

*Believe*  
PREPARE 

LOUISIANA'S NEXT GENERATION EDUCATORS



**Early Recruitment:**  
**STAR and Dual Enrollment Pathways to Education Working Session**  
**Community Meeting**  
**May 18, 2015**

# Agenda

**Introductions**

The Challenge

Discussing Solutions

Next Steps

# Welcome and Introductions

Myles Barr | [Terrebonne Parish Schools](#)

Debra Yarbrough | [Terrebonne Parish Schools](#)

Dr. Leslie Jones | [Nicholls State University College of Education](#)

Therese Turnage | [St. Landry Parish Schools](#)

Dr. Randy Esters | [Louisiana State University – Eunice](#)

# Working Session Outcomes

In today's session, participants will:

- Discuss the challenges with recruiting young people into education
- Explore recruitment strategies for attracting young people into education
- Identify available resources for developing recruitment strategies
- Explore options for early pathways into education for middle and high school students
- Identify available resources for developing dual enrollment pathways into education
- Identify next steps for the Believe and Prepare community to support the development of recruitment strategies and dual enrollment pathways into education

# Agenda

Introductions

**The Challenge**

Discussing Solutions

Next Steps

# The Challenges

## The Challenge

The supply of teachers does not always meet schools' needs. Statewide, there are shortages of teachers certified to teach certain subjects, such as mathematics.

### In Louisiana, a recent survey and focus groups found:

- 63% of district leaders reported that partnerships do not produce enough teachers to meet demand in all subjects and grade levels.
- School system leaders statewide report critical shortages of secondary math, secondary science, and special education teachers.
- 4% of the 2014 graduating class identified education as their planned major.

**Nationally, the trend is the same.** *The Condition of Future Educators*, a 2015 report from ACT, found:

- The number of students interested in becoming educators continues to drop significantly.
- Students interested in education have lower-than-average achievement levels, particularly in STEM areas.

# The Challenges

Current generations of high school and college students who are potential educators have different views on work and careers:

## **Millennials**, roughly ages 20 to 35:

- Are more mobile than earlier generations, with most planning to stay in their first job for less than five years.
- Want to learn through frequent, direct feedback, mentoring, coaching and formal development programs.
- Want to develop their skills for the future, including self-management and leadership skills.

## **Generation Z**, roughly ages 13-20:

- Tend to be more independent than millennials.
- Are more frequently investigating how to obtain relevant job experience before college.
- Are “self-educators,” learning via self-help videos and websites.
- Are more actively involved in volunteer work.

Sources: *Third Way, New York Times, Harvard Business Review*

# Agenda

Introductions

The Challenge

**Discussing Solutions**

Next Steps



# Discussion: Early Recruitment Strategies

- How can school systems and preparation providers partner to develop early recruitment strategies for middle and high school students?
- How can EXPLORE, PLAN, and ACT career interest data be used to help identify students who may be interested in education?
- Given the research on the characteristics of Millennials and Generation Z, what should be the major emphases of recruitment strategies?
- What resources are available to support recruitment at the school system level? At the provider level?

# Discussion: Developing Early Pathways to Education

- How should the STAR program be revised to attract more middle and high school students?
- What should the STAR curriculum contain to attract more young people to education as a profession?
- How can interested school systems and providers work together to revise the STAR curriculum?
- How can high-school STAR courses allow students to earn dual enrollment credit in a partner institution?
- What resources are needed at the school system level to support STAR dual enrollment pathways? At the provider level?

# Next Steps

- How can additional Believe and Prepare partnerships join the work begun by Terrebonne Parish with Nicholls State University and St. Landry Parish with LSU-Eunice?
- What further information is needed in order to begin this work?
- How can the Department support the development of STAR Dual Enrollment programs in Believe and Prepare partnerships?



LOUISIANA'S NEXT GENERATION EDUCATORS

**Thank you for attending today's meeting.  
We look forward to collaborating with you throughout 2015-2016.**

Questions? Comments? We want to hear from you!  
Please email [believeandprepare@la.gov](mailto:believeandprepare@la.gov).