

Addressing Mississippi's Teacher Shortage: A Collaborative Action Plan

Mississippi Governor's Education Human Capital
Task Force: Final Recommendation Report

Section 1

The Teacher Shortage in Mississippi

Teacher shortages are the type of crisis that can put an entire society at risk.

Section 2

Ending the Teacher Shortage: A Comprehensive State Policy Framework to Bolster the Teacher Pipeline

Longstanding, multi-faceted
investments lead to success.

Ending the Teacher Shortage

The Task Force envisions a holistic set of solutions working interdependently to break down silos and tackle the root causes of the teacher pipeline issue to improve education and the state's workforce.

Holistic solutions

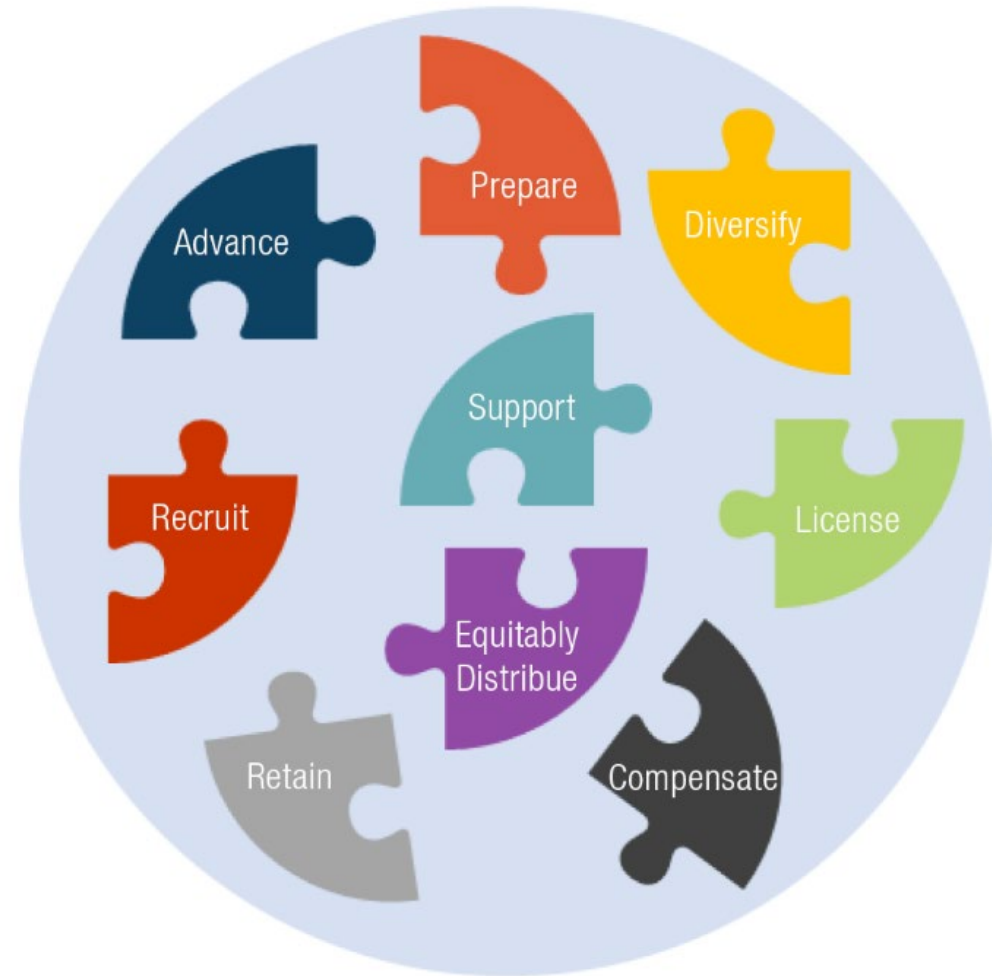


Mississippi's economy depends on good teachers in every classroom. These solutions require educators and leaders to collaborate across traditional silos toward that target.

The Teaching Profession

To elevate the teaching profession and improve the quantity, quality, and diversity of our teaching force, we must address all the issues that caused or are worsening the shortage.

