

Grow Your Own: A Systemic Approach to Securing an Effective Educator Talent Pool

Essential Components of a Grow Your Own Program

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Module 4: Essential Components of a Grow Your Own Program

- Identify essential components of three structures of Grow Your Own (GYO) programs.
- Begin to plan for realizing these essential components in your context.

Common GYO Structures

Precollegiate:

High school students participate in cocurricular programs/career exploration courses.

- On-ramp to a traditional prep program

Community Focused:

District provides support to current school staff for vacant teaching positions.

- Paraprofessionals, aides, substitute teachers
- Alternative certification

University Initiated:

Preparation providers and districts codesign clinical experiences and coursework.

- Student teaching
- Residencies

Essential Components of Precollegiate GYO Programs

■ Content

- Alignment with continuum of professional knowledge and skills

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Essential Components of Precollegiate GYO Programs

- **Delivery model**
 - Cocurricular, credit-bearing program
 - Work-based learning experiences for students

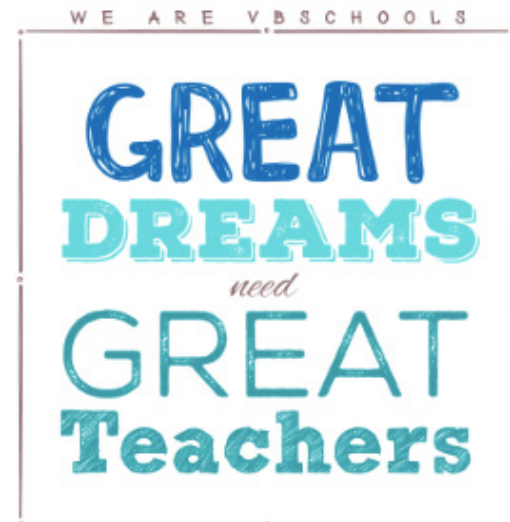


Essential Components of Precollegiate GYO Programs

■ Personnel

- Day-to-day facilitation by highly skilled teacher leaders
- Active engagement from local education agency (LEA) (superintendent, career and technical education [CTE], human resources, teacher quality) and school-based staff

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Essential Components of Community-Focused GYO Programs

■ Content

- Accelerated format, high-leverage skills/knowledge

■ Delivery Model

- Cohort-based program
- Subsidized preparation via district or college of education

■ Personnel

- Paraprofessionals, school-based staff
- Coordination between LEA and prep program



Essential Components of University-Initiated GYO Programs

■ Content

- Clinical-based educator prep

■ Delivery Model

- Student teaching internships with mentoring

■ Personnel

- Hands-on educator prep program coordination
- LEA manages student teachers in extended job interview

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Begin to plan for realizing these essential components in your context

- Which recruitment model(s) are the best fit for our short- and long-term needs?
- What would this look like operationally if we succeeded?
- Who should be our first calls?
- Who are our “must have” allies?
- How can we broker effective alliances among stakeholders who typically may be in silos? What is the first step?

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