



West Virginia DEPARTMENT OF
EDUCATION

TeachWV: Addressing the Shortage Philanthropy West Virginia

Carla Warren, Ed.D, NBCT

December 6, 2022

Every Student Prepared for Success:

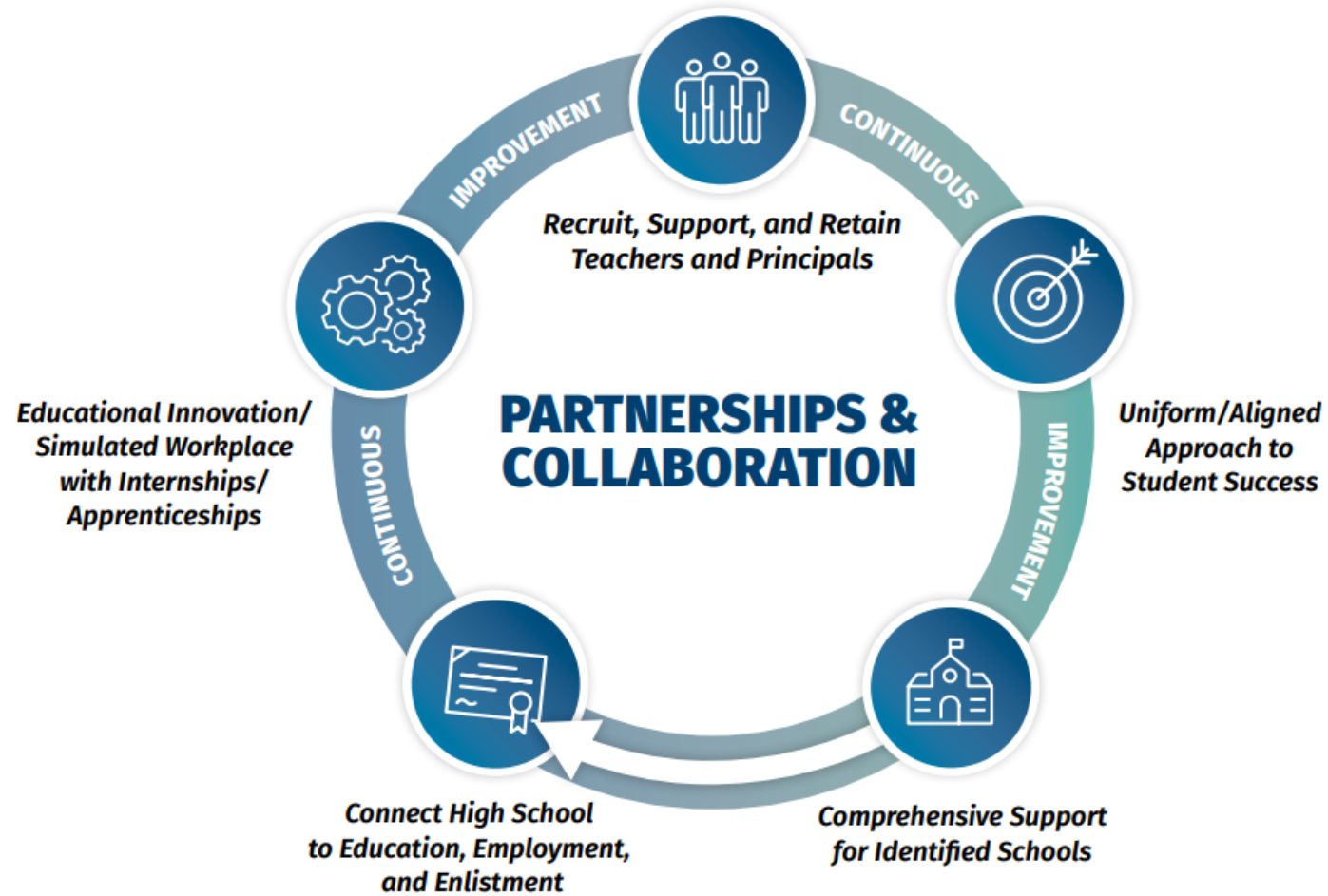
Education, Employment, or Enlistment



STRATEGIC PRIORITY:

*Improve student outcomes by prioritizing
reading, writing, and mathematics.*

ACTION STEPS:

