



Extant Initiatives Addressing the Educator Pipeline
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The mission of the Nebraska Department of Education is to lead and support the preparation of all Nebraskans for learning, earning, and living. To meet this mission, the state must have a stable pipeline for high-quality educators. The NDE has numerous offices coordinating different aspects of the teacher and leader conduit. *The purpose of this document is to inventory those myriad supports, uncover potential gaps, and consider ways to cohere these efforts to address the growing educator shortage crisis.*

Recruit	Prepare	Retain
<p><i>Recruitment strategies are those that attract candidates to the field. These strategies encompass the diversification of the teaching force, traditional pathways to teaching, and non-traditional avenues.</i></p>	<p><i>Preparation commences once candidates are in programs. Preparation includes traditional teacher preparation programs in addition to supports for teachers to enter and excel in the field.</i></p>	<p><i>Retention encompasses all strategies aimed at supporting educators to grow, keep educators in the profession, and elevate them into different careers within the education field.</i></p>
<ul style="list-style-type: none"> ● Attracting Excellence in Teaching Program ● Teacher Vacancy Survey ● Education & Training Program of Study (CTE) ● Educators Rising CTSO ● Career Education Teaching Permit ● Teach in Nebraska ● Teach.org Nebraska ● EC RESPECT Grant ● Blind/Visually Impaired and Deaf/Blind Projects ● Special Education Teacher Shortage Taskforce ● Early Childhood-Community College Consortia 	<ul style="list-style-type: none"> ● Education & Training Program of Study (CTE) ● Educators Rising CTSO ● SEED System ● Rule 20 Revision ● Rule 21 Revision ● Rule 24 Revision ● EC RESPECT Grant ● Blind/Visually Impaired and Deaf/Blind Projects ● Special Education Teacher Shortage Taskforce ● Early Childhood-Community College Consortia ● Nebraska Association for the Education of Young Children/ DHHS Child Care subsidy 	<ul style="list-style-type: none"> ● CTE Beginning Teacher Institute ● Jump Start Workshop (CTE) ● Technical Skill Workshops ● NDE Professional Learning Suite ● Enhancing Excellence in Teaching Program ● SEED System & NTPPS ● Educator Effectiveness Summit ● Special Education Journey to Inclusion ● Special Education Comprehensive Retention Program ● Blind/Visually Impaired and Deaf/Blind Projects ● Special Education Teacher Shortage Taskforce

Inventory of Supports

Office	Initiative	Description	Webpage	Bucket
Office of Coordinated School & District Support	AETP	The Attracting Excellence to Teaching Program (AETP) provides forgivable loans to eligible students who are enrolled in an undergraduate or graduate teacher education program at an eligible Nebraska institution working towards his/her initial certificate to teach in Nebraska.	https://www.education.ne.gov/educatorprep/aetp/	Recruitment
Office of Coordinated School & District Support	Teacher Vacancy Survey	Annual survey to determine shortage areas for federal forgivable loans. A comprehensive Teacher Vacancy Survey Report is provided to the public in December every year.	https://www.education.ne.gov/educatorprep/teacher-shortage-survey/	Recruitment
Office of Career, Technical, and Adult Education	CTE Beginning Teacher Institute	The Beginning Teacher Institute (BTI) is designed for those teachers who have completed their first year of teaching but have less than three years of teaching experience in CTE. BTI participants develop skills to effectively manage CTE classrooms and laboratories, integrate technology and lead Career and Technical Student Organizations.	N/A https://www.education.ne.gov/nce/professional-development-opportunities/	Retention (could also be a component of retention)
Office of Career, Technical, and Adult Education	Jump Start Workshop	The JumpStart workshop is for incoming teachers on a Career Education Permit or through the Transition to Teaching program at UNK. This four-day training is designed to help incoming teachers that have little or no experience in the classroom. This workshop focuses on lesson planning, classroom management, best practices in CTE teaching strategies, advocating for CTE	N/A (Registration and general information can be found on: https://www.education.ne.gov/nce/professional-development-opportunities/).	Retention (could also be a component of retention)

		programming, student discipline, due process, and more. This summer professional learning opportunity has been facilitated by UNL faculty for the past several years in collaboration with the CTE team.		
Office of Career, Technical, and Adult Education	Education & Training Program of Study	<p>Within the Human Sciences & Education state model programs of study, there is one pathway specifically for Education & Training. The sequence of courses* includes Teaching as a Profession, Lifespan Development, Best Practices in Education & Training with Work-based Learning, and an Education & Training practicum. Students completing this sequence of courses deepen their understanding of the education and training career cluster and the various education-related occupations with their postsecondary education/licensure requirements.</p> <p><i>*this sequence represents the updated CTE programs of study for implementation in the 23/24 school year.</i></p>	https://www.education.ne.gov/nce/state-model-programs-of-study/	Recruitment and Preparation
Office of Career, Technical, and Adult Education	CTSOs/ Educators Rising	<p>Career and Technical Student Organizations (CTSOs) are an extension of classroom instruction—applying classroom learning to real-world experiences. CTOS provide opportunities for all students to develop career readiness skills through activities, competitions, and community service. Nebraska recognizes seven CTOS as expanded learning opportunities that are aligned with the state’s Programs of Study and career field areas. The CTOS</p>	https://www.edrisingneb.org/	Recruitment and Preparation

