions for Education Deans
	BEYOND THE INFRASTRUCTURE: Preparing Faculty for Apprenticeship Pathways	NORMALIZING BILINGUALISM IN URBAN ED: Partnership to Create an Alternate Pathway to Reparations	
11-11:45 a.m.	Leveraging Asynchronous Modules for Trauma-Informed Professional Development	Forging K-12 Teacher and Principal Apprenticeships to Increase Recruitment and Retention	WP ASPIRING EDUCATORS: A Summer Teaching and Learning Opportunity for High School Students
11:45 a.m.	ADJOURN		

	BREAKS, MEALS & NETWORKING		CONFERENCE SESSIONS		BOARD ACTIVITIES
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Annual Fall Meeting 2024

Call to Action: Educator Shortages & Support

September 29–October 1, 2024

Intercontinental Saint Paul Riverfront | St. Paul, Minnesota

Sunday, September 29, 2024

Noon–4 p.m.

TECSCU BOARD MEMBERS: MEETING AND LUNCH

Great River 1

4–6 p.m.

CONFERENCE REGISTRATION

Kellogg Foyer

5–6 p.m.

HAPPY HOUR/NETWORKING

Kellogg Suite 1

Monday, September 30, 2024

7:30–8:30 a.m.

BREAKFAST

Great River 2 & 3

7:30–10 a.m.

CONFERENCE REGISTRATION

Great River Court

8:30–9 a.m.

CONFERENCE WELCOME

Great River 2 & 3

—Lisa Huffman, TECSCU President; Dean, University of Cincinnati

—Amy Ginsberg, TECSCU President Elect; Dean, William Paterson University

AACTE Updates: Jacqueline King, AACTE Consultant, Research, Policy & Advocacy

AASCU Update: Lisa Hunter, Associate Vice President, Academic Innovation & Transformation

SPONSOR SHOWCASE

9–10 a.m.

KEYNOTE ADDRESS

Localized Challenges, Tailored Solutions:

Great River 2 & 3

How Educator Preparation Programs Can Help Tackle Teacher Shortages

—Danielle Edwards, Assistant Professor of Educational Leadership and Workforce Development, Darden College of Education and Professional Studies, Old Dominion University

Teacher staffing challenges highly vary between regions, districts, schools, and subjects. Thus, solutions to teacher shortages must target schools experiencing shortages and be tailored to the specific challenges they face. Educator preparation programs (EPPs) can influence the teacher supply, not only by producing highly qualified teachers, but by shaping where and what subjects teachers choose to teach. Possible strategies include aligning preparation program practices with district staffing needs, targeting student teaching placements, and recruiting and supporting teacher candidates from communities experiencing teacher shortages, especially those from non-traditional backgrounds. EPPs may also need to advocate for timely and detailed teacher shortage data as well as improved working conditions and increased teacher compensation, two drivers of teacher shortages, for these strategies to ultimately be effective.

10–10:15 a.m.

BREAK

10:15–11 a.m.

CONCURRENT SESSIONS

All Hands on Deck:

Great River 1

Trauma Informed Practices as Capacity Building for Faculty and Staff in a School of Education

—Lead Presenter: Kathryn Young, Metropolitan State University of Denver

—Additional Presenter: Andy Thyrring

With the increase in adverse childhood experiences and mental health concerns in schools, educators need innovative solutions to prepare and retain teachers. At the MSU Denver School of Education, our trauma-informed practices (TIP) program strengthens school of education personnel’s capacity to educate future teachers about topics related to trauma-informed practices through a lunch-n-learn series for faculty and staff.

10:15–11 a.m.

**Coordinating a Paraprofessional and Childcare Worker-to-Teacher Pathway:
The Good, the Bad, and the Sustainable**

Kellogg Suite 1

—Lead Presenter: Vincent Gerareo, Salisbury University

This presentation shares the programming efforts, outcomes, and post-award sustainability of a grant-funded paraprofessional and childcare worker-to-teacher pathway for an Early Childhood Education degree. Though the grant increased program size and candidate diversity, there were successes and challenges in its design and coordination to meet the needs of full-time working, nontraditional participants while fulfilling program and state requirements.

