

What is the Department of Education doing to address the teacher shortage?

Actions already in place:

Mentoring Support for Early Career Teachers

- The **Statewide Mentoring Program** targets new teachers in their 1st or 2nd year of teaching.
- 15.4% increase in retention of new teachers involved in mentoring compared to those without mentoring supports.
- The **Good to Great: Teachers Program** targets educators in years 3-5 of their careers. Program was implemented SY 2022-23; it's aimed at empowering teachers by increasing teacher effectiveness and fostering self-efficacy.

Reciprocity

- Since 2017, DOE has received 1,077 applications from across the United States, as well as a US Territory and the District of Columbia.
- 308 applications processed in 2022 compared to 144 when the program was initiated.

Alternative Certification

- Since 2017, 385 initial alternative certification applications have been processed.
- 107 new applications processed in 2022 compared to 30 in first year.

What is the Department of Education NOT going to do in connection with the teacher shortage?

- We will not reduce standards associated with the certification of educators.
- We will not weaken the accreditation process for schools.
- We will not lower safeguards aimed at protecting the well-being of children.

Actions actively pursuing:

Student Teacher Permits

- Administrative rules are being pursued to allow two new permits: Student Teacher Permit and Advanced Student Teacher Permit.
- Both permits would allow districts to provide monetary compensation to student teachers during the student teaching experience.
- The Advanced Student Teacher Permit would also allow districts to hire a student teacher to serve as a *teacher of record in a classroom with an unfilled vacancy*.

Teacher Apprenticeship

- Work is underway to develop an apprenticeship pathway to allow paraprofessionals to earn a wage while also gaining the experience and education needed to earn a bachelor's degree. A pathway for high school students is also being developed. Partnerships with the Board of Regents, Dakota State University, Northern State University, Department of Labor and Regulation, and DOE are in place to make this happen.

Website Development

- Work is underway to develop a comprehensive website that connects job seekers with available positions across the state, connects them with educational requirements necessary to enter the classroom, and highlights South Dakota and the benefits it offers its residents.

Teacher Recruitment and Retention Campaign

- Work is underway to launch a comprehensive public awareness campaign, using a variety of media outlets to spotlight the education profession. Some highlights include teacher testimonial videos, community members recognizing influential teachers, and DOE attendance at high school job fairs.