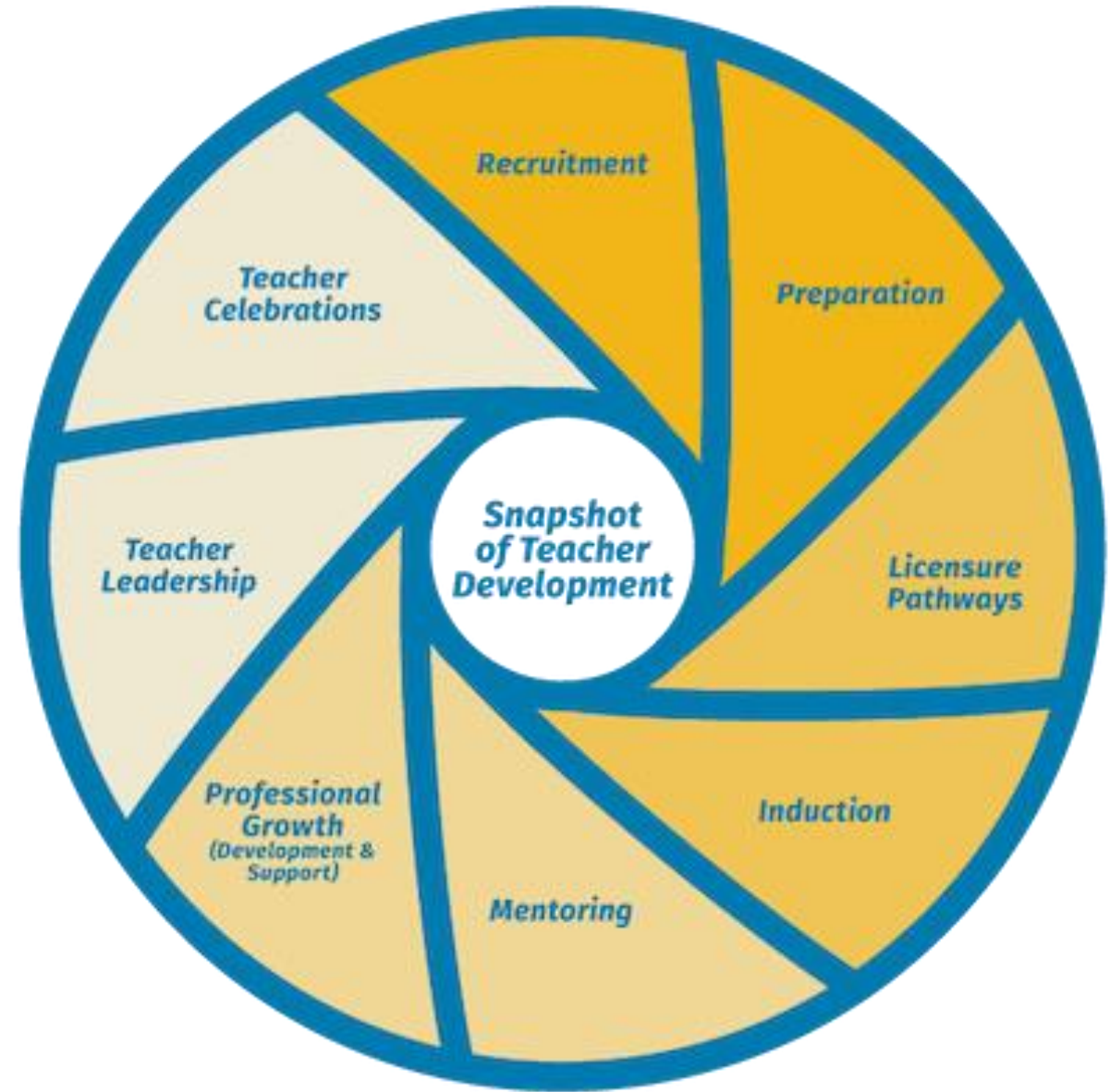


We must examine our “Why”

Michelle Wolfe
2021 West Virginia Milken
Educator



WVDE Office of Educator Development and Support



State Demographics



Demographics

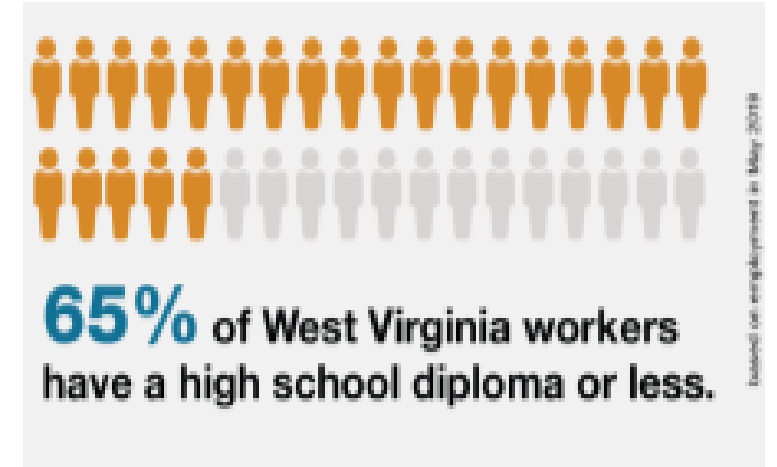
- **White:** 93.08%
 - **Black or African American:** 3.69%
 - **Two or more races:** 1.77%
 - **Asian:** 0.80%
 - **Other race:** 0.44%
 - **Native American:** 0.20%
 - **Native Hawaiian or Pacific Islander:** 0.02%
-
- **Population:** 1,782,959
 - **Median Household Income:** \$48,037
 - **Persons in Poverty:** 16.8%
 - **High School Graduate or Higher:** 87.6%
 - **Bachelor's Degree or Higher:** 21.3%

Public Education Snapshot (SY 2022-2023)

- **250,049 students in 637 schools**
- **24, 131 Professional Staff (Teachers and Administrators)**
- **22 CTE Centers, 7 multi-county centers, 80 adult learning locations**
- **14 alternative schools**