**High Retention and Effective Partnerships:
Compelling Program Evaluation Data From an Innovative Program Leading
Paraeducators Toward Teacher Licensure**

Great River 4

—Lead Presenter: Benjamin Forsyth, University of Northern Iowa

—Additional Presenters: Robin Dada, Kris Donnelly, Mike Tate, & Colleen Mulholland

In this presentation we share highlighted data from a recent program evaluation of the first two cohorts of a program geared toward helping paraeducators obtain their teaching license. Data include teaching evaluations administered every 5 weeks, satisfaction surveys from P–12 partners and faculty, and exit surveys from the students.

**The Future in Visual:
Crafting Social Media Content for Digital First Generations**

Kellogg Suite 3

—Lead Presenter: Rene Burress, University of Central Missouri

—Additional Presenter: Brandy Lynch

Learn to tailor your social media presence for digital natives. We will talk about visual and interactive strategies to engage and recruit students.

11–11:15 a.m.

BREAK

11:15 a.m.–Noon

CONCURRENT SESSIONS

Taking Action:

Great River 1

The Creation and Implementation of a Convening on Diversify the Educator Workforce

—Lead Presenter: Stacey Leftwich, Rowan University

—Additional Presenters: LaChan Hannon & Daniel Tulino

Educational stakeholders have gathered to participate in meetings aimed at creating and sustaining an educator workforce reflective of the cultural and linguistic diversity of students. In this presentation, presenters will describe the annual New Jersey Convening for Diversifying the Teacher Workforce, a forum designed to focus on diversifying the profession.

**Education Solutions at MSU Denver:
Innovative Programs as a Model to Advance Equity**

Great River 4

—Lead Presenter: Andrea Thyrring, Metropolitan State University of Denver

MSU Denver's School of Education established the Office of Education Solutions (Ed Solutions) with the goal of providing innovative support to the education community in addressing and seeking solutions in teaching, curriculum, and equity. How can we meet the persistent yet evolving challenges and needs within the field? Learn how Ed Solution's programs, including TIP, Call Me MiSTER, the STEM Ecosystem, and EDI Leaders Network are addressing educator shortages and advancing equity in teacher preparation and schools to recruit new teachers, support current educators, and innovate to create lasting impact.

FREE Professional Development Opportunities offered by TECSCU during 2024–2025:

See back cover for dates!

Professional Development will be held via Zoom.

More detailed information will be posted to www.tecscu.org

11:15 a.m.–Noon

Diversifying Pathways to the Classroom

Kellogg Suite 1

—Lead Presenter: Erin Hamel, Winthrop University

—Additional Presenters: Bettie Parsons Barger, Lisa Harris, & Lisa Johnson

Using visuals and documented examples, Winthrop University will share its efforts to capitalize on current technologies, structures, and pedagogies to facilitate diverse pathways to certification. Coupled with open dialogue and sharing across those in attendance, we will explore experiences with competency-based education pedagogies, alternative pathways, and statewide residency development work.

Diversifying the Teaching Profession Through H.E.A.R.T.

Kellogg Suite 2

—Lead Presenter: ElizaBeth Utley, San Juan College

—Additional Presenter: Karen McCay

This presentation on the TeachUp H.E.A.R.T. Program (H.E.A.R.T.: Honoring Educators and Rekindling Ancestral Traditions) showcases innovative strategies to diversify the educator workforce. Focusing on Hispanic and Native American teacher candidates, the program integrates culturally responsive teaching, comprehensive support systems, and robust professional development to prepare and retain diverse educators, enhancing equity in education. The TeachUp H.E.A.R.T. program leverages a unique three-year pathway and alternative residency model to diversify the educator workforce.

Developing a Registered Teacher Apprenticeship Program to Strengthen the Special Education Teacher Pipeline in Minnesota

Kellogg Suite 3

—Lead Presenter: Teri Preisler, Minnesota State University, Mankato

—Additional Presenters: Dana Wagner, Kiersten Hensley, & Marci Levy-McGuire

Learn how Minnesota State University, Mankato collaborated with four Intermediate Districts and a mix of urban/rural districts to create the first Registered Teacher Apprenticeship Programs in Minnesota. Both provide paraprofessionals a pathway to a Bachelor's degree/teaching license and increase access for talented and expanded race/ethnicity demographic of employees to become teachers.

