Recruiting High Quality Candidates to Teaching

CTE Developments
Problem Statement

Total New California Teaching Credentials and Estimated New Hires

Adapted from CTC Data Dashboards
http://www.ctc.ca.gov/reports/data/edu-supl-landing.html
Causes of the Teacher Shortage

- Limited Recruiting at University and District Levels
- Limited Marketing
- Perceived Compensation
- State Funding Instability/Perceived Lack of Job Security
- Public Perception

Critical Shortage of Teachers
San Mateo County Response

Strategic Priority

Mobilized Teacher Pipeline Workgroup

Attract
Train
Retain
Sustain
Attracting Candidates to Teaching Careers

Some data points:

• California needs 22,000 teachers annually
• California produces 440,000 high school graduates annually
  • We need to ensure 5% of high school graduates go into teaching
• 60% of teachers work within 15 miles of where they went to high school
• There are currently few high school programs to attract students to teaching
Attracting Future Teachers

- Project Tomorrow
  - Youth TEACH2Learn
  - Educators Rising CA
  - High School Course
  - Club

www.smcoe.org
Components of the YT2L Program

• Curriculum
  o Full year or half-year
  o In-school and Outside Student Teaching curricula

• Teaching Experiences
  o Teach lessons to elementary students 6-12 times during the year

• Community Service
  o Teacher identified community service projects
Pilot Project Progress

- **Initial Outreach**
  - January 9, 2017

- **Study Session**
  - February 6, 2017

- **Pilot Project Implementation**
  - 2017-18
Thank you!