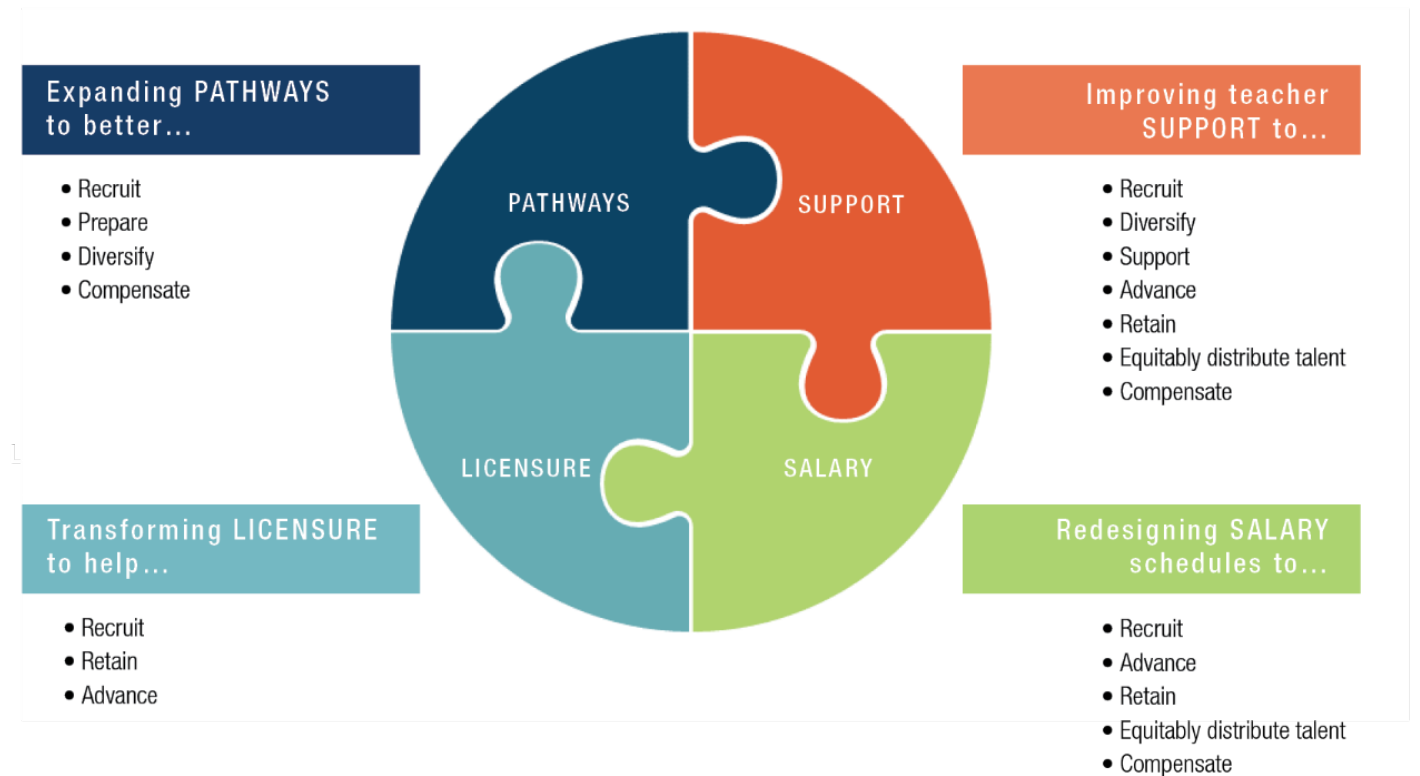
Many pieces at play



Four Pieces to Reverse the Teacher Shortage

The Task Force developed a bold, innovative set of action steps that incorporates and expands upon previous efforts, and introduces bold new ideas.