Noon–1 p.m.

LUNCH AND TECSCU BUSINESS MEETING

Great River 2 & 3

—Meet the TECSCU Board

—Strategic Plan Input

—Finances Update

1:15–2 p.m.

CONCURRENT SESSIONS

Navigating the Complexities of Leadership: Challenges and Solutions for Education Deans

Great River 1

—Lead Presenter: Brenda Sabey, Utah Tech University

—Additional Presenter: Vessela Llieva, Utah Valley University

This session explores the unique challenges Education deans face in the higher education landscape. The presenters will share their personal insights from overcoming challenges in their advocacy and recruitment efforts. Attendees will also have opportunities to collaboratively engage with their peers as they share their own challenges and/or solutions.

Support for Success: Innovative Strategies to Retain Teacher Candidates

Great River 4

—Lead Presenter: Jannah Nerren, Stephen F. Austin State University

—Additional Presenters: Christina Sinclair & Gina Anderson

This presentation describes the strategies of two educator preparation programs to improve retention by providing tools to increase satisfaction and success in their educator preparation programs. Adopting a holistic approach that provides support for mental and physical wellbeing as well as academic success can support persistence to graduation and certification.

MARK YOUR CALENDAR FOR THE 2025 TECSCU WINTER MEETING
Thursday afternoon, February 20, 2025, Long Beach, CA

**Recruitment, Retention, and Re-Innovation:
Successful Pipelines from the Front Lines of the Teacher Shortage**

Kellogg Suite 1

—Lead Presenter: Dan Vincent, University of Central Oklahoma
—Additional Presenters: Jennifer Burriss & Kim Pennington

This interactive session highlights innovations at a metropolitan university which successfully resulted in multiple robust certification pathways for career changers and paraprofessionals. Discussion will focus on strategies for teacher recruitment in rural and urban communities and approaches for overcoming challenges.

**Reducing Barriers, Increasing Access:
Innovating Degree Pathways in Early Childhood-Special Education for Childcare**

Kellogg Suite 2

—Lead Presenter: Kandace Hoppin, Towson University
—Additional Presenter: Toni Guidi

The presenters will share preliminary data, details, and experiences from the first year of a newly developed Early Childhood-Special Education (ECSE) degree pathway, created to build capacity and support childcare personnel, who may otherwise be unable to pursue a bachelor's degree, and teaching certification, in early childhood and special education.

**Digital Modules to Support Restorative Practices with
Teacher Candidate Dispositions**

Kellogg Suite 3

—Lead Presenter: Maria Stetter, West Chester University of Pennsylvania
—Additional Presenter: Matthew Kruger-Ross

This session showcases a series of online modules developed to support a restorative, dialogue-based approach to support student success. The digital modules, whose focus ranges from empathy and communication to responsibility, are grounded in model codes of ethics via ongoing discussions with teacher candidates to assist them in embodying professional dispositions.

2–2:15 p.m.

BREAK

2:15–3 p.m.

CONCURRENT SESSIONS

**Teachers of Tomorrow:
Inspiring Middle & High School Students to Join the Education Workforce**

Great River 1

—Lead Presenter: Brandy Lynch, University of Central Missouri
—Additional Presenters: Carol Dunn & Ann McCoy

This session explores the University of Central Missouri's Future Teacher Academy and Future Teacher Conference. By fostering early interest, providing immersive experiences, and promoting diversity, these initiatives connect middle and high school students with role models, highlight the rewards of teaching, and strengthen the educator pipeline.

**Unpacking Secondary (7–12) Students' Perceptions
of the Teaching Profession**

Kellogg Suite 3

—Lead Presenter: Matthew Kruger-Ross, West Chester University of Pennsylvania
—Additional Presenter: Laura Renzi

The United States is experiencing a teacher shortage. Enrollment in teacher education programs has also declined. We report on the initial findings of a pilot study to understand why 7–12 students are not entering the teaching profession. Insights from results show that current solutions are not addressing the real challenge.