Challenges Specific to West Virginia

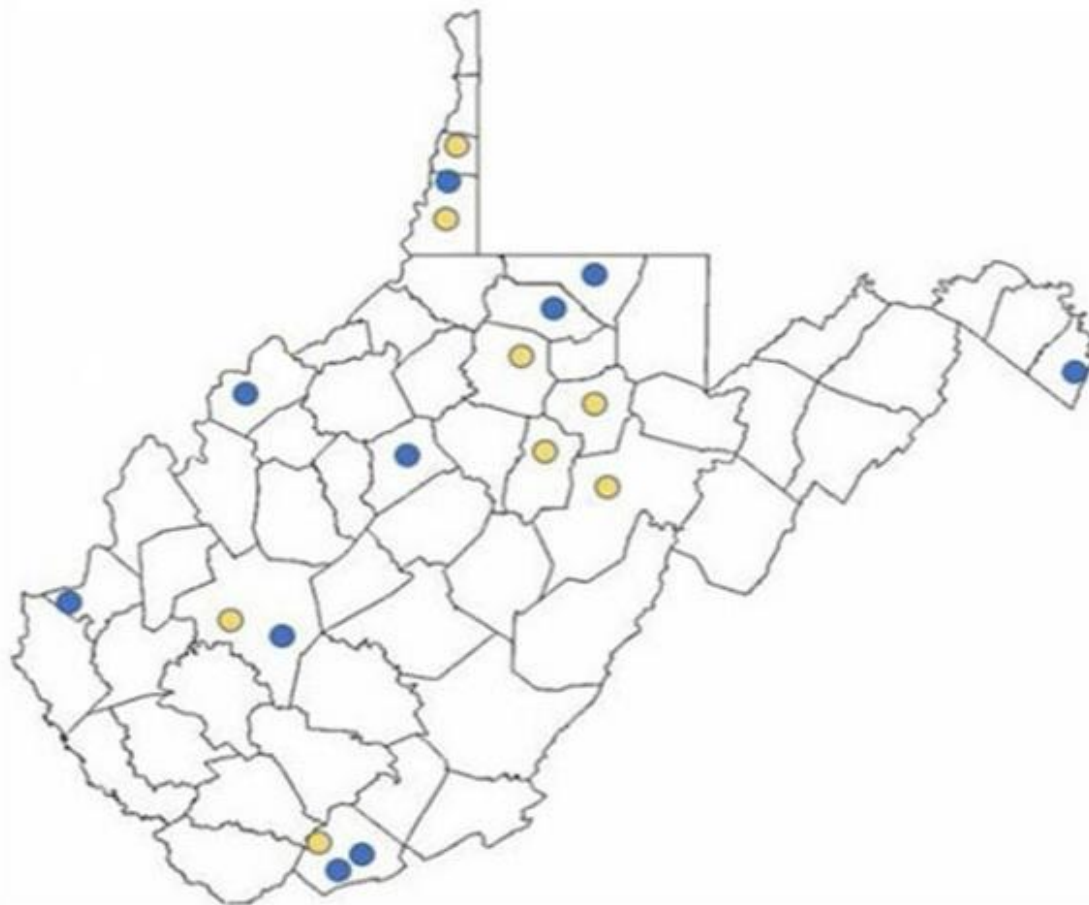
- Declining **population** in state
- **6,700** children in **foster care**
- **17.61%** poverty rate
- **10,522** public school students identified **homeless**
- Substance abuse
- Rural geography
- Declining **enrollments** and **completers** in traditional programs
- Classrooms with teachers who are not fully certified for content area/programmatic level



There is an urgency to address this statewide crisis.

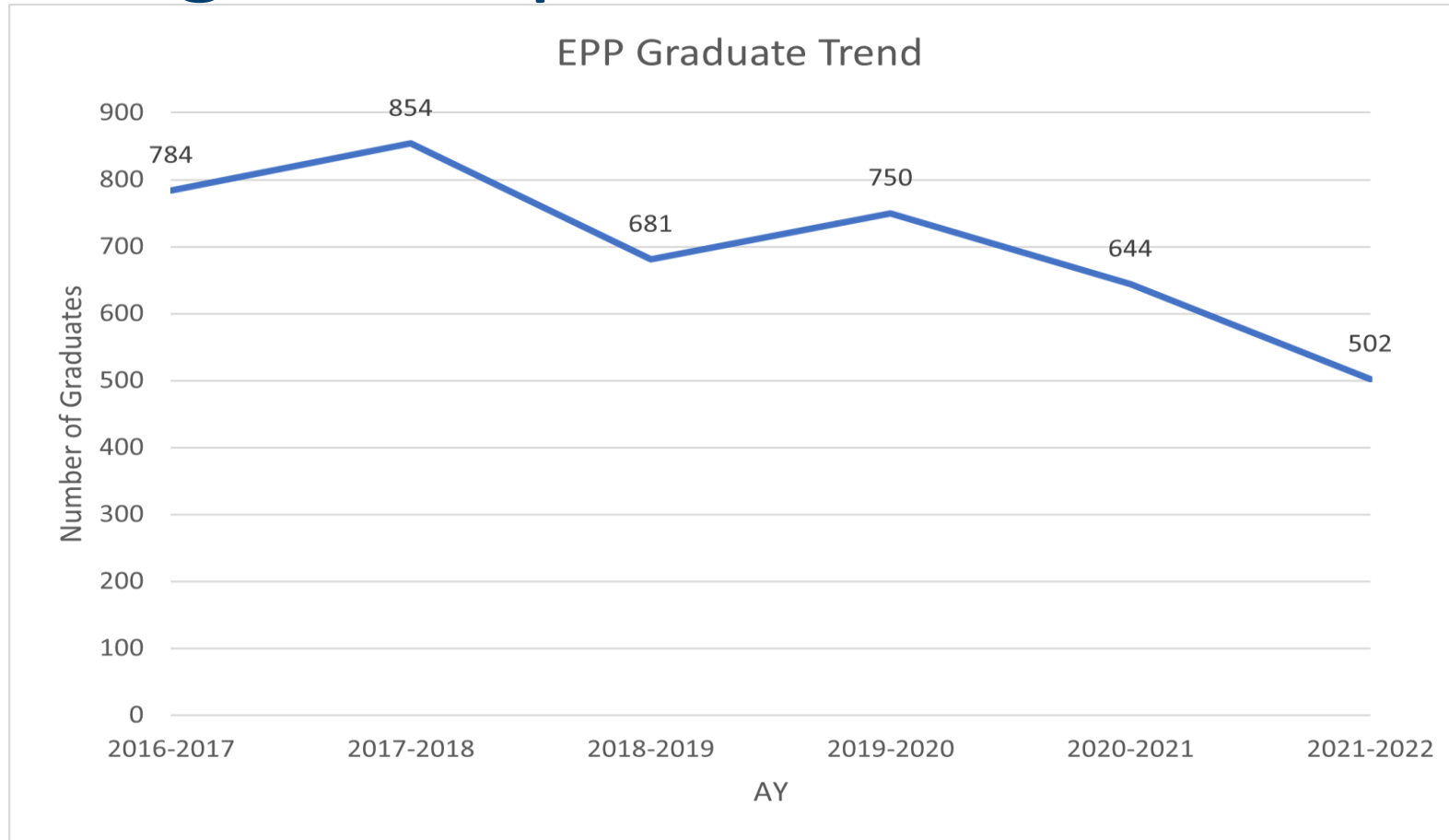
Sources: McKinsey & Company and the U.S. Bureau of Labor Statistics