Bringing the pieces together



Broaden the PATHWAYS Into Teaching

Enhance and widen preparation pathways, creating more opportunity and access to expand and diversify the profession

Create opportunity and access

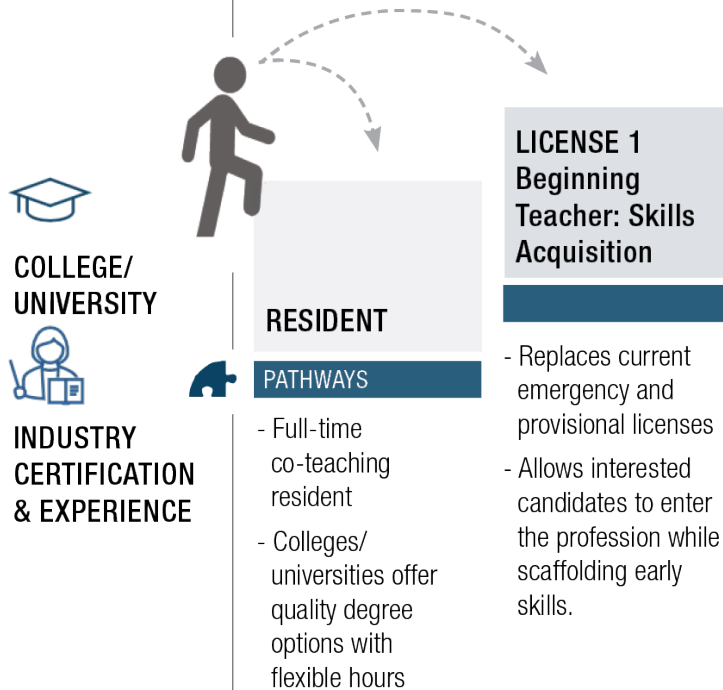
Recruitment

Innovate numerous preparation pathway options into the teaching profession to attract more, qualified, and diverse candidates.

Induction Level (Limited, non-renewable)

A new resident teacher role will allow degree candidates to get real-world, hands-on experience in a classroom earlier on in their teacher preparation pathway.

Candidates needing additional teacher training enter the profession with extended induction supports.



Redesign LICENSURE to Support Professional Advancement

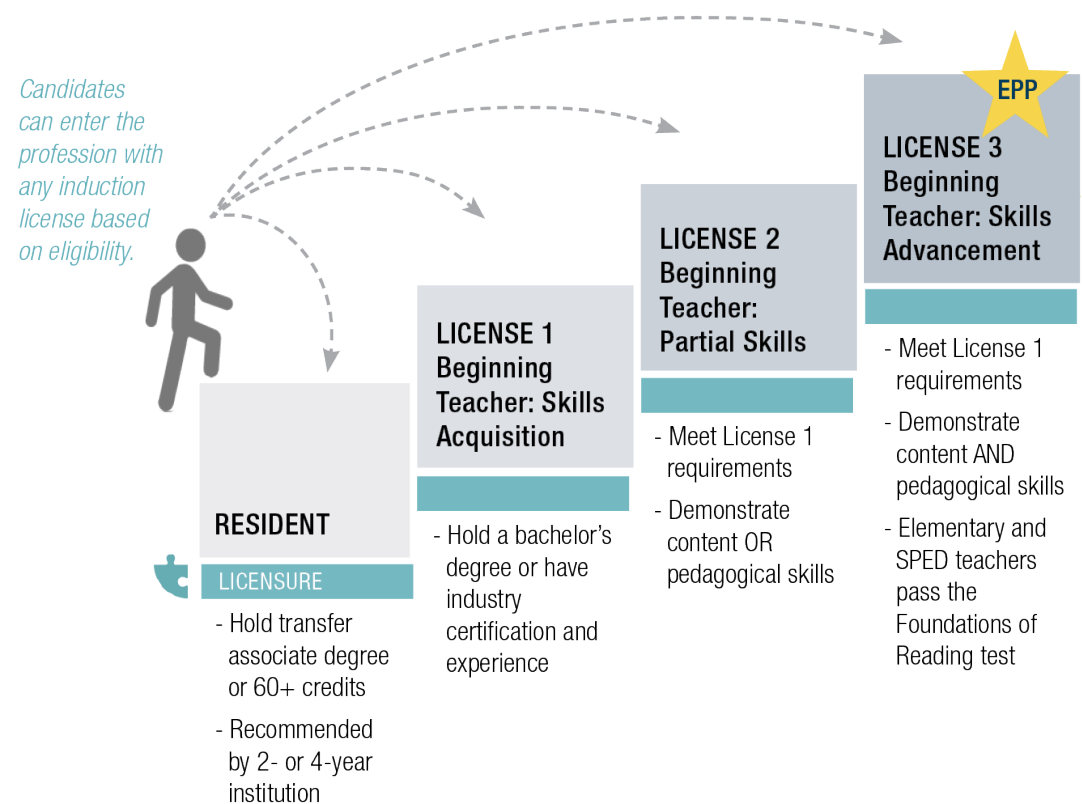
Induction pathways to scaffold skill development and support can attract and retain more teachers.