**Reaching for the Gold Standard:
Providing High-Quality Alternative Teacher Certification**

Kellogg Suite 1

—Lead Presenter: Abbie Strunc, Sam Houston State University
—Additional Presenters: Stacey Edmonson & Helen Berg

In Texas, around 70% of teachers hired in 2023 were alternatively certified, according to the Charles Butt Foundation annual report on public education (2024). However, research also indicates that alternatively prepared teacher attrition is significant and most alternatively prepared teachers have exited the profession within three years of entering the field (Ingersoll 2018). This presentation presents the creation, development, and first year of an Alternative Certification Program (ACP) at a mid-size, regional public university to address the shortage of teachers, while also using research-based practices to grow, develop, and support novice teachers in the program.

2:15–3 p.m.

What Should We Expect? Previewing the 2025 AAQEP Standards

Great River 4

—*Lead Presenter: Mark LaCell-Peterson, AAQEP*

—*Additional Presenter: Gina Anderson, Texas Woman's University*

Standards are at the heart of national programmatic accreditation; they represent a profession's expectations for itself and frame the evidence required to show that those expectations are met. In the October of 2017, TECSCU's conference was the first of many venues at which AAQEP's draft Expectations Framework was presented for review and feedback. In the intervening seven years, AAQEP has grown to a quality assurance agency of over 200 EPP members, two-thirds of which have achieved national accreditation under those provide a brief explanation of the standards renewal process, summarize the feedback and inputs received, and will center on a discussion what is new in the penultimate draft of AAQEP's 2025 standards which will be voted on by the AAQEP Board at its December 2024 meeting. Changes to be highlighted included added substantive emphases that respond to changes in the field and development of specific descriptors for different program types (initial, standards. Given that the shelf-life of accreditation standards is seven to ten years, however, it is time for renewal. For the past two years, the Quality Expectations Committee of the AAQEP Board has gathered feedback on the original standards and input regarding changes in expectations in our field. This presentation will advanced, leadership, etc.)

Meeting Needs: Rural School Districts Indicate How Universities Can Help

Kellogg Suite 2

—*Lead Presenter: Curt Baker, Frostburg State University*

—*Additional Presenters: Gregg Dionne, Central Michigan University;*

Tracey Karlie, Meyersdale Area School District, and Boyce Williams, Frostburg State University

Rural school districts have never had it easy, but, today, they are facing a multitude of vexing issues. These include steep enrollment declines, the continuing effects of pandemic-related learning loss; chronic student absenteeism; behavioral and mental health issues; and an ongoing acute shortage of teachers and staff. From a higher education perspective, the question is: How can we help? To find out, earlier this year we asked rural superintendents, district administrators, and building principals in Maryland, Pennsylvania, and West Virginia to share their perspectives. We will share what we found.

3–3:30 p.m.

COFFEE BREAK

Great River 2 & 3

3:30–4:30 p.m.

GENERAL SESSION:

How Can We Be of Service?

Great River 2 & 3

Seven Deans' Perspectives on the Role of Deans in Addressing Educator Shortages

PANEL:

—*Jon Margerum-Leys, Oakland University, Michigan*

—*Laura Dinehart, Western Michigan University, Michigan*

—*Keith Dils, Slippery Rock University, Pennsylvania,*

—*Ryan Gildersleeve, Eastern Michigan University, Michigan*

—*Amy Ginsberg, William Paterson University, New Jersey*

—*Stacey Hardin, University of Washington*

—*Sarah Hunt-Barron, Lander University, South Carolina*

Deans lead university efforts to address educator shortages, establish vision, manage resources, communicate with stakeholders, ensure standards are met, and drive initiatives. This panel of diverse deans will discuss innovative recruitment strategies, diversifying the educator workforce, supporting current educators, and advocacy at state and national levels.

5–6 p.m.

HAPPY HOUR/NETWORKING

Great River Court

Tuesday, October 1, 2024

7–8 a.m.

CONFERENCE REGISTRATION & BREAKFAST

Great River 2 & 3

8–8:45 a.m.

CONCURRENT SESSIONS

The Next Step in Teacher Apprenticeships: Recruitment, Support, and Sustainability

—Lead Presenter: Lisa Barron, Austin Peay State University

Creating a teacher apprenticeship program is a significant move towards addressing shortages and promoting diversity in the workforce. This session will cover the apprenticeship model, best practices for recruiting diverse candidates, supporting apprentices and mentor teachers, and maintaining the program. Resources and research will be shared.