West Virginia Educator Preparation Programs



10 Public Institutions
8 Private Institutions

West Virginia Department of Education Data



Option 1
Traditional EPP
Pathway

41.22% change
AY 2017-2022

Source: WVDE Office of Certification

Why Do We Need Multiple Pathways to Teaching in West Virginia?

Year	Non-Certified Teachers in Classrooms*
2015	600
2021	1,196
2022	1,544

* Teachers who are not fully certified to teach the content area for which they are assigned.

Recruit, Retain, Support

“As leaders, **we can find new ways to support teachers** and **attract more talented people into teaching**, or we will **regress** as a society and allow our economy to suffer permanent danger.”

Stephen Pruitt, SREB President
January 2022

Common Solutions to Elevate the Profession and Bring an End to Shortages

- **Strengthen the Pipeline**
- Keep Good Teachers Longer
- Raise Compensation and Benefits

“Higher education attainment levels are associated with higher earnings.”

..one of the biggest challenges in education: ensuring every student has a well-prepared teacher in **every class, every year, no matter where they live.**

Stephen Pruitt, SREB President

Progression Overview

Scope

- **What do we want to achieve?**
- **It is achievable?**
- **How will we measure it?**
- **What is our timeline?**



Learning Policy Institute/Region 5 Comprehensive

Build educator preparation systems that produce educators with **strong content knowledge** and **pedagogy skills**

Strengths	Gaps
<ul style="list-style-type: none">• Undergraduate Yearlong Residency Model• NBPTS Support: 13th in percentage (6.07%)	<ul style="list-style-type: none">• Data collection for continuous improvement• Recruiting fully certified teachers• Robust induction

WVHEPC/ WVDE

Educator Preparation Task Force

Recruitment, Quality and Effectiveness of Teacher Preparation, Innovation in Teacher Preparation

- 1. Marketing campaign**
- 2. Cost**
- 3. Licensure testing**
- 4. Induction and mentoring**
- 5. Data for Continuous Improvement**

Discover your potential. Find your purpose. Become a teacher.

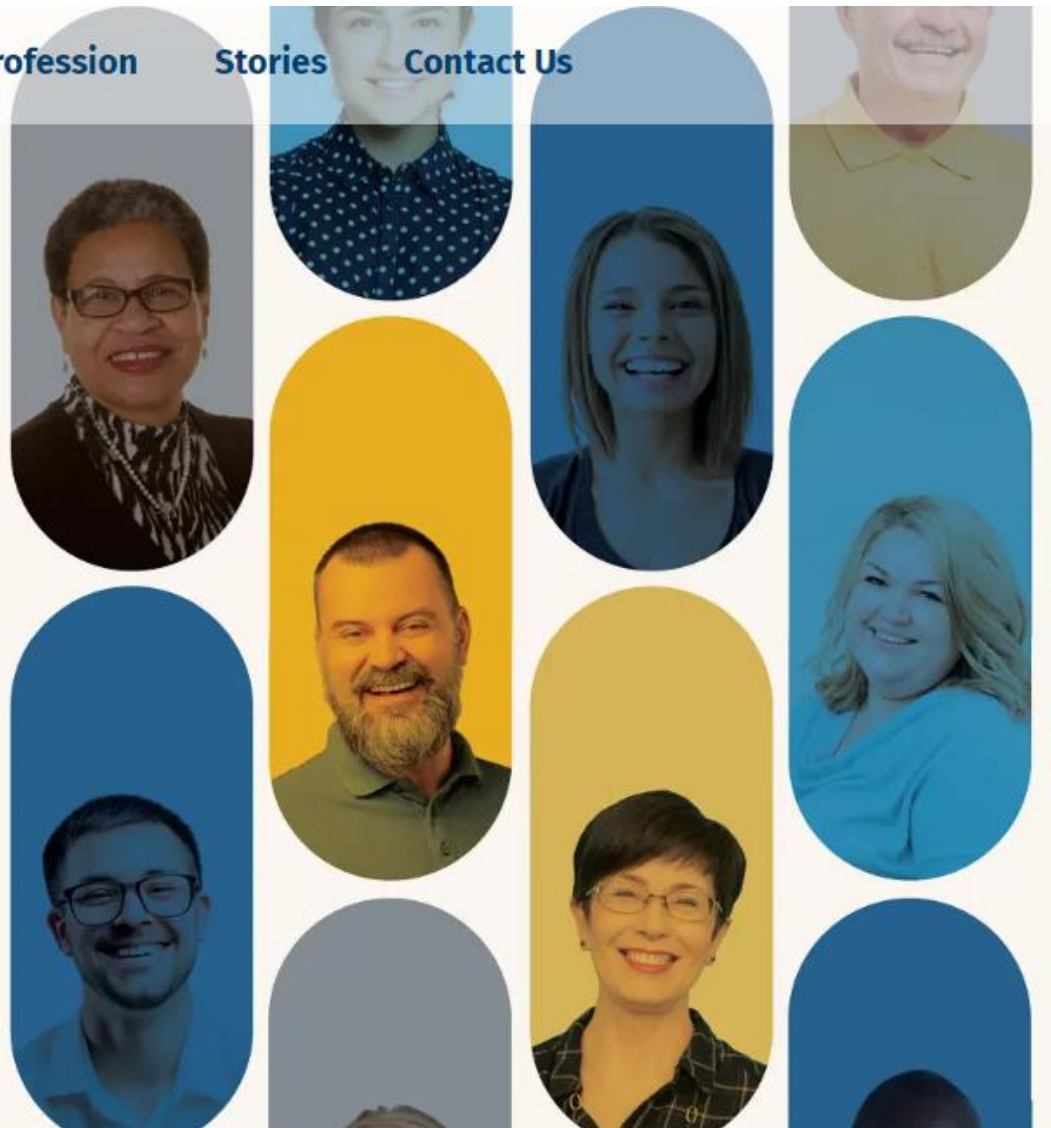
Whether you're a high school student, a college graduate, a certified teacher from out-of-state, returning to the classroom, or somewhere in-between, there is a pathway for you. Let us help you get there!