Allow career autonomy and advancement, reward excellence

Induction Level (Limited, non-renewable)

Licensure changes support the growth of new teachers and allows multiple ways to demonstrate skills.

★ *Successful traditional EPP candidates would qualify to start at License 3.*



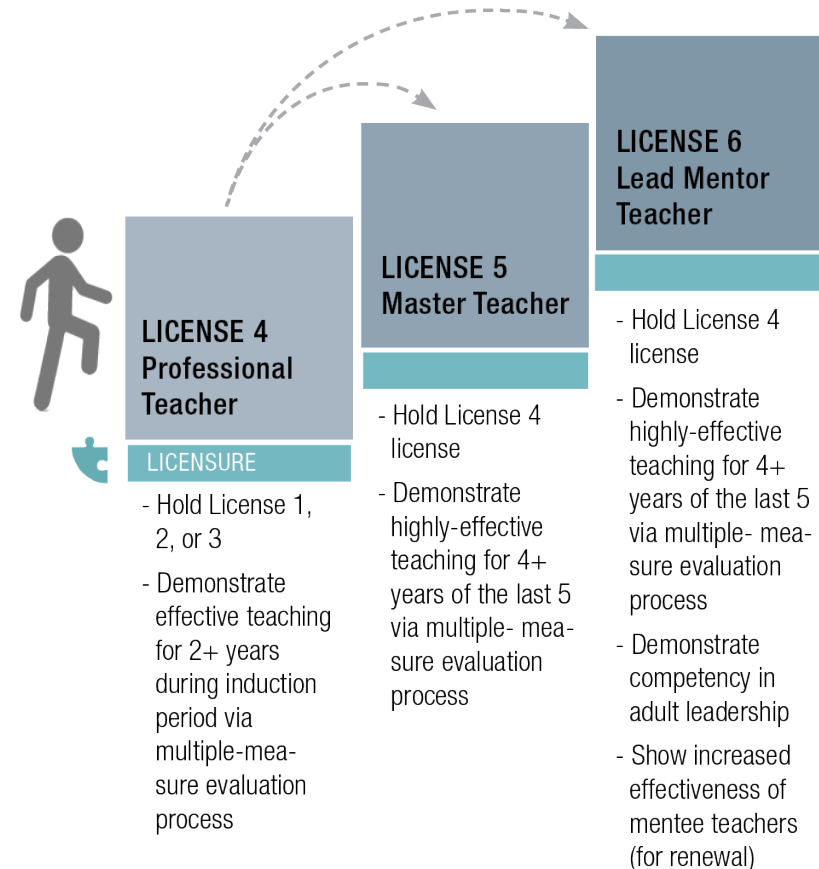
Redesign LICENSURE to Support Professional Advancement

Advanced licensure based on demonstrated competencies and positive student impact reward great teachers with career advancement options.

