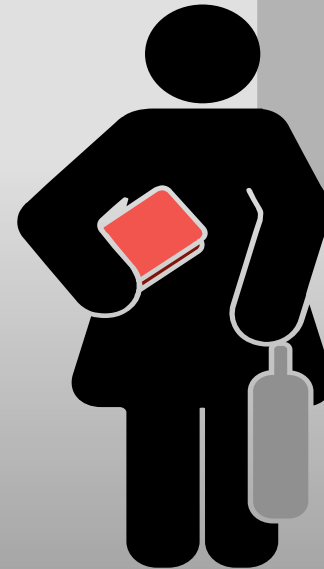


# Partnership

Establishing Community  
Partnerships to Support  
Recruitment



- **41,100 Students**
- **5,680 Employees – 2<sup>nd</sup> largest employer**
- **9 National Blue Ribbons Schools of Excellence**
- **35 Elementary Schools**
- **6 K-8 Schools**
- **7 Middle Schools**
- **3 7-12 Schools**
- **8 High Schools**
- **3 Unique Schools**
- **65% Free/Reduced Lunch**



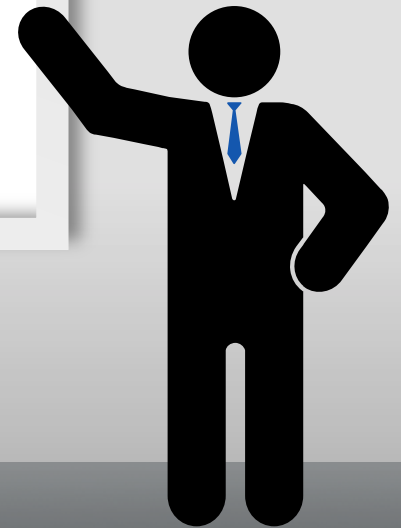
# District Statistics

- 15% of Core Classes do not have highly qualified teachers
- 45% of our schools have 2 or more long-term substitutes



# District Statistics

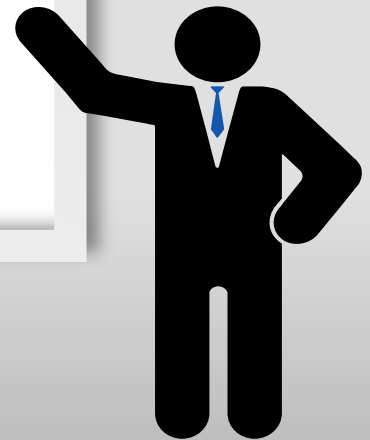
- 80% of the schools with three or more long-term subs have SPS scores of **60 or below.**



**Why is this important?**

*One year with an  
ineffective teacher takes a  
student more than three  
years of highly effective  
teaching to catch up.*

(University of Tennessee Study)



**Why is this IMPORTANT?**

# Personal Stories

## A Transformation Zone Middle School

- 30% of the 8<sup>th</sup> grade students have never had a certified math teacher in middle school.
- 78% of those same students have not had a certified science teacher for the past 2 years.



# Personal Stories

- **Not Limited to Transformation Zone Schools**
  - One of our elementary school principals reported to BESE that she has applicants, but none are certified in SPED, Math or Science.
  - One of our high school principals reported to BESE that he has to manipulate his schedule to ensure that the certified teachers that he has are put in positions that will most benefit the students.