Choose your education level

No Degree or Diploma



Let's Go!



Current Pathways to Licensure in West Virginia

Option 1 - Traditional Certification Teacher Preparation Programs

Option 2 - County Based Alternative Certification Teacher Preparation Programs

Option 3 - State Approved Teacher Preparation Programs

Option 4 - WVDE Alternative Certification Programs



There are currently four overarching options for individuals to acquire a Provisional (non-transferable) Professional Teaching Certificate. All licensure pathways require the following:

- » Bachelor's degree from a regionally accredited institution of higher education (IHE) with the minimum overall cumulative grade point average (GPA) of 2.5
- » Successful completion of the basic skills, content specialization and professional learning tests as described in the West Virginia Licensure Testing Directory
- » Successful completion of state-approved program/coursework
- » Qualifying outcome on criminal history checks as defined in WVBE policy

Option 1: Traditional Certification Teacher Preparation Programs

Visit www.TeachWV.com to view West Virginia colleges and universities that offer educator preparation programs leading to a bachelor's degree, master's degree or providing coursework required for licensure at the graduate level as part of a post-bachelor's certification program.

Option 2: County-Based Alternative Certification Teacher Preparation Programs

Counties may partner with IHEs when an area of critical need and shortage exists to allow individuals to teach while they are completing a state-approved teacher program. Further direction and available partnerships are available for review at [County-based Alternative Certification Programs](#) and by contacting the local school district.

Option 3: State-Approved Teacher Preparation Coursework

This pathway was created in response to the passage of Senate Bill 14 to complete coursework pursuant to §18A-3-2a(a)(1)(C). WVBE recognized coursework providers are available at [Approved State-Approved Coursework](#).

Option 4: WVDE Alternative Certification Programs

Under §18A-3-1j, WVDE provides alternative certification programs through multiple West Virginia colleges and universities to complete coursework approved by the WVDE. Approved programs including requirements for coursework and content-specific training(s) are available at [Approved WVDE Alternative Certification Programs](#).

National Call to Action

Opportunities for Federal Support

The Biden Administration has called for more **investment** in high-quality teacher preparation, including **GYO programs**, to **strengthen teacher pipelines** and **address shortages**, and increase and support the growth of teachers.

Vision for West Virginia

We want to create optimum conditions for students to pursue a career in teaching and get paid to do so.

“Grow Your Own” models make it possible to **become teachers for free while earning a wage** empowering states to **combat teacher shortages and remove barriers** to becoming an educator for people from all backgrounds.

Carla Warren Dir. Educator Development and Support, WVDE

Mitigate Barriers to Strengthen Pipeline

- **Dual Credit Transferability and Articulation of General Education Courses**
- Academic – success with coursework and exams
- **Access – transportation, childcare, flexible scheduling, rolling enrollment**
- Time – length to complete teacher licensure
- **Cost – educator preparation programs and exams**
- Innovative thinking
- **Support – sense of isolation, mentors, role models, coaches**
- Reputation – elevating the profession and restore respect and prestige to the career increasing attractiveness
- **Collective Partnerships P-20**

*Identifying **multichannel approaches** requires **partners** who **share our vision.***



West Virginia Grow Your Own Pathway to Teaching Initiative

**“From the Community for the
Community”**

Carla Warren, WVDE and David Donaldson, National Center for Grow Your Own

Rationale:

Program of Study



Pathway

- 3-Year Transition CIE Program of Study to **Teaching Pathway** rebranded as **“Grow Your Own (GYO) WV”**
- Pathway is a flexible, default **template** partners utilize to design pathway unique to their target audience
- Modeled after Nursing Pathway
 - Goal to providing a **seamless process for students pursuing careers in education** from high school through attainment of a degree to assist in ensuring an adequate teaching workforce.

GROW YOUR OWN (GYO) West Virginia TEACHING PATHWAY PLANNING TEMPLATE

“Creating Local Pipelines into the Profession”

2022-2023



The following course menu is a guidance template for students participating in the Grow Your Own teaching pathway with the goal to exit high school with a minimum of one year of college credit (24-30) hours toward a Bachelor’s Degree in education. Highlighted courses are guaranteed transferable between participating institutions in the Grow Your Own WV Teaching Pathway network. Students should consult with their chosen post-secondary educational institution when choosing other course options and electives. For specific information, refer to individual county plans.