		<p>specifically focused on preparing future educators is Educators Rising (FCCLA also has a strong focus in this area).</p> <p>Educators Rising provides passionate young people with hands-on teaching experience, sustain their interest in the profession, and help them cultivate the skills they need to be successful educators. The result is a pipeline of accomplished teachers who are positioned to make a lasting difference — not only in the lives of their students, but also in the field of teaching more broadly.</p>		
Office of Career, Technical, and Adult Education	CTE Technical Skill Workshops	The CTE Technical Skill Workshops are a collaborative activity between the NDE, UNL, and Nebraska Community Colleges to help upskill/retain current CTE educators in the latest industry-standard equipment and training methods in Agriculture, Food, and Natural Resources and Skilled and Technical Sciences. Opportunities for teachers to earn graduate credit are provided through UNL. In the summer of 2021 there was a pilot to embed integrated literacy strategy instruction into the CTE technical skill instruction.	N/A Registration information, including the workshops offered last year, can be found on this page .	Retention
Office of Career, Technical, and Adult Education	Career Education Teaching Permit	The Career Education Teaching Permit is available for individuals who are hired to teach by a NE school district in a CTE area where no teaching education program exists, where instructional content of the course exceeds teacher preparation coursework, or for which a school system submits documentation that it has not found	https://cdn.education.ne.gov/wp-content/uploads/2018/10/TCERT-Manual.pdf	Recruitment

		a qualified teacher for a specific CTE field. The permit is limited to instruction of students in grades 9-12 and valid for 3 years. An applicant can qualify to teach in one of the sixteen career cluster areas by: completing a prescribed course of study in a CTE area at the postsecondary level; or, completing an apprenticeship in the CTE area; or, demonstrating proficiency in the CTE area based on 5 or more years of practice/work in that career; or, demonstrate proficiency by passing a competency test approved by the industry or career area.		
Office of Coordinated School & District Support	EETP	The Enhancing Excellence in Teaching Program (EETP) provides forgivable loans to eligible students who are enrolled in a graduate teacher education program at an eligible Nebraska institution working towards a graduate degree in Nebraska.	https://www.education.ne.gov/educatorprep/eetp-current-teachers/	All of the above.
Office of Coordinated School & District Support	Teach in Nebraska website	NDE website that allows authorized institutions to post positions to be filled	https://www.nebraskaeducationjobs.net.gov/	Retention
Office of Coordinated School & District Support	Educator Effectiveness Resources	Resources including the Nebraska Teacher and Principal Performance Standards, rubrics aligned to both the Teacher and Principal Standards, evaluation guidance documents aligned to the standards (coming soon), and professional development materials to support districts and ESUs in working with the standards.	https://www.education.ne.gov/educatoreffectiveness/	Recruitment
Office of Coordinated	Teach.org	Teach.org website, specific to Nebraska,	https://www.education.ne.gov/teach.org/	Preparation and

School & District Support	website	available for all schools/districts to use for recruitment purposes	n.ne.gov/teach/	Retention
Office of Coordinated School & District Support	Educator Effectiveness Summit	Annual 2-day summit held to engage schools/districts, ESUs, IHEs, and the NDE in conversations about current and future work with educator effectiveness	https://www.education.ne.gov/educatoreffectiveness/	Recruitment
Accountability, Accreditation, and Program Approval	Current Rule 24 revision (certification endorsements)	Update endorsement requirements, but specifically expand flexibility for world language endorsement by accepting additional content tests and allowing EPPs to waive credit hour requirements based on demonstration of proficiency in the language of study.	Current Hearing Drafts – Nebraska Department of Education	Retention
Accountability, Accreditation, and Program Approval	Rule 21 revision (certification)	Provide additional flexibility regarding military permits and additional options under alternative program teaching permits (both in line with state statute changes). Combining certificate/permit types in efforts to simplify the system while also expanding pathways. Reducing barriers around local substitute teaching permit.		Preparation
Accountability, Accreditation, and Program Approval	Rule 20 (educator prep approval)	Create a waiver process to allow educator preparation programs the ability to be innovative. Remove or provide flexibility around basic skills competency as an entrance requirement to educator preparation programs.		Preparation
Accountability, Accreditation, and Program Approval	Future Rule 21 (certification revisions)	Consider reciprocity from other states in line with State Statute 79-813		Preparation

