

Recruiting, Developing, Mentoring and Retaining Quality Teachers

Phoebe Gillespie, Ph.D.
Director, Personnel Center @
NASDSE

Vincent B. Watkins, JD.D.
CEO, The Watkins Group, Inc.

Current Recruitment Practices

- Scholarships;
- Loan forgiveness;
- Targeted teacher preparation;
- Alternative routes to teaching;
- Redistribution of current teachers using online websites;
- Rehiring of retired teachers;
- Targeted teacher recruitment for specific subject areas and settings, using job fairs and media outlets; and
- Community-based recruitment campaigns in local settings (The Watkins Group).

Professional Development Practices

Should be:

- Targeted at local level;
- Inclusive of all subjects and focus areas;
- Job-imbedded;
- Specific to the school setting and individual teachers;
- Require follow up with re-teaching/coaching;
- Tailored to the needs of student population; and
- Monitored for student impact.

Mentoring Practices

Must include:

- Agreed upon guidelines with administrative leadership and support;
- Training for mentors and mentees;
- Incentives and supports for selected mentors;
- Common planning time and matched pairs;
- Coaching as a prominent component; and
- Data that provides evidence of results and support for improving and sustaining.

Retention

Best practices include:

- Hiring the best candidate for the most compatible position (The Watkins Group);
- Data to document reasons for staying and best ways of supporting teachers at all levels;
- Building level needs assessments for teachers and administrators;
- On-going program of intervention that meets those identified needs; and
- Opportunities for professional support, growth and engagement in a series of enlarging roles and responsibilities.

Table Talk – 20 minutes

Choose one of the 4 focus areas to discuss the following:

- What obstacles are currently keeping your states from actively assisting LEAs in acting on best practice?
- What obstacles are keeping your LEAs from acting on best practice?
- Name three actions you can take when you return home to move these obstacles out the way for both your state and its LEAs.

Questions or Concerns?

● **Contact us:**

Phoebe Gillespie, Ph.D.
Director, Personnel Center @ NASDSE
phoebe.gillespie@nasdse.org
703-519-3800 ext. 337

Vincent B. Watkins, JD.D.
CEO, The Watkins Group, Inc.
vbw@thewatkinsgroup.us
770-719-1606
