

CTE Regional Advisory Business Partnership Minutes

Human Services & Education Pathway

Morning Session

Meeting was held March 29, 2016, 10:15 a.m. Room 203, at the Library Complex on the campus of the University of Arkansas Community College at Morrilton. Jason Lawrence, Director of Conway Career Center gave the welcome. Lesia Edwards, Arkansas Department of Career Education, Program Coordinator, and Office of Assessment explained the purpose for this break-out session and introduced the panel members. There were 35 in attendance for the first breakout session that included secondary teachers, public school administrators, and counselors; along with post-secondary stakeholders.

Panel Member Included:

Dr. Linda Bean, Interim Dean, Department of Curriculum and Instruction, ATU

Randall Williams, Superintendent, Russellville Schools District

Dr. Becky Shopfner, Associate Professor of Teaching, Learning and Leadership, ATU

Jeff Dyer, Educator Effectiveness Program Advisor, Arkansas Department of Education

Dr. Victoria Groves-Scott, Dean Department of Education, UCA

Shanda Ne, w, Chair, Department of Education, CBC

Candie Watts, Principal, Mayflower Elem. Shool

Tina Lampe, Counselor, Conway Jr. High School

After introductions, the panel answered questions posed by the group.

Q: What soft skills are needed in Education Field

A: Communication Skills, Passion, Flexibility, Accepting of Diversity, Collaborative Mind-set, Teamwork

Q: What fields are the hardest to fill and why?

A: Special Education. Reason is the demanding (levels of student ability, all content levels have to be known) Mr. Williams contributed that one downfall is that special education teachers have to have superior organizational skills for scheduling conferences and the amount of paperwork is contributing factor.

Ms. Watts contributed that Foreign Language is another shortage. Jeff Dyer added that ADE is looking at retirement age and other statistical data and that actually there are more coming into the non-traditional route. The end point is to get the best people into the field.

Mr. Dyer and Dr. Bean agreed that perception has to change, multiple certifications are needed. Principals say they will not hire someone with only a P.E. certification, for example.

Ms. New contributed that a stereotype of teachers need to change and that secondary need to help them understand that

Another issue discussed is that traditionally teachers want to teach in their hometown home while the jobs may be in other parts of the state.

An audience member gave account that her daughter received her certification but was offered a job at Tyson making \$15k more per year than a beginning teachers. Dr. Bean commented that administrators and teachers should encourage each other.

Mr. Mike Mertens, Assistant Executive Director, Arkansas Association of Educational Administrator teacher contributed that the pipe-line to filling vacancies must be considered; that some students are going into fields that are not a shortage area. What can we do to steer students to the shortage areas? Mr. Williams answered that modeling is important at the secondary level. Also exposure is important, letting students see positive interactions.

Mr. Steve Landers, Greenbrier High School Principal contributed that sometime we are our own detriment or sell ourselves short. He praised the non-traditional route after he received bachelor degree. Teaching was his second career. One of the things that can be done is positive attitudes on the part of the staff. So many requirements are not as relevant as they were 20 years ago.

Dr. Groves-Scott talked about blending programs at the elementary and secondary teacher education programs to give students new perspectives. Students are finding new areas of teaching through these blended classes. Mr. Dyer contributed to the comments that Dr. Groves-Scott.

Q: What do you look for in teachers when promoting to an administrative role?

A: Ms. Watts, Mr. Williams contributed: System thinker, “we” mentality. Communication skills, Clear Thinkers, Positive Attitude, Respectable, Emergent-type leaders, Allowing teachers away from teaching duties to practice leadership skills in various programs.

Dr. Bean: We need to recognize in our educators that new opportunities and avenues are important.

Q: What is the number one reason a teacher will not be hired?

A: Mr. Williams uses panels to interview and candidates receive ratings. Dr. Bean said work ethic. Ms. Watts: first impressions are critical. Discussion continued to what can happen at the secondary level. Ms. Lampe: initiative, you are on a job interview every day. Dr. Bean: you must come to class, attendance is critical. Education, schools, business have to show that if you don’t show up you don’t progress. Mr. Williams commented on generation X and that work ethic is not a priority in this generation.

Q: How do we retain teachers at the administrative level?

A: Mr. Williams spoke to how Russellville SD has a New Teacher Academy. They are assigned a mentor. New teachers attend sessions to monitor and give support throughout the year. The new teachers give feedback. Dr. Groves-Scott says that UCA graduates in their first year teacher will continue to call their professors with questions if they do not have strong administrative support in their district Audience

member contributed that there are “wolves” or negative people in school districts that will scare individuals away from teaching careers.

Mr. Lawrence introduced Marna Farris, Program Manager, Office of Family & Consumer Science, and Department of Career Education. She spoke about the Orientation to Teaching program and how it blends with the Teacher Cadet program and offered to answer any questions regarding the program of study and its implementation.

Mr. Lawrence gave the cue that it was almost lunch time. He asked for closing remarks. Mr. Dyer gave a synopsis about the afternoon session.

Afternoon Session

Afternoon Breakout Session began at 12:30. A sign-in sheet was circulated. Brochures were passed out to those in attendance.

Leisa Edwards, introduced our afternoon speaker, Jeff Dyer, Teacher Recruitment and Retention Program Advisor, Arkansas Department of Education, Office of Educator Effectiveness
Mr. Dyer gave a presentation entitled Career Pathway to the Educator Workforce.

The presentation explained the joint initiative among the Arkansas Department of Education, Arkansas Department of Career Education and the Arkansas Department of Higher Education to address the shortage of teachers in our state. Through this initiative a Certified Teacher Assistant Pathway at the secondary level has been developed with coursework and industry certification. The ParaPro Assessment taken at the end of required coursework will allow completers to earn a Certified Teacher Assistant certificate making them eligible for employment as a paraprofessional in public schools while they work toward their teacher certification. There is flexibility between the school district and post-secondary teacher education programs as requirements are being met.

After a brief question and answer session, the session was dismissed at 1:45 p.m. and participants returned to the auditorium to report out findings and learn about industry certifications and using labor market data to guide your CTE programs.

Minutes recorded by:

Pamela Nacke, FACS teacher, Greenbrier High School