Allow career autonomy and advancement, reward excellence

Advanced Level (Renewable every 5 years)

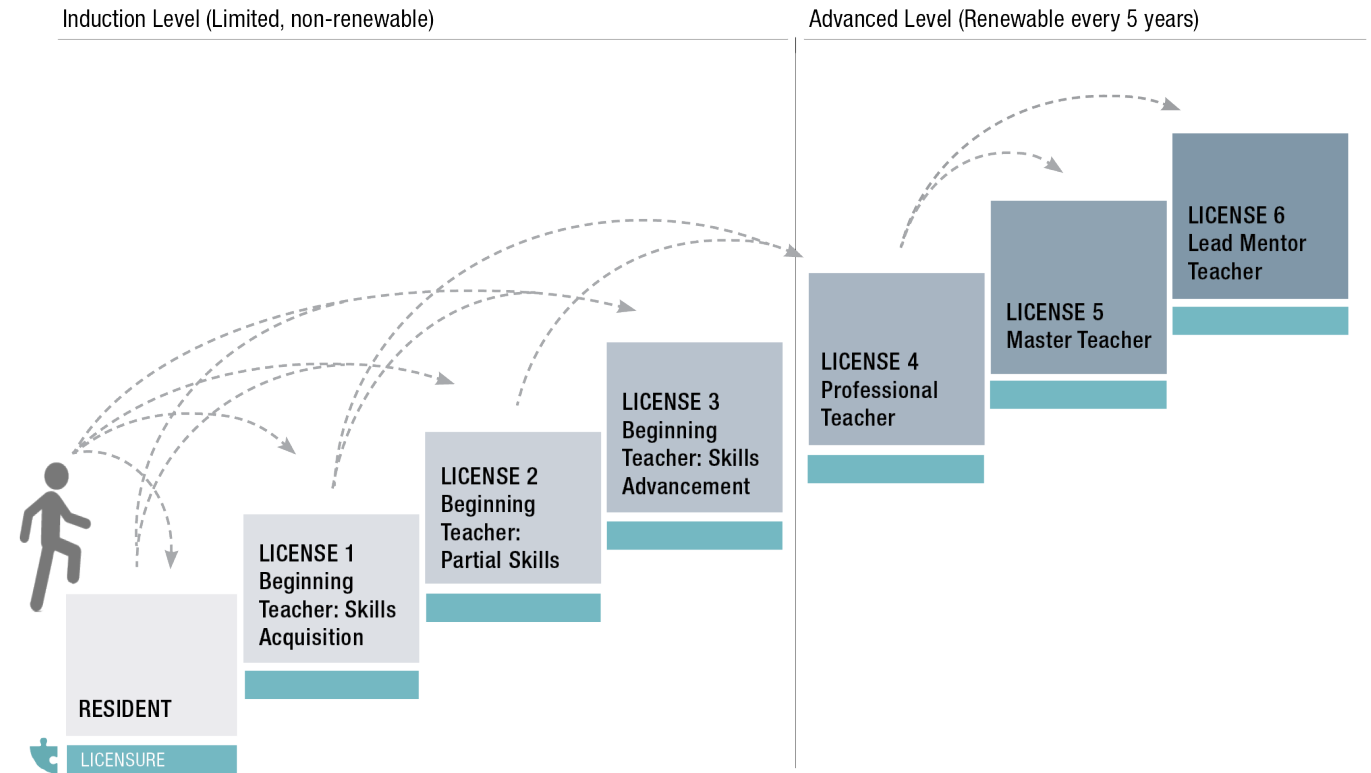
Teacher leadership career options are established beyond professional licensure.



Redesign LICENSURE to Support Professional Advancement

Career autonomy, flexibility
and advancement options are
key for teacher retention.

