



Teacher Recruitment and Retention

What does Perkins V say?

With a renewed focus on teacher recruitment, retention, and professional development, Perkins V prioritizes filling the CTE teacher talent pipeline while ensuring retention by promoting professional development for teachers to remain successful. Section 122 of Perkins V says that States should include a description of how the eligible agency will support the recruitment and preparation of teachers, including special education teachers, faculty, school principals, administrators, specialized instructional support personnel, and paraprofessionals to provide career and technical education instruction, leadership, and support, including professional development that provides the knowledge and skills needed to work with and improve instruction for special populations.

In addition, Section 134 states that local applications must contain a description of how the eligible recipient will coordinate with the eligible agency and institutions of higher education to support the recruitment, preparation, retention, and training, including professional development, of teachers, faculty, administrators, and specialized instructional support personnel and paraprofessionals who meet applicable State certification and licensure requirements. Likewise, the comprehensive local needs assessment must include a description of how the eligible recipient will improve recruitment, retention, and training of career and technical education teachers, faculty, specialized instructional support personnel, paraprofessionals, and career guidance and academic counselors, including individuals in groups underrepresented in such professions.

What are the questions to consider?

- What are the top priorities in your State for teacher professional development? How will Perkins V help address those needs?
 - Does your State have a comprehensive plan to recruit CTE educators? What are the metrics for success?
 - Who are the key persons needed to ensure recruitment and retention of CTE educators in your State? In your local schools and institutions?
 - How is CTE partnering with the entities that oversee teacher licensure and certification?
 - How may your State ensure that a diverse group of stakeholders participate in the recruitment, retention, and professional development of CTE educators?
 - How should the comprehensive local needs assessment capture how the CTE programs offered by the eligible recipient are sufficient in size, scope, and quality to meet the needs of all students served, including high-quality teachers?
 - How does your State ensure that the CTE teacher pipeline meet the demands of the CTE programs aligned to labor market demand?
 - How do we ensure that CTE educators are prepared to address the unique needs of each student?
-



Where should I go for more information?

- *Teacher Shortage Areas Nationwide Listing 1990-1991 through 2016-2017*
by U.S. Department of Education Office of Postsecondary Education
<https://www2.ed.gov/about/offices/list/ope/pol/tsa.pdf>
- *CTE Teacher and Faculty Shortages*
by Advance CTE
https://cte.careertech.org/sites/default/files/CTE_Teacher_Faculty_Shortages_2018.pdf
- *Perkins Reauthorization: An Opportunity to Address Career and Technical Education Teacher Shortages*
by Learning Policy Institute
<https://learningpolicyinstitute.org/blog/perkins-reauthorization-opportunity-address-career-technical-education-teacher-shortages>
- *Taking the Long View: State Efforts to Solve Teacher Shortages by Strengthening the Profession*
by Learning Policy Institute
<https://learningpolicyinstitute.org/product/long-view-report>
- *Teacher Shortage Areas*
by U.S. Department of Education
<https://tsa.ed.gov/#/reports>
- *High School CTE Teacher Pathway*
by Perkins Collaborative Resource Network
<https://cte.ed.gov/initiatives/high-school-cte-teacher-pathway>
- *National Teach Ag Campaign*
by National Association of Agricultural Educators
<https://www.naae.org/teachag/>
- *Say Yes to FCS*
by American Association of Family and Consumer Sciences
<https://www.aafcs.org/sayyes/sayyes-recruiter/recruiter-information>