

**Request/Concern/Question:** Personnel shortages; What are we missing for teacher recruitment and what can we do in those classrooms to support long term subs and others who may not have an EC background?

**Action Steps:** *Didn't have time to share at end of session*

**“Self-quotes”, key questions, misc. notes from KPF for continued reflection:**

- “Parents are surprisingly patient. There would have to be a collective group of families to voice a concern for it to matter. Parents are new to the system, so they don’t have much of a comparison.”
- “Many subs don’t have an understanding of development, so you see 2<sup>nd</sup> and 3<sup>rd</sup> grade strategies brought down.”
- “Children are being asked to do thing they shouldn’t be expected to do.”
- “Places where there is one preschool 0- there is no one to plan with or learn from. Impact would be less if they weren’t also isolated. Need to be around others.”
- “Need to start exploring some sort of relationship with OR/WA preservice programs to do internships.”
- “Allow them to be part of the PD that is already being offered.”
- Q: What would a public service campaign look like?
  - A: I’d be a terrible recruiter...I think however, our target audience, tends to get younger teachers from the lower 48. Most people don’t last 5 years. Really worried that we aren’t able to grow local talent.

FROM KPF – So as we discussed, there are a number of places that I can aim to support you. I’m going to brainstorm next and then I’ll trust you’ll reach out with those things that resonate or where you think I could be of service.

- *Quality PD*
  - You of course can use and reuse anything I have posted on my blog and/or podcast. If there are specific topics you plan to dive into with them, I’m happy to generate a list of related resources so you don’t have to dig.
  - I do have a few resources for Chapters 1-7 of the Blended Practices book. They are designed for books studies that I offer. I’m happy to share them with you. Check out samples at <https://kristiepf.com/blended-practices-book-study/>
  - I’m happy to offer a few free webinars (synchronous or asynchronous for all your teachers and/or first year and/or long-term subs). The more focused the group, likely the more impactful the learning.
  - I have a few highly skilled colleagues who are retired or mostly retired who may be willing to serve as a mentor/pen pal if you will with teachers who are interested. These mentors could provide encouragement, help when problems arise, offer resources for learning, etc.

- Do we want to get together with Hattie and Mat-Su to see what local resources can be pulled?
- Are there funds to support them to attend Rtl in January or AEYC in February?
- *Recruitment*
  - Is there a way to tap into Military networks to see if any new residents have an EC background and would be interested in taking on a job. Meaning...instead of waiting for them to reach out, plant the seed in their minds. Also – is there a way for the Military to embed into their recruitment, how plentiful jobs are in education so that it is seen as a perk?
  - I don't have tons of contacts in Higher Education these days, but I'm happy to reach out to OR, WA, and other states to see if anyone is willing to connect and brainstorm with you all about doing practicum experiences, internships, student teaching experiences, etc. This way you may be able to get high quality students who decide to stay.
  - Who is your department is responsible for job announcements and recruitment? Could the EC team come up with images and compelling copy that could be shared with them when they distribute flyers or as things are promoted on Social Media?
    - FYI...when I went to the link you provided, it took a bit of effort for me to finally find the job posting that was applicable to ECSE. I also get confused about ECE vs. ECSE. So it might be that the marketing has to be clearer about who is qualified for the positions. Someone in ECE might not look under SPED, but would be qualified/capable/interested.