Grades 9-12	*English/Language Arts (4 Courses)	*Math (4 Courses)	*Science (4 Courses)	*Social Studies (4 Courses)	*Other (4 Courses)	Required Dual Credit Core Courses for GYO WV (4 Courses)
9	» English 9	» Math I or Algebra 1	» Earth and Space Science	» World Studies or AP Social Studies	» World Languages Elective	1306 Introduction to Education and the Classroom*
10	» English 10	» Math II or Geometry	» AP or Dual Credit Biology	» AP/Dual Credit U.S. Studies Comprehensive or U.S. History	» The Arts	1307 Introduction to Child Development*
11	» English 11: AP or Dual Credit English	» Math III or Algebra II	» Chemistry; or AP or Dual Credit Chemistry	» Civics or AP Government and Politics	» Physical Education	1308 Introduction to Educational Psychology*
12	» English 12: AP or Dual Credit English	» Dual Credit College Algebra; or AP Calculus	» Dual Credit Physical Science	» AP or Dual Credit Psychology	» Health » BCA 1 (Business Computer Application) » Other AP or Dual Credit Course	1309 Introduction to Social Emotional and Behavioral Wellness* *or equivalent courses as determined by county plan

A Minimum of 22 total credits are required for high school graduation per WVBE Policy 2510 (some counties may require additional credits)

*AP or Dual credit can replace any course

- » This course menu serves as a planning guide for the Grow Your Own (GYO) WV Teaching Career Pathways and aligns with required course work according to WVDE Policy 2510.
- » Completion of the GYO WV Teaching Career Pathway should be listed on the final transcript.
- » Support for Praxis Preparation (practice tests and financial support to cover costs of tests)

“Grow Your Own (GYO) West Virginia provides early exposure to the field of education and support in college to prepare for a teaching career.”

Student progression from HS to postsecondary degree with classroom experience and employment

GROW YOUR OWN (GYO) West Virginia

TEACHING PATHWAY PLANNING TEMPLATE

“Creating Local Pipelines into the Profession”

2022-2023



The following course menu is a guidance template for students participating in the Grow Your Own teaching pathway with the goal to exit high school with a minimum of one year of college credit (24-30) hours toward a Bachelor’s Degree in education. Highlighted courses are guaranteed transferable between participating institutions in the Grow Your Own WV Teaching Pathway network. Students should consult with their chosen post-secondary educational institution when choosing other course options and electives. For specific information, refer to individual county plans.

Grades 9-12	*English/Language Arts (4 Courses)	*Math (4 Courses)	*Science (4 Courses)	*Social Studies (4 Courses)	*Other (4 Courses)	Required Dual Credit Core Courses for GYO WV (4 Courses)
9	» English 9	» Math I or Algebra 1	» Earth and Space Science	» World Studies or AP Social Studies	» World Languages Elective	1306 Introduction to Education and the Classroom*
10	» English 10	» Math II or Geometry	» AP or Dual Credit Biology	» AP/Dual Credit U.S. Studies Comprehensive or U.S. History	» The Arts	1307 Introduction to Child Development*
11	» English 11: AP or Dual Credit English	» Math III or Algebra II	» Chemistry; or AP or Dual Credit Chemistry	» Civics or AP Government and Politics	» Physical Education	1308 Introduction to Educational Psychology*
12	» English 12: AP or Dual Credit English	» Dual Credit College Algebra; or AP Calculus	» Dual Credit Physical Science	» AP or Dual Credit Psychology	» Health	1309 Introduction to Social Emotional and Behavioral Wellness*
					» BCA 1 (Business Computer Application)	
					» Other AP or Dual Credit Course	*or equivalent courses as determined by county plan

A Minimum of 22 total credits are required for high school graduation per WVBE Policy 2510 (some counties may require additional credits)

*AP or Dual credit can replace any course

- » This course menu serves as a planning guide for the Grow Your Own (GYO) WV Teaching Career Pathways and aligns with required course work according to WVDE Policy 2510.
- » Completion of the GYO WV Teaching Career Pathway should be listed on the final transcript.
- » Support for Praxis Preparation (practice tests and financial support to cover costs of tests)

“Grow Your Own (GYO) West Virginia provides early exposure to the field of education and support in college to prepare for a teaching career.”

WVDE Cost Benefits and Flexibilities

No Cost to Student	Benefits and Salary
All dual credit coursework	Clinical Teacher of Record (salary, benefits, and seniority)
Praxis I Core	Incremental Registered Apprenticeship Wages
Membership in Educator Rising Chapter	
Develop GYO Pre-service Permit	
Teacher Performance Assessment (TPA)	
Access to Study.com Resources	
Goal: Materials and Textbooks for General Academic Coursework	
Goal: Tuition for Years 2-3 in Pathway	

WVDE Message – Adapt – Don’t Reinvent the Wheel

West Liberty University	Beyond Education
West Virginia University Parkersburg	Early College
Mingo County	Early College Academy
Glenville State University	Teach 1-2-3-
Blue Ridge CTC	2+2 Early College
June Harless Center	June Harless Teaching Fellows
WVU/WV Education Association	5 Year Masters Pathway
SREB	STEAM (MU) and Math-Science Certification

Key Components of Grow Your Own Programs

- **Partnerships**
- **Innovation**
- **No-cost pathways**
- **Recruitment**
- **High-level preparation and placement support**



*From an equity perspective, different strategies **may work differently for different communities.***

Benefits of Strong Partnerships

Assist with **implementation** from **recruiting participants**, providing support through **funding, scholarships**, and other **wrap around services**.

