



Human Resources



Certified Teacher Recruitment Initiatives
April 23, 2024



Last Board Report

- Staff Separations, Hiring, & Vacancies
- Recruitment Strategies
- Retention Strategies





3rd Grade Reading

—
Growth and Proficiency



3rd Grade Math

—
Growth and Proficiency



College and Career Readiness

—
High School Students Prepared for Workforce and Post-Secondary Employment



Culture and Climate

—
Student Wellbeing

Student Success Goals



SLPS Strategic Values



Highly Effective
Educators and
Leaders



Authentic Family
and Community
Partnership



Equitable and
Multiple Sources
of Data



Joyful and
Engaged
Students



Personalized
Supports and
Innovative Pathways



College and
Career Ready
Critical Thinkers

Values Across Our Student Goals



Grow Your Own Certification Pathways

Through the generous funding of the Parsons Blewett Memorial Fund, as well as external grant funding, Human Resources sponsors several pathways for our non-certified staff to pursue teacher certification.

Certified teachers in Missouri must have a minimum of a Bachelor's degree plus certification.

Associate of Arts



- St. Louis Community College "Stepping Stones to Teaching" Program
- Allows employees to complete their general education credits in 18-24 months before transferring to a 4-year university to finish their BA with certification

Bachelor's Degree, Education



- Lincoln University "Para to Pro: Fast Track to Teaching" program
- Allows employees who have already completed their general education credits (usually in the form of an Associate degree) to complete their certification coursework in 24 months in either Special Education or Elementary Education

UMSL Master's Degree, Education



- UMSL "Teach in Residency" Program *and* SLU "STL Teaching Fellows" Program
- Allows employees who have a Bachelor's degree in another field to complete their certification coursework *and* a Master's degree in 24-30 months while on a Provisional teaching certificate in a hard-to-fill content area





Certified Teacher Recruitment Initiatives



Jobs Connect USA
&
SLU Rising Teachers





Jobs Connect USA

International Teacher Recruitment



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Jobs Connect USA



- Certified and experienced teachers from Ghana, Nigeria, the Philippines, Cameroon and Thailand
- Candidates are pre-vetted by the Jobs Connect USA agency, and their certifications are matched up for Missouri eligibility
- Teachers are all evaluated for English proficiency as well as extensive background checks
- J1 Visa is sponsored outside of our organization
- Pending Visa timelines, teachers will start in August
- Jobs Connect services: meeting our teachers at the airport, housing support, transportation planning, and help them obtain SSNs and bank accounts
- NO COST to St. Louis Public Schools



Vacancies by Content Area 24-25



Missouri Certification Area	Positions Vacant or Filled by Substitute Teacher
Elementary Education (1-6)*	75
Middle School Math	19
Middle School Science	20

*Jobs Connect USA candidates in Elementary schools will serve in 4th and 5th grades only



Sustainability & Considerations

- Success in St. Louis (RGSD)
- 5-year J1 Visa option
- 25 teachers
- Reduce total vacancies in targeted areas
- School placement and cultural connections
- Training for staff at host schools
- Alignment with Missouri certification
- Considerations for performance
- International Teacher Ambassador
- Relocation Assistance



Rising Teachers

*Federal SEED Grant
St. Louis University*

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Rising Teachers Program

- Federal SEED Grant: *Supporting Effective Educator Development*
- SLPS has been offered 25-40 free slots of the 80 slots available; we are the primary target partner for this program.
- This program is fully funded by the federal government.
 - Participants receive 4 stipends of \$1000 at the end of each school semester to help with book costs.
 - SLU is hiring coaches to work with our teachers one on one.
 - SLU will pay our SLPS teachers who mentor participants.
- Certifications are available in either **Elementary Education** or **Elementary + Special Education**
- Participants will take coursework for two years, starting in May 2024 and ending in Summer 2026 with a Bachelor of Arts in Teaching and certification.

Sustainability & Considerations

- **109** SLPS employees have already been vetted by Human Resources as quality candidates to apply
67 of those are ILAs and BLAs
- Individualized supports for applicants
- 3-year commitment to certified teaching in the district



Sustainability & Considerations



- Job-embedded, justice-centered, culturally responsive, and community-minded curriculum is centralized in the program.
- Our SLPS team will regularly review materials for cohesiveness with SLPS academic initiatives and approaches.
- We will have access to syllabi, curriculum, instructor bios, and course materials to ensure alignment with SLPS goals, mission, and vision.
- SLU has agreed to not share any data from the program outside of what they need for the US Dept of Education. No data will be shared with any other research arm of SLU, nor for research of any current students, graduate students, doctoral candidates, or faculty.

Certification Pathways (Internal Employees, 2020-present)

Pathway	Candidate Retention (Current employees who completed the program or are still enrolled vs. Initial # of candidates, all of whom were with SLPS before joining a cert program)	% POC	% Men	% Women	Equity Placements (Hard to Fill Content Area and/or High Vacancy School)
UMSL "Teach in Residency" <i>4 Cohorts</i>	30/38 79%	76%	16%	84%	100%
SLU "STL Teaching Fellows" <i>4 Cohorts</i>	7/8 88%	88%	63%	37%	100%
Lincoln "Para to Pro" <i>2 Cohorts</i>	27/30 90%	87%	17%	83%	100%
St. Louis Community College "Stepping Stones" <i>1 Cohort</i>	12/12 100%	92%	25%	75%	100%



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