Great River 1

Recruiting and Retaining Paraprofessionals in Teacher Education

—Lead Presenter: Sarah Hunt Barron, Lander University

—Additional Presenter: Tamara Pack

In this session, we will share the step-by-step development of two programs that allow working adults and paraprofessionals earn degrees and certifications. We will discuss how we recruit, fund and retain candidates in these unique programs that enable a more diverse pool of candidates to live and work in their communities.

Great River 4

Lessons Learned Piloting a “Residency Model” During a Teacher Shortage

—Lead Presenter: Laila Richman, Towson University

—Additional Presenter: Laurie Mullen

This session will share how one preparation program responded to the needs of district partners by piloting a residency program. The pilot program was developed by creatively matching existing district resources with emerging research-based practices in the field. The lessons learned will be shared and implications for future practice discussed.

Kellogg Suite 1

Maximize Returns:

Optimizing Recruitment and Retention of High-Quality Candidates Through CAEP Accreditation

—Lead Presenter: Malina Monaco, CAEP

—Additional Presenter: Myra Lovett, University of Louisiana-Monroe

This presentation will include a detailed presentation of the rationale, planning and action steps needed to leverage the CAEP accreditation process for addressing recruitment and retention of diverse candidates as well as provide examples of how EPPs can embrace this improvement model to improve P–12 instruction and outcomes.

Kellogg Suite 2

8:45–9 a.m.

BREAK

9–9:45 a.m.

CONCURRENT SESSIONS

Scaffolding Advocacy Experiences into Educator Preparation Programs

—Lead Presenter: Jill Davis, University of Central Oklahoma

—Additional Presenter: Dan Vincent

More than ever, advocacy is an essential part of educator preparation programs. Participants in this session will engage in conversations and walk away with practical suggestions to scaffold advocacy experiences in undergraduate and graduate programs, and how to encourage teacher candidates and teacher educators to be effective advocates.

Great River 1

Stay up-to-date at uwlax.edu/ex/tecscu/

Keep Your Teachers: Leveraging Partnerships for Teacher Retention**Great River 4**—Lead Presenter: *Cherissa Vitter, Southeastern Louisiana University*

Southeastern Louisiana University was awarded a 5-million dollar Teacher Quality Partnership (TQP) grant to partner with local districts to support teacher induction, teacher retention, and building leadership capacity. The purpose of the TQP grant is to create a teacher induction program and train future leaders to support the novice teachers. This interactive session will allow participants to explore ways partnerships can be leveraged for school district employee retention. We will present data and lessons learned since beginning this project. Participants will utilize group activities to examine the partnership opportunities through the lens of the district partners and the university.

PRIZE: Community and Critical Conversations on Diversifying the Teacher Workforce**Kellogg Suite 1**—Lead Presenter: *Desha Williams, West Chester University of Pennsylvania*

PRIZE, grow-your-own initiative, inspires community students to teach in their own community. PRIZE is a multi-faceted approach that partners with school districts, university personnel, community stakeholders, and legislators. This presentation will share information about the partnership's approaches and engage the audience in critical conversations of diversifying the teacher workforce.

Shifting Budget Models: Leveraging Institutional Incentivized Budgets and State Performance Funding in Support of Innovation in Education Preparation**Kellogg Suite 2**—Lead Presenter: *Corinne Murphy, Western Kentucky University*—Additional Presenters: *Susan Keeseey & Margarite DeSander*

This session will highlight a regional comprehensive institution's shift to responsibility centered management and its college of education's successful navigation of the transition resulting in robust statewide partnerships serving to transform educator preparation. Scenario planning will include partnering with other college units, state performance funding, research expenditures, balancing enrollment growth and decline, accreditation influences, legislative advocacy, and state certification policy changes.