Flexible Career Mobility



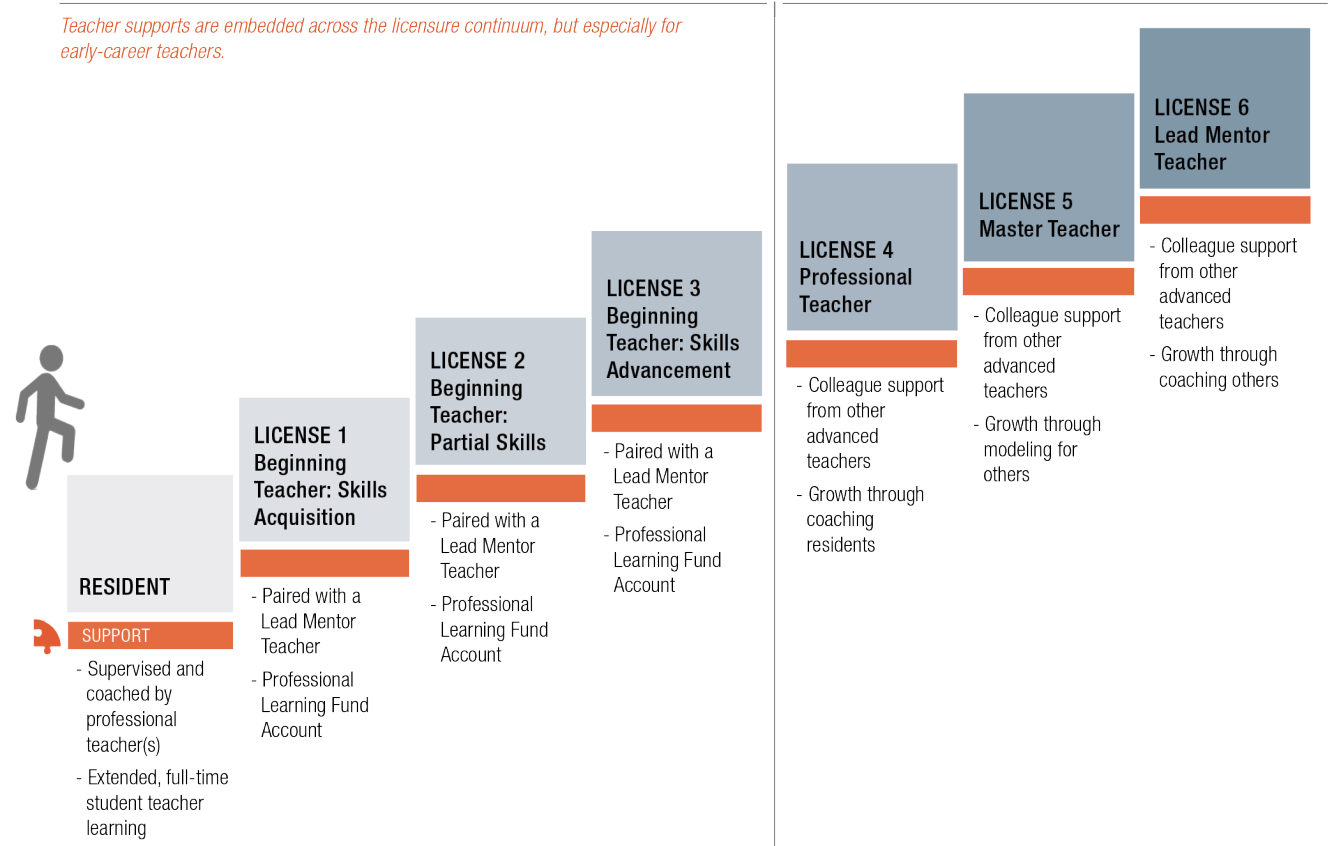
SUPPORT Continuous Growth

Integrating teacher growth supports – like mentorship and funded learning – into the redesigned licensure structure can change the culture of teaching in Mississippi.

Grow excellent teacher into teacher leaders

Induction Level (Limited, non-renewable)

Teacher supports are embedded across the licensure continuum, but especially for early-career teachers.



Advanced Level (Renewable every 5 years)

Professional SALARY Structure

Provide fair compensation that grows as teachers expand their student and professional impact.

Increased compensation for growth and leadership



Proposed Teacher Professional Advancement Framework

To provide every Mississippi student with effective teachers

The Mississippi Governor's Education Human Capital Task Force recommends strengthening teacher pathways, supports, licensure and compensation to elevate the profession and rebuild the teacher pipeline.

Early Recruitment and Quality Preparation

COLLEGE/ UNIVERSITY
INDUSTRY CERTIFICATION & EXPERIENCE

PATHWAYS
Innovate numerous preparation pathway options into the teaching profession to attract more, qualified, and diverse candidates.

LICENSURE
Licensure changes support the growth of new teachers and allow multiple ways to demonstrate skills.