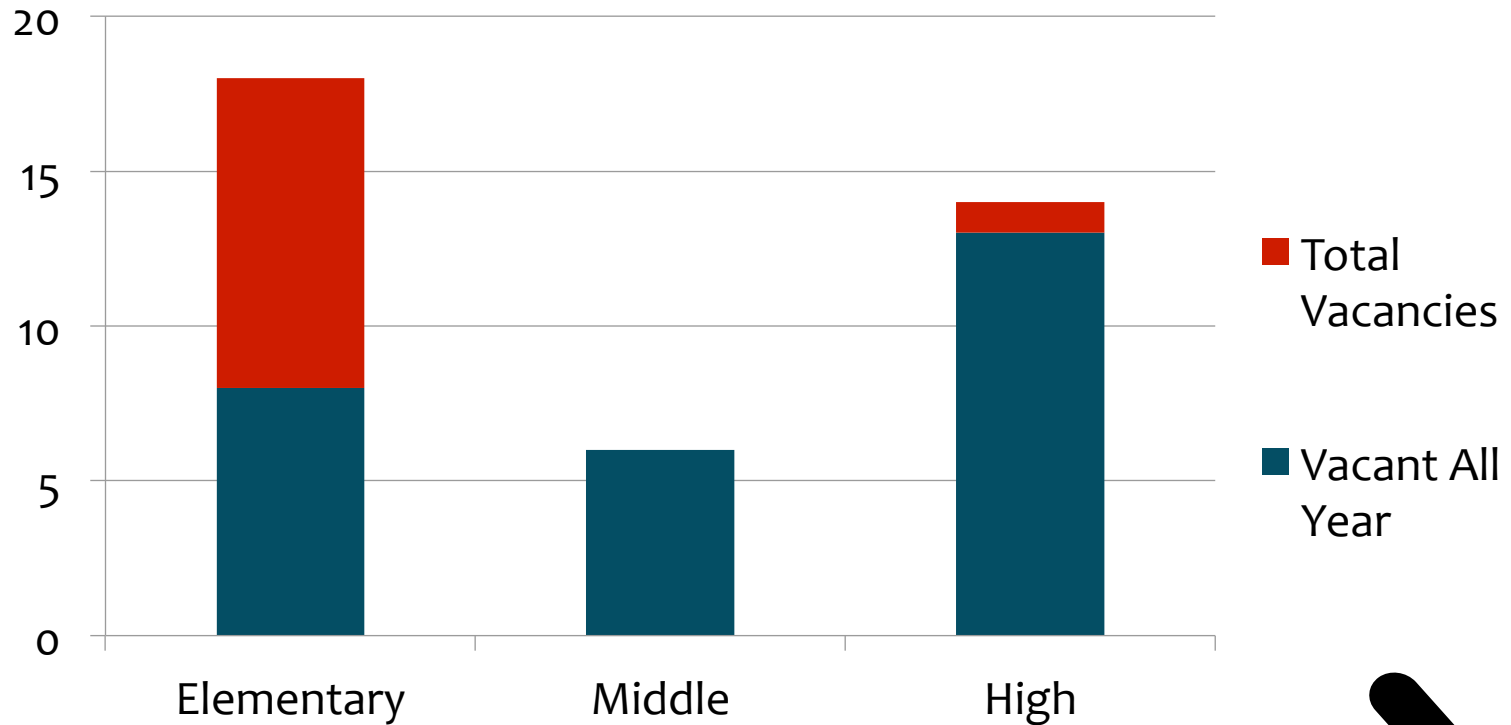
- **Severe shortage of certified teachers**
  - Elementary
  - ELA
  - Math
  - Science
  - SPED
- **Shortages are most pronounced in our high need schools**



# Data Indicators



# Vacancies in Caddo Parish Schools



\* Total vacancies are as of March 2015.