- **Community-based organizations**
- Educator Preparation Providers
- **Community Technical Colleges**
- Private foundations
- **Teacher organizations**
- Regional service agencies
- **Workforce**
- Legislature



Pathway Partners

**WV Department of Education
WV Board of Education**

**WV Department of Commerce, Economic Development,
Workforce WV**

National Center for Grow Your Own

WV Higher Education Policy Commission

**The Greater Kanawha Valley Foundation
WV Public Broadcasting**

**AmeriCorps
Claude B. Worthington Benedum Foundation**

Educator Rising

WV Public Education Collaborative (WVPEC)

The Education Alliance

U.S. Department of Labor

**Study.com
Read A Loud WV**

**Higher Education and K-12 Systems
WV School for the Deaf and Blind**

WV Department of Rehabilitation Services

National Registered Apprenticeship in Teaching Network

Examine Available Funding Streams

- WV Department of Education
- Perkins V – Hybrid CTE Pathway
- Department of Labor Grants
- ESSER Funds
- WV Department of Commerce
 - Workforce WV
 - Empower WV
 - Workforce Innovation & Opportunity Act (WIOA)*
- Philanthropic Support



***WIOA is designed to help job seekers access employment, education, training, and support to succeed.**

U.S. Education Secretary Miguel Cardona

Encouraged states to **establish** teaching as a **Registered Apprenticeship**. The U.S. Department of Labor **approved standards** in November 2021 that create an easy pathway for states to establish and use apprenticeship **funding to support teaching residencies.**

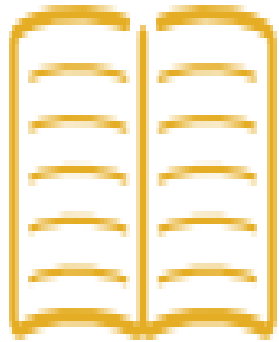
WEST VIRGINIA APPRENTICESHIP MODEL



West Virginia established the **K-12 Teacher Occupation** as a **Registered Apprenticeship Program (RAP)** with the U.S. Department of Labor in May 2022 increasing the pool of funding that aspiring teachers can access.

Spring 2023

- 8 Pilot Counties
- 81 Students Participating



JUNIOR YEAR OF HIGH SCHOOL (YOUTH APPRENTICESHIP)

(College Credit Year 1)

Students enroll in the county Grow Your Own (GYO) WV Teaching Pathway and register into the Department of Labor (DOL) Youth-Apprenticeship program prior to the start of the junior year in high school. Students successfully complete:

- ▶ Two (2) Dual Credit Foundational Education Courses = 6 credit hours
- ▶ A minimum of two (2) Dual Credit/Advanced Placement (AP) General Education Courses = 6 credit hours
- ▶ 15 hours of paid Field Experience. Additional hours may be acquired through summer employment opportunities.



SENIOR YEAR OF HIGH SCHOOL (YOUTH APPRENTICESHIP)

(College Credit Year 1)

Students continue enrollment in the county Grow Your Own (GYO) WV Teaching Pathway and remain registered into the DOL Youth-Apprenticeship program for the senior year of high school. Students successfully complete:

- ▶ Remaining two (2) Dual Credit Foundational Education Courses = 6 credit hours
- ▶ A minimum of two (2) additional Dual Credit/Advanced Placement (AP) General Education Courses = 6 credit hours
- ▶ Voucher for Praxis Core Exam (\$150.00 value)
- ▶ Exempt from Praxis Core Exam if student meets ACT/SAT Benchmarks in West Virginia Licensure Directory.
- ▶ 100 hours of paid Field Experience. Additional hours may be acquired through summer employment opportunities.
- ▶ Completion of one (1) year (24-30 college credits)
- ▶ Application to College of Education
- ▶ Upon high school graduation and completion of the Youth Apprenticeship, pathway completers certify as Teacher Aide by the Department of Labor
- ▶ Pathway completers certify as Teacher Apprentice by the Department of Labor.



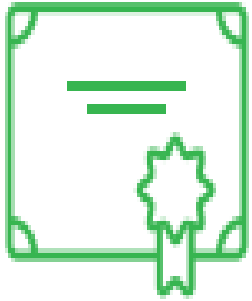
SOPHOMORE AND JUNIOR YEAR OF COLLEGE

(Years 2 and 3)

Pre-service teacher registers in the DOL Apprenticeship program and completes college content coursework

- ▶ 125 hours of paid Field Experience.

Per WVBE Policy 5100, all teacher candidates completing a WVBE-approved EPP for initial teacher licensure must complete a minimum of 125 clock hours of field experience under the direction of a teacher licensed to teach in the state, by the state's authorized agency, or their university supervisor in which the field experience is occurring, in each area in which they are seeking an endorsement.



SENIOR YEAR OF COLLEGE

(Year 4)

Pre-service teacher remains enrolled in the DOL Apprenticeship program.

- ▶ Complete the yearlong residency as the teacher of record with high level of support from both the university and the county system at a salary no less than 65% of the State Aid Formula; or
- ▶ If no vacancies available, complete traditional yearlong residency under the direction of a cooperating teacher at an hourly rate determined by the local board of education.

Upon college graduation, students earns:

- ▶ Bachelor of Arts in Education
- ▶ DOL Certified Teacher
- ▶ If apprenticeship completed as the teacher of record, apprentice earns one year experience and benefits

Expansion Goals

- **Expand Grow Your Own WV Pathway and Registered Apprenticeship Program participation to all 55 counties**

Secure Sustainable Funding Streams

- **Develop GYO Pathway for other target audiences**
 - **Veterans**
 - **Paraprofessionals**
 - **Minority populations**

How Will We Gauge Success?