SUPPORT
Teacher supports are embedded across the licensure continuum, but especially for early-career teachers.

SALARY
Increased compensation at each level. Consider cost of living adjustments and other incentives.

Induction Level (Limited, non-renewable)

★ Successful traditional EPP candidates would qualify to start at License 3.

Flexible career mobility to achieve professional licensure



RESIDENT

- Full-time co-teaching resident
- Colleges/universities offer quality degree options with flexible hours
- Hold transfer associate degree or 60+ credits
- Recommended by 2- or 4-year institution
- Supervised and coached by professional teacher(s)
- Extended, full-time student teacher learning
- Co-teacher salary + benefits

**LICENSE 1
Beginning Teacher:
Skills Acquisition**

- Replaces current emergency and provisional licenses
- Allows interested candidates to enter the profession while scaffolding early skills.
- Hold a bachelor's degree or have industry certification and experience
- Paired with a Lead Mentor Teacher
- Professional Learning Fund Account
- Minimum starting salary that is competitive with SREB region + benefits

**LICENSE 2
Beginning Teacher:
Partial Skills**

- Increased knowledge and skills are supported and rewarded
- Meet License 1 requirements
- Demonstrate content OR pedagogical skills
- Paired with a Lead Mentor Teacher
- Professional Learning Fund Account
- Increased salary + benefits

**LICENSE 3
Beginning Teacher:
Skills Advancement** ★ EPP

- Increased skills and competencies are supported and rewarded
- Meet License 1 requirements
- Demonstrate content AND pedagogical skills
- Elementary and SPED teachers pass the Foundations of Reading test
- Paired with a Lead Mentor Teacher
- Professional Learning Fund Account
- Increased salary, benefits, and vested in retirement plan

Advanced Level (Renewable every 5 years)

Advancement Options

**LICENSE 4
Professional Teacher**

- Instructional outcomes and effectiveness are valued and rewarded
- Hold License 1, 2, or 3
- Demonstrate effective teaching for 2+ years during induction period via multiple-measure evaluation process
- Colleague support from other advanced teachers
- Growth through coaching residents
- Competitive, professional salary + benefits

**LICENSE 5
Master Teacher**

- Highly effective teachers expand their reach to more students and model content and pedagogical best practices
- Demonstrate highly-effective teaching for 4+ years via evaluation process
- Colleague support from other advanced teachers
- Growth through modeling for others
- Significantly increased salary + benefits once employed at this level

**LICENSE 6
Lead Mentor Teacher**

- Highly effective teachers with adult leadership prowess lead teaching teams and mentor beginners
- Demonstrate highly-effective teaching for 4+ years via evaluation process
- Demonstrate competency in adult leadership
- Renewal: Show mentee growth
- Colleague support from other advanced teachers
- Growth through coaching others
- Significantly increased salary + benefits once employed at this level

Long-term Commitment and Systemic Implementation

Collaborative, committed, phased implementation = success.

Section 3

State Data Systems to Improve Education Outcomes and Inform Workforce Development

Access to robust data is imperative to address the teacher shortage.

Action Step

Improve the P-20 State Longitudinal Data System

- Maximize SLDS education data accessibility
- Efficiently report student progress and teacher impact
- Increase SLDS funding

Section 4

Improvements and Innovations to Better Prepare Teachers of the Future

Strengthening the pipeline starts with improved teacher preparation.

Action Step

Improve Access to Teacher Pathways

- Offer education courses earlier
- Create a 2+2 teaching degree pathway to lower cost and open access

Action Step

Innovate Educator Preparation Curricula

- Upgrade curricula and hands-on learning to address today's real-world classroom needs
- Create an educator preparation program accountability system
- Create freshman/dual-enrollment introductory teaching course

Section 5

Marketing to Better Recruit New Teaching Talent

Don't advertise the teaching
profession – market the profession.

Action Step

Improve State Teacher Marketing Campaigns and Incentives

- Hire a consultant to assess marketing needs and provide support
- Make teaching a statewide workforce development priority
- Incentivize entering the profession

Every child
deserves to
study under a
well-trained,
supported,
respected
educator.

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