9:45–10 a.m.**BREAK****10–10:45 a.m.****CONCURRENT SESSIONS****Supporting the Educator Workforce Via Teacher Residency****Great River 1**—Lead Presenter: *Lorraine Spickermann, University of Texas Permian Basin*—Additional Presenter: *Sharon Vasser-Darling*

Diversifying the educator workforce begins with data from stakeholders. We pushed beyond established boundaries to a consummate program that fully addresses the needs of 21st century educators. These efforts allow us to notably address teacher shortages and increase support to our teacher residents in both their academic and clinical settings.

TeachUp: Transforming Teacher Support and Diversity in Education**Great River 4**—Lead Presenter: *ElizaBeth Utley, San Juan College*—Additional Presenter: *Karen McCay*

Explore how San Juan College's TeachUp Academy enhances teacher quality and retention through innovative mentorship, induction, and culturally responsive professional development. A special focus is on tailored support for Native American and Hispanic educators, meeting the unique needs of San Juan County and New Mexico's diverse educational landscape.

Beyond the Infrastructure: Preparing Faculty for Apprenticeship Pathways**Kellogg Suite 1**—Lead Presenter: *Alissa Ball Crawford, University of Central Oklahoma*—Additional Presenter: *Angela Mooney*

Addressing the changing academic, cultural, and linguistic needs of diverse candidates in apprenticeship/residency pathways challenges educator preparation programs to support faculty in reimagining their courses. This presentation shares one university's design and resources as a springboard for participants to consider how an assets-based approach could be applied within their context.

10–10:45 a.m.

**Normalizing Bilingualism in Urban Ed:
Partnership to Create an Alternate Pathway to Reparations**

Kellogg Suite 2

—Lead Presenter: LaChan Hannon, Rutgers University, Newark

In this presentation, we will explore how an HSI anchor institution in an urban center formed a partnership with the largest school district in the state to recruit, prepare, and support bilingual district employees towards initial teacher certification. The results of the 3-year pilot will be shared in addition to strategies for program administration.

**Navigating the Complexities of Leadership:
Challenges and Solutions for Education Deans**

Kellogg Suite 3

—Lead Presenter: Laurie Mullen, Towson University

—Additional Presenter: Colleen Mulholland, University of Northern Iowa

This session explores the unique challenges Education deans face in the higher education landscape. The presenters will share their personal insights from overcoming challenges in their advocacy and recruitment efforts. Attendees will also have opportunities to collaboratively engage with their peers as they share their own challenges and/or solutions.

11–11:45 a.m.

CONCURRENT SESSIONS

**Leveraging Asynchronous Modules for Trauma-Informed
Professional Development**

Great River 1

—Lead Presenter: Kathryn Young, Metropolitan State University of Denver

—Additional Presenter: Megan Brennan

This presentation shares data from a cohort of educators who completed trauma-informed asynchronous modules. Participants learned skills to support students who have experienced trauma and reported less secondary trauma than the control group. Efficacy data and examples from the modules will be shared.

**Forging K–12 Teacher and Principal Apprenticeships
to Increase Recruitment and Retention**

Great River 4

—Lead Presenter: Susan Keesey, Western Kentucky University

—Additional Presenters: Margarite DeSander, Corinne Murphy, & Jennifer Klemm

Apprenticeships elevate the teaching profession by paying apprentices for the important work they do while also providing diverse candidates more opportunity to become teachers and teacher leaders. The apprenticeship models presented in this session demonstrate how innovation can improve partnerships and result in increased high-quality, well-prepared teachers and principals. Combining research-based teaching practices with intentional and targeted strategies, this session demonstrates how to collaboratively build capacity within educator preparation programs and partnership districts leading to apprenticeship models for careers in teaching through educational administration.

