

# Educator Recruitment and Retention

*Summary of Recommendations  
from the 2021 South Dakota  
Education Summit*



# Topic Statement

High quality educators are an essential component in supporting the success of South Dakota students. It is important to attract candidates to the profession and to keep great educators in the profession. Conditions created by the pandemic may exacerbate the current and looming teacher shortage.



# Essential Question



How can South Dakota efficiently and effectively address the critical issues of South Dakota educator retention and recruitment?



## Solution Criteria:

- **Address a real need with statewide impact**
- **Make measurable, positive change**
- **Have impact beyond the three year federal grant funding period**



## Data considered **included:**

- 2015 Blue Ribbon Task Force Report
  - July 2021 Teacher Compensation Review Board Data
  - Additional educator certification and workforce data
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# **Top Recommendations** from Summit Participants



# Compensation

- Increase the compensation package for educators.
- Increase funding for SD's Critical Teaching Needs Scholarship.

# Mental Health



- Provide resources and support to address the mental health of educators and students, including opportunities to promote social emotional learning (SEL) and family engagement.
- Provide mental health training and awareness and improve access to mental health professionals.
- Develop partnerships between community mental health and school-based mental health providers.



# Value of Education



- Increase respect and value for the education profession and public education.
- Improve public perception of the teaching profession via media campaign.
- Provide a toolkit for school leaders to promote local successes and improve the public's knowledge of what's happening in the school.

# Pipeline

## Address pipeline of future educators

### Recruitment Strategies

- Promote the field of education to MS/HS students.
- Communities should focus on recruiting and “growing their own” future teachers. Also, recruit individuals looking at a second career.

### Barriers to Educational Pathways

- Create alternate pathways to certification to improve the availability of school administrators and paraprofessionals.
- Make tuition assistance programs available.





# Higher Education and K-12 Connections

- Enhance the relationship between K-12 and Higher Education to improve the quality and quantity of educators.
- Create or improve pathways to teacher certification, including loosening requirements for certification or licensure where barriers exist.

# Teacher Workload



- Offer instructional support to all teachers.
- Consider implementing a four day school week to allow for teacher preparation, collaboration and training.
- Prioritize ongoing initiatives and don't jump on every new trend.

# Lack of Advancement **Opportunities**



- **Re-instate the para-teacher scholarship toward full state certification.**
- **Add avenues for career advancement in the profession including instructional coaching and leadership positions.**