Accountability, Accreditation, and Program Approval	Future Rule 24 revision	<p>Consider elimination or alternatives to Praxis content tests for all endorsement areas.</p> <p>Revision Special Education Endorsements and look at competency instead of credit hours.</p> <p>Clean up Career Ed Permit</p>		Recruitment
Accountability, Accreditation, and Program Approval	Early Childhood Certification pathway	Through the RESPECT grant, create a certification pathway for child care providers to become certified teachers.		Preparation and Recruitment
Accountability, Accreditation, and Program Approval	Update Educator Certification Website	Create clear information regarding certification requirements and pathways to certification. Streamline the application process and improve customer service		Recruitment and Preparation
Office of Special Education	NeMTSS - Journey to Inclusion	<p>For many years, we have focused our preparation of teachers and academic leaders on meeting the needs of diverse groups of learners for whom they will hold responsibility. In the past, general education teachers gave core instruction for all students; then education specialists, prepared to serve students with specific needs, worked separately in pull-out sessions or self-contained classes with students who had been identified as requiring special education services.</p> <p>While both sets of teachers still have their responsibilities, NeMTSS provides a system and process for teams to work together rather than separately in isolation. In fact,</p>	https://www.education.ne.gov/sped/journey-to-inclusion/	Recruit, Preparation, Retain

		<p>MTSS requires teams of general education teachers, education specialist teachers, parents, administrators and service providers at the local school and district levels, community organizations, and professional development trainers to work together for every student. MTSS shows promise for addressing the needs of all students and personalizing learning.</p>		
Office of Special Education	Special Education Teachers in Nebraska: A Comprehensive Retention Program (NCRP)	<p>The Nebraska Department of Education Office of Special Education along with the Nebraska Center for Research on Children, Youth, Families & Schools, and ESU 13 are partnering for a 5-year project to provide a Comprehensive Retention Program for Special Education Teachers. This project is through a Discretionary Personnel Development Grant from the US Department of Education. Please view the SPED Teachers Retention Program Flyer HERE for more information regarding a 5-year project the Office of Special Education and the Nebraska Center for Research on Children, Youth, Families & Schools are doing to help with the retention of Special Education Teachers.</p>		Preparation and Retention
Office of Special Education	Blind/Visually Impaired and Deaf/Blind Projects	<p>We support a teacher prep program through UNL-BVI, to support teachers of the BVI and Orientation and Mobility specialists for the purpose of keeping these professionals in the field. It offsets some tuition costs. WE have a large shortage in area of O and M</p>		Retention

		specialists. This program just started a few years ago for O and M, so we are hoping we will see the success we have had in the areas of Teachers of the BVI.		
Office of Special Education	Deaf or Hard of Hearing and Deaf/Blind Specific	<p>We support a teacher prep program through UNL-DHH program, to support future teachers of the DHH.---this shortage is not as great, but we do provide them some dollars to offset cost for tuition.</p> <p>We have contract dollars to TAESE to support our educational interpreters with mentoring. Even though this is for improvement of skills it is also assisting these professionals to stay in their positions. The data has shown very good growth in skills as well as supporting our current educational interpreters by staying in the field of interpreting. However, this continues to be a large shortage area.</p> <p>Through the DHH Regional Programs all supported by state dollars and approved by state board, we provide ongoing training to teachers of the DHH and educational interpreters for the purpose of staying in those positions.</p>		Recruitment, Preparation, Retention
Office of Special Education	University of Nebraska-Lincoln Department of	<u>Interdisciplinary Training of Teachers and Related Professionals (90+ scholars)</u>		Recruitment, Preparation, Retention

	<p>Special Education and Communication Disorders Personnel Preparation Grants at UNL</p>	<ul style="list-style-type: none"> • Early Intervention/Early Childhood Special Education teachers (Early Intervention/PreK) https://cehs.unl.edu/secd/early-childhood-special-education/ • Teaching of the Visually Impaired OR Orientation and Mobility Specialists https://cehs.unl.edu/secd/visual-impairments/ • Teachers of the Deaf/Hard of Hearing https://cehs.unl.edu/secd/mpup-ip/ https://cehs.unl.edu/secd/deaf-education-program/ • Speech Language Pathologists https://cehs.unl.edu/secd/speech-language-pathology/ <p>Special Education PhD students (12+ scholars), internship placements within NDE, Office of Special Education</p>		<p>Preparation, Retention</p>
<p>Office of Special Education</p>	<p>Teacher Shortage Task</p>	<p>As a part of the Federal, OSEP - Attract, Prepare, and Retain initiative; The NDE -</p>	<p>https://sites.google.com/d/1-</p>	<p>Preparation</p>