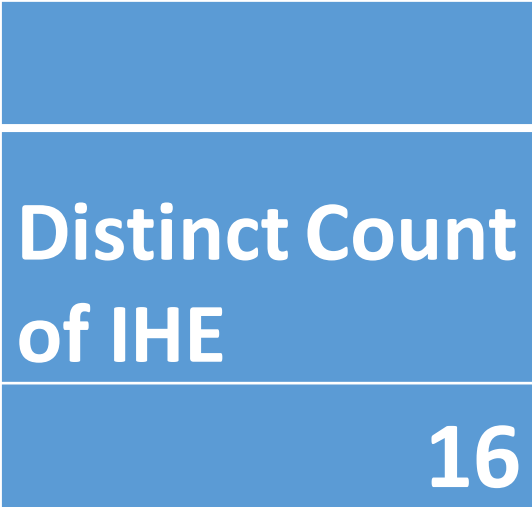
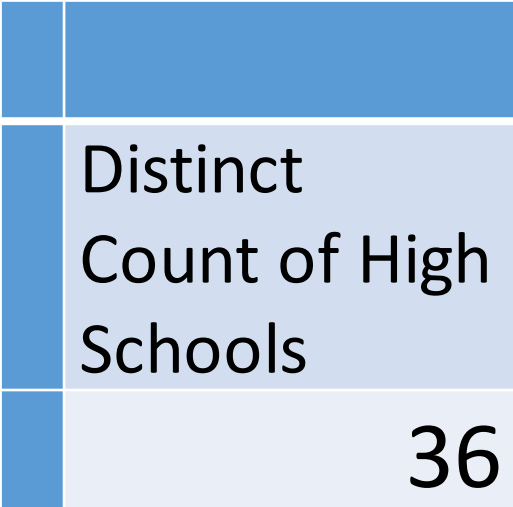
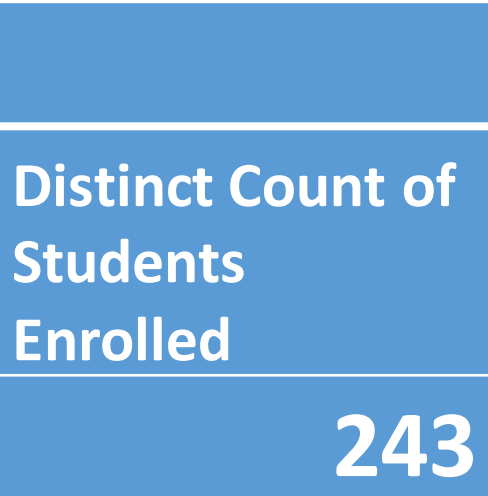
Data Points...

Number of individuals who:

- **Enroll in GYO programs**
- **Earn dual enrollment credits in HS**
- **Complete GYO programs/DOL Credentials**
- **Achieve WV teaching licensure**
- **Enter the classroom as teachers in WV**
- **Remain in WV classrooms**

Grow You Own WV Pathway to Teaching Pilot

Pilot program 32 Counties/Districts Members
27 Active



Grow Your Own WV Pathway to Teaching Pilot Data Points Fall 2022

Average GPA

3.582

Number of Credit
Hours Semester 1

384

Dual Credit
Cost Semester 1

\$45,435



[This Photo](#) by Unknown Author is licensed under [CCBY-NC](#)

Role of WVDE: Promote a Mindset Shift

Provide technical assistance to:

- Provide planning templates (MOUs, Service Agreements)
- **Remove barriers**
- Network and make connections between partners
- **Pursue sustained funding streams**
- Be a thought partner
- **Provide Flexibilities (Licensure, Waivers, Permits, etc.)**
- Facilitate economic incentives to enter teaching

How Can Philanthropy WV Support this Work?

- Dual credit tuition
- Materials and textbooks
- Scholarships
- Apprenticeship wages
- Wrap around supports during clinical residency year
- Tutoring and/or mentoring to ensure success with coursework and licensure exams

Examples of Successful GYO Programs

- [National Center for Grow Your Own Teachers and Registered Apprenticeships for Teaching \(ncgyo.org\)](http://ncgyo.org)
- [Grow Your Own Tennessee](#)
- [Grow Your Own Teachers Illinois](#)
- [Texas Education Agency Grow Your Own Grant Program](#)
- [Montana Schools Recruitment Project \(MSRP\)](#)
- [Additional Examples of Successful GYOs](#)

Resources

- [Changing Public Perception](#)
- [Funding and Loan Forgiveness](#)
- [Grow Your Own \(GYO\)](#)
- [Supportive Work Environments](#)
- [Grow Your Own Literature Review](#)
- [Grow Your Own WV – Article](#)
- [U.S. Department of Labor Apprenticeship Quick Start Toolkit](#)

Media

- [West Virginia is Recruiting High School Students Amidst Teacher Shortage - Matter of Fact with Soledad O'Brien](#)
- <https://www.edweek.org/teaching-learning/apprenticeships-are-the-new-frontier-of-teacher-preparation-heres-how-they-work/2022/10>
- [Archives – West Virginia Executive Magazine \(wvexecutive.com\)](#)
- [\(Fall 2022\)](#)
- [Grow Your Own WV – Article](#)

"I have always known that a well-**prepared**, well-**supported**, well-**compensated**, and **diverse** educator workforce is the foundation for student success."

U.S. Secretary of Education Miguel Cardona

We must never forget the urgency and the impact of what we do for students.

Matter of Fact with Soledad O'Brien



TeachWV



Office of Educator Development and Support

Carla Warren

carla.warren@k12.wv.us

304-558-3119