# Data Indicators



**Partnerships**



**Grow Our  
Own**



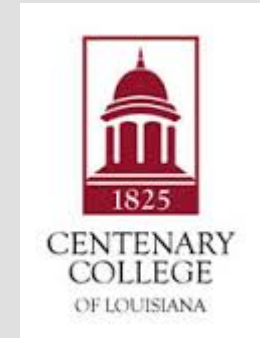
**A Two Pronged Approach**



**Partnerships**

# All Colleges and Universities

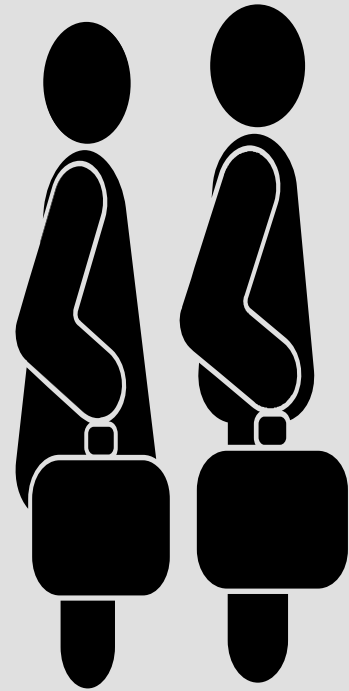
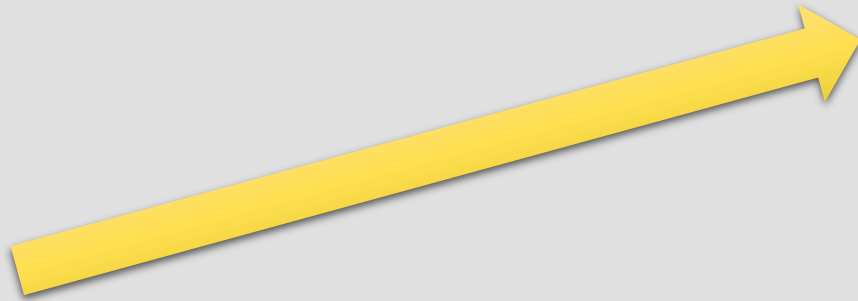
- Recruitment
- Student Teacher Contact
- Open our facilities for classes
- Provide faculty



# Specific MOU Partnerships

- LSUS
- La Tech
- ULM
- LSU Health Shreveport





**Grow Our Own**

# Praxis Prep Program

- Initial Meeting



# Praxis Prep Program

- Practice Core Tests
- Practice Content Tests
- Tutoring
- Praxis Exams





# Caddo Teaching Academy

- Applications
- Boot Camp

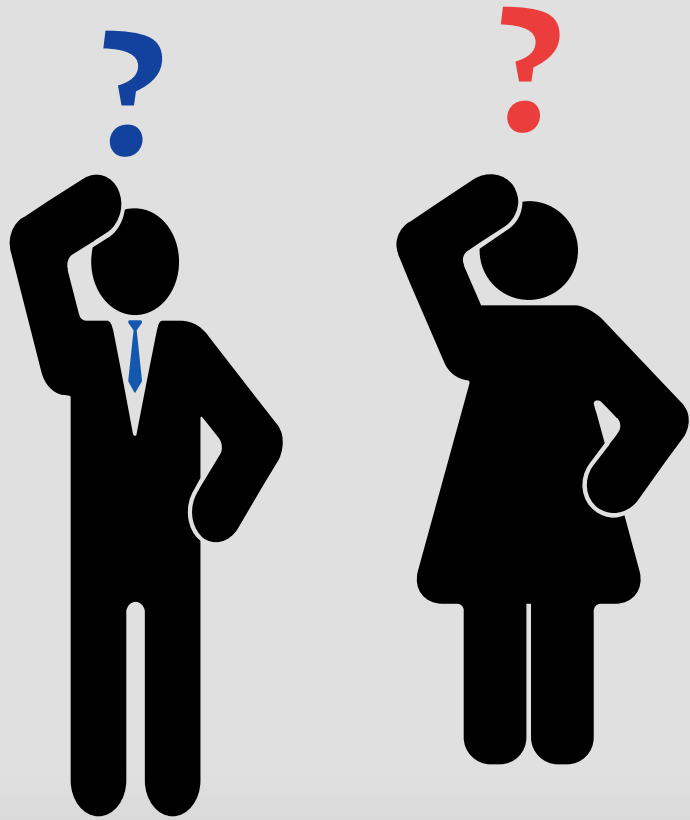


# New High School Course

## *Intro to Teaching Professions*

- Top students in 10<sup>th</sup> or 11<sup>th</sup> grade interested in teaching profession.
- Students will plan and serve under a mentor teacher at their home school.





Questions

Ideas