**WP Aspiring Educators: A Summer Teaching and Learning
Opportunity for High School Students**

Kellogg Suite 1

—Lead Presenter: Amy Ginsberg, William Paterson University

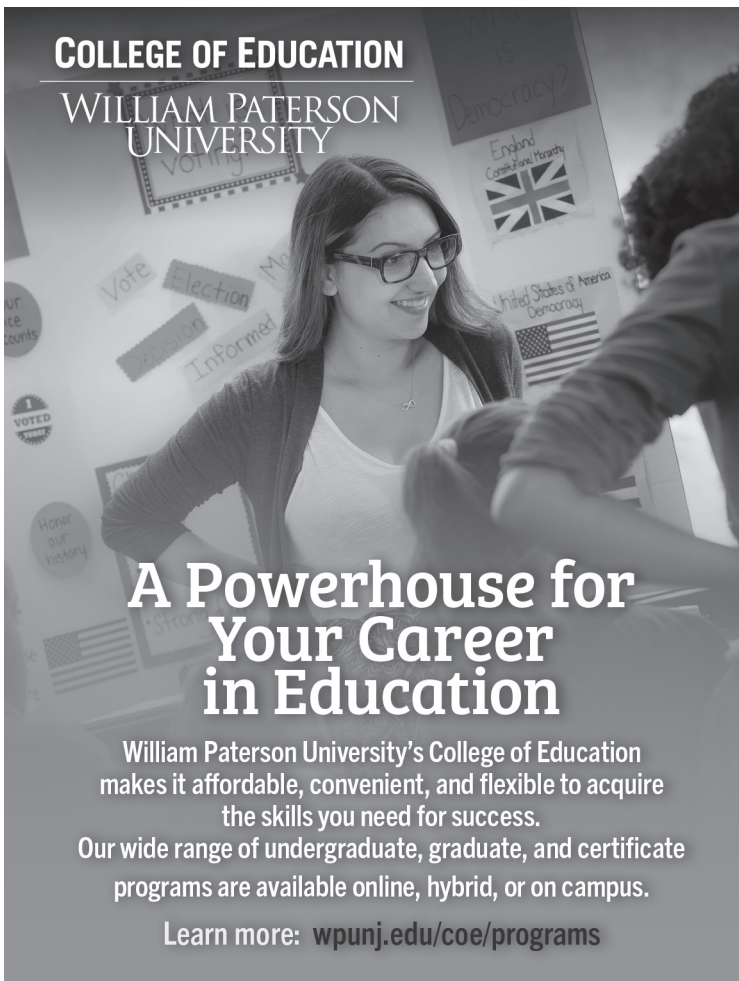
WP Aspiring Educators is a six-week, campus-based teaching and learning summer experience for high school students aimed at growing a diverse teacher pipeline that includes (1) enrollment in a college course on bilingual and multicultural education tuition-free; (2) paid experience as a teaching assistant in a summer academic enrichment program for younger children; (3) connection with College of Education faculty and college students pursuing teacher candidacy; and (4) information about university admissions, financial aid, services, and support. Launched in 2021 with university funds for 12 students, the program has been sustained by grant support and will welcome 75 students in its fourth cohort in summer 2024. The program is resulting in greater interest in the teaching profession.

11:45 a.m.

ADJOURN

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ANNUAL FALL MEETING
September 29–October 1, 2024

Addressing Teacher Shortages and Support

NOTES:

