



Educator Workforce Diversification and Modernization

A Snapshot of State Policies on Modernizing and Diversifying the Teacher Workforce

Alyssa Evans, Education Commission of the States



Building a Modern and Diverse Teacher Workforce State Policy Levers

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OF THE STATES**

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Who we are.

The essential, indispensable member of any team addressing education policy.



What we do.

We believe in the power of learning from experience and we know informed policymakers create better education policy.



How we do it.

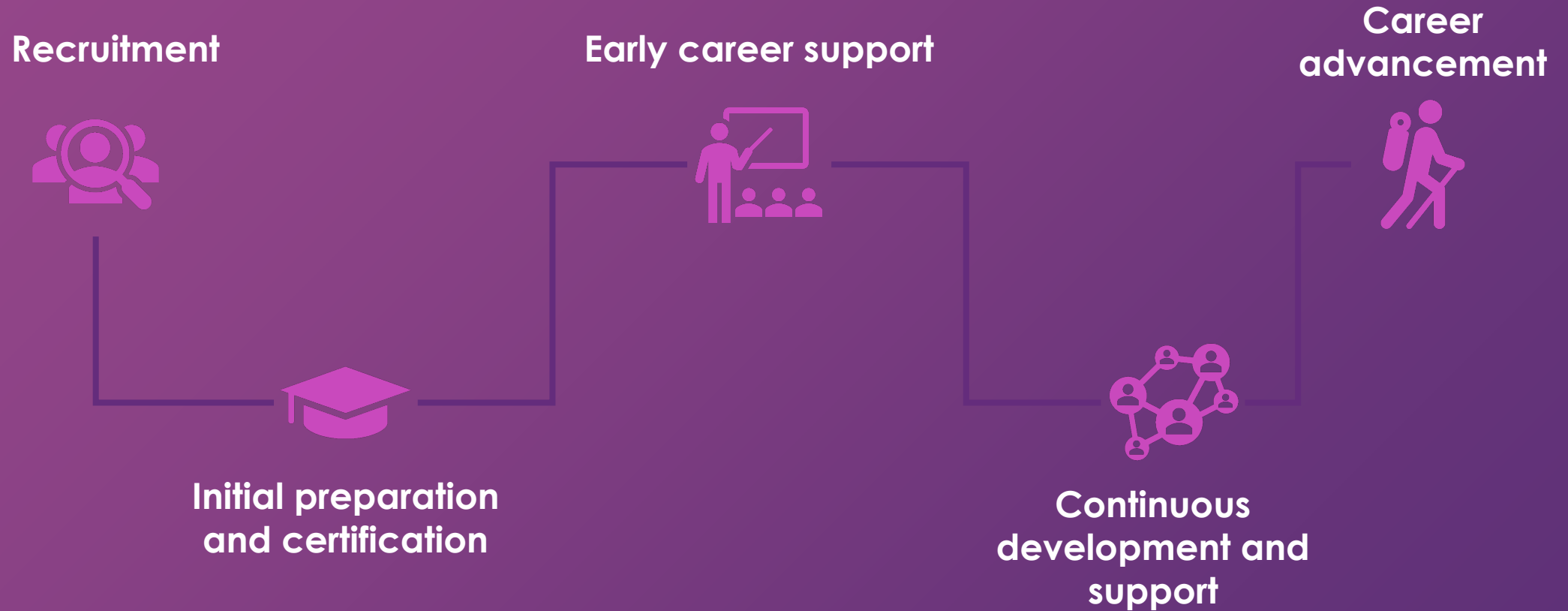
We research, report,
convene and counsel.



Efforts in building a robust teacher workforce

- Create better alignment between teacher preparation and school district needs
- Improve compensation
- Alleviate intense workloads and demanding working conditions
- Provide helpful professional development and support
- Provide opportunities for career advancement
- Increase diversity of teacher candidates

Teacher Pipeline





Recruitment



Recruiting
Washington Teachers
Program (Grow Your
Own Program)



Classified School
Employee Teacher
Credentialing Program



Introduction to Teaching
Concurrent Enrollment
Programs



Initial preparation and certification

NEW JERSEY

Alternative preparation program

LOUISIANA

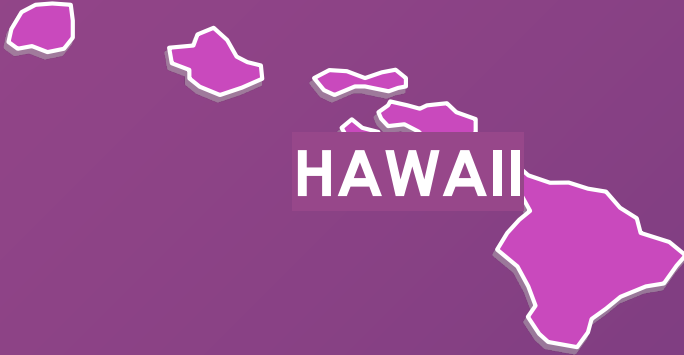
Believe and Prepare Residency Program

NEW MEXICO

Loan repayment and scholarship program



Early career support



Induction and mentoring



Reduced teaching load for new teachers



Continuous development and support

TENNESSEE

Micro-credentials for
teachers

CONNECTICUT

Teacher mortgage
assistance



Career advancement



Tiered licensure system



Teacher Leader Compensation System

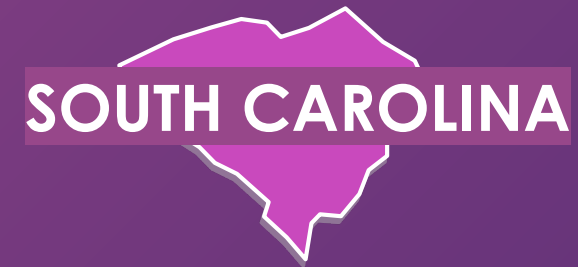
Adapting to the pandemic



Licensure reciprocity
for out-of-state
teachers



Expanded use of
Virtual Virginia
platform for students
and teachers



Free online learning
for teachers and
principals



Q & A