	Force	Office of Special Education created the Teacher Shortage Task Force to begin working with NASES to understand the shortage needs in Nebraska Special Education.	6WR0q2eVdTQCIsWppvGDxVmGeAVjwMe/p/1Blu1cauS4Q7MoZkyBmTWQTRuk02m-Pyk/edit	
Office of Early Childhood Education	Community College Consortium /Council for Professional Recognition	Ongoing work with the Early Childhood Community College Consortium to ease pathway from CDA to associate degree.		Recruitment, Preparation, Recruitment
Office of Early Childhood Education	Nebraska Association for the Education of Young Children /DHHS Child Care subsidy	TEACH Early Childhood Nebraska® and Early Childhood WAGE\$.® Provide scholarships and support with federal CCDF money and state Step Up to Quality funds to increase the number of early childhood educators who work toward degrees in early childhood leading to a teaching certificate.		Recruitment/Preparation
Office of Early Childhood Education	NDE - Rule 11 flexibility	Waiver for district to employ as a teacher a person who has not yet completed the requirements of a teaching certificate.		Preparation/Retention

ESSER Investments for Recruitment, Preparation, and Retention

Most of the NDE’s ESSER investments have supported teachers directly or indirectly, while not explicitly landing in the “Professional Learning and Educator Pipeline” category. Providing support to educators, reducing burdens, and saving their time by investing in structures helps retain teachers in the field. The table below shares the investment and its impact on educators.

Investment	ESSER Category	Recruit-Prepare-Retain	Description
Canvas Consortia (ESSER I)	Modernize Information, Data, Technology, and Process Systems	Retain	Educators often spend hours preparing for lessons when they are forced to search for materials. Canvas provides a shared, collaborative platform for sharing content across, saving educators time.
Mental Health Support Grant (ESSER II&III)	Access to Comprehensive Mental Health Services	Retain	The NDE’s statewide effort to expand mental health supports to communities includes supports for students, communities, and staff. The grants are localized, ensuring that each district creates the support structures needed in their communities.
Statewide Family Engagement Center (ESSER II)	Reimagined Family & Community Engagement	Retain	Family and community engagement is vital for strong classrooms and increased academic achievement. The SFEC provides a structure for parents to engage with their students and serve as partners with teachers and students.
Ready Rosie	Reimagined Family & Community Engagement	Retain	Ready Rosie enables early childhood teachers to communicate with parents and other caregivers. The software also provides helpful tools for parents and caregivers to engage their students in educational activities aligned to the school day.
University of Nebraska-Lincoln (ESSER II)	High-Quality Professional Learning & Bolstering the	Recruit	This project is designed to work closely with three school districts serving historically marginalized students to a) understand their educational experiences, b) learn about perceived barriers to entering the teaching profession, and c) encourage racially and ethnically

	Teacher Pipeline		diverse teachers to enter the field.
NAESP Pre-K Leadership Academy (ESSER III)	High-Quality Professional Learning & Bolstering the Teacher Pipeline	Prepare/Retain	High-quality principals are one critical component to retaining teachers. The NAESP project provides professional learning to elementary principals through a cohort model, and is designed to build the capacity of principals in concepts of early learning.
Zearn Math (ESSER II)	Focus on Acceleration	Retain	Zearn math provides access to K-8 digital learning resources for public and nonpublic elementary and middle school teachers. Providing high-quality materials to teachers saves time, and creates a natural learning community where teachers are able to engage with one another in the use of the tool.
YRTC Supports (ESSER II)	Focus on Acceleration	Retain	Our systems involved youth are perhaps the most vulnerable students we serve. Ensuring teachers in these spaces have the tools they need to be successful is absolutely critical. As such, the NDE invested in consistent, high quality learning materials for the facility-based educational settings.
Instruction Partners (ESSER II)	Focus on Acceleration	Retain	The K-8 math series provided by Instruction Partners is focused on increasing teacher's ability to provide grade-level to every child every day. The professional learning community provides tools and resources for these teachers to improve their craft and reduces burden.
TNTP (ESSER II)	Focus on Acceleration	Retain	The TNTP CSI Cohort focuses on content leadership development for our 27 CSI schools.
Educator Shortage Grant	High-Quality Professional Learning & Bolstering the Teacher Pipeline	Recruit-Prepare-Retain	Call for proposals to support locally-led, collaborative approaches to addressing the educator shortage.