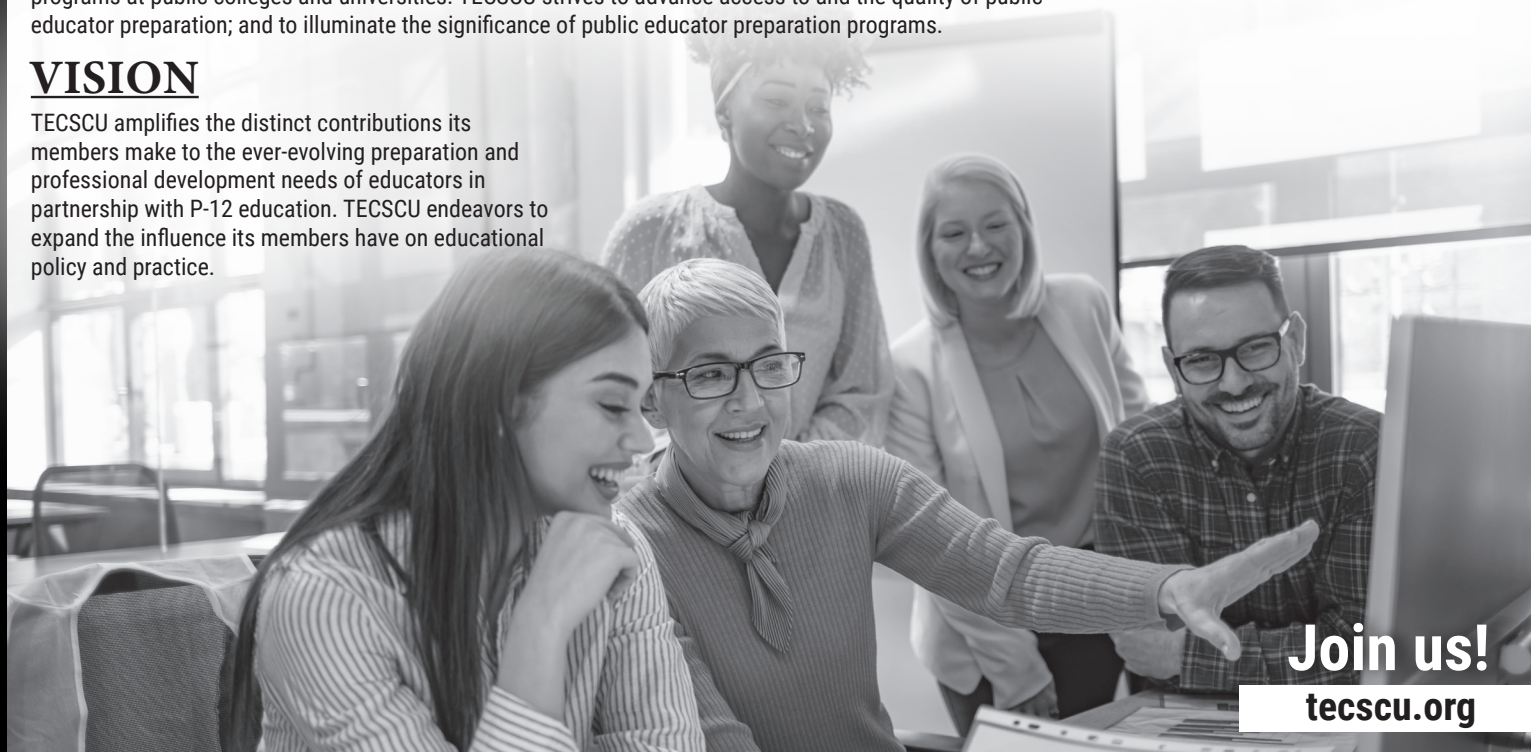
MISSION

The mission of the Teacher Education Council of State Colleges and Universities (TECSCU) is to advance and enhance high quality educator preparation within comprehensive public colleges and universities.

In doing so, the organization significantly contributes to the enrichment of P-12 education and the core values of our diverse, democratic society. TECSCU is the distinct national voice on matters of importance to educator preparation programs at public colleges and universities. TECSCU strives to advance access to and the quality of public educator preparation; and to illuminate the significance of public educator preparation programs.

VISION

TECSCU amplifies the distinct contributions its members make to the ever-evolving preparation and professional development needs of educators in partnership with P-12 education. TECSCU endeavors to expand the influence its members have on educational policy and practice.



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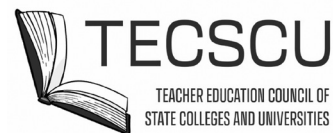


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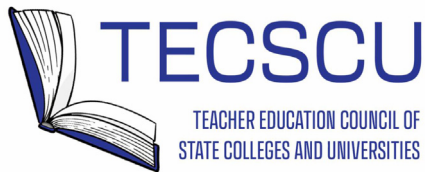
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PROFESSIONAL DEVELOPMENT

Tuesday, February 4, 2025 at 1 p.m. CST

Transformative Approaches:

Empowering Educators to Understand, Assess, and Implement AI Systems

–Alesha Baker, Associate Professor, Northeastern State University, OK

–Jason Proctor, Associate Professor, Northeastern State University, OK

March 25, 2025 at Noon EST

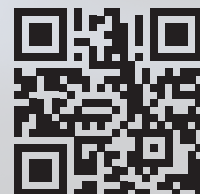
It Takes a Village:

Collaborative, Distributive, and Adaptive Leadership within EPPs and Across a State System

–Ann Larson, Dean, Commonwealth University, PA

–Desha Williams, Dean, West Chester University, PA

–Lara Willox, Dean, Millersville University, PA



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