

K-12 Higher Education Partnerships
Dr. Michael Cormack, Deputy Superintendent
Jackson Public Schools

On July 18, 2019 Jackson Public School District launched its 5 year plan, "Excellence for All" Use Talented People in the area, without having to move outside the area.

Call to Action from Superintendents and Teachers

Hewlett Foundation Partnership (1.5 Million Dollar Grant from the William and Flora Hewlett Foundation. Following are what the grant will fund:

The 18 month grant will support 3 or our strategic plan commitments including:

- A Student Voice Project involving Global Learning and Travel
- Expanded Teacher Residencies to support our Critical Teacher Shortage.

Critical Shortages are acute across the District in Jackson Schools. Here are the three things that are giving the most trouble: Elementary, Special Education and Math

The W.K. Kellogg Foundation continues to be a major philanthropic sponsor to the District. A three year 3.3 million grant to the Community Foundation supports teacher and school leadership. One model is the 2+2 plan. Assistant Teachers with 2-year degree are having problems with Praxis, Foundations of Reading, etc. Assistants were gathered and told they would be able to do this plan and their Education would be covered. Jackson Schools has their first 12 graduates who are now Teachers for the District. Talented and Empowered Teams!

Implementation and Refinement Stages:

- Internal/External Leadership and Teacher Academy-Partnership with Noble Story Group
- Facility Study with ESSER Funds
- SPED Teacher Assistants continue Education with WCU to gain SPED Teacher Roles
- Summer Camp Pipeline for Assistant Principals and Teacher to "Grow Your Own" in Leadership Roles, Thursday Recruitment, MS Today Article 3.4 Safety Officers becoming sworn officers with the Police Academy
- Reorganization of HR Function/HRMS

How Jackson Public Schools is tackling its teacher shortages:

- Praxis Support
- Hired Test Tutors and Coaches
- Partnered with University of MS
- Alternate Route Programs

Structured Support for New Teachers Dr. Cormack gave the group three minutes to discuss:

Mentorship – all groups agreed with this

Behavior Management – new teachers don't know this until they experience it. They need support.

New teachers need support ALL of the time, not just at the beginning.

Structure of Leadership – they need leaders, team leaders, support

Put it in a package and tell them what induction means.

Grow Your Own Report: Teacher Recruitment SEA/LEA Strategies Task Force came up with these:

- Encourage Educator preparation programs to provide teacher mentoring and induction support to local/nearby school districts
- Develop a State-Wide Teacher communication network in order to better communicate, unite and update teachers
- Provide various tracks for teacher leadership endorsements or activities in collaboration

Opportunity Culture Teams of Teachers and School Leaders must choose and tailor models to:

- Reach more students with excellent teachers and their teams
- Pay teachers more for extending their reach
- Fund payroll within regular budgets
- Provide protected in-school time and clarity about how to use it for planning collaboration and development
- Match authority and accountability to each person's responsibilities

Discussion in Group 2:

If you are structuring a residency or support for beginning new teachers, what are you going to do to support those new teachers:

Each table was asked to discuss this question/ Following are their responses to the issue of new teacher induction & training.

- Not every school is a fit for new teachers
- Good role models and Mentorship!! Navigate their space and what teacher "here" looks like.
- A person in close proximity, not accountable to, someone that they can talk to that is a safe place when they have problems and questions without judgement
- Task Force put into their model to actually pay teacher residents while they are doing their residency programs
- Give them longer to learn and grow before they are held accountable for their work

Discussion in Group 3:

What do our teachers need to be Day 1 ready?

- Intensive Mentoring – Kent McCarty shared that his mother, as a new teacher, said that her mentor even helped her be a better mother.
- Classroom Management, agenda, rules, etc. need to be shared with teachers
- Leadership – some are very good working with 1st year teachers and have the climate for them to grow and flourish

BREAKOUTS:

Legislative/MDE Policies

Getting the 1 year license...MDE policies. Partner with College, Greater work between the components.

Discussion in Group 4:

Structuring Residency to be Day 1 Ready:

- Hands on experience
- Student Teaching for a full year
- New Teachers paired with an experienced Teacher
- Create all the support possible for new teachers

BREAKOUTS:

Community Colleges - Scholarships/Teacher Academy Scholarships

Paraprofessionals - Communities/Organizations work in schools & help children