

Colleague Roundtable: Building an Effective Talent Pool

WHAT IS THIS RESOURCE FOR? This one-pager provides an overview of the key-takeaways on how to build an effective talent pool through communications.

In this September Roundtable we are joined by NNSTOY Voices for Honest Education Fellows (National Network of State Teachers of the Year in partnership with ECRA Voices for Honest Education Fellows)- Monica Washington (2014 Texas State Teacher of the Year) & Tracey Nance (2020 & 2021 Georgia Teacher of the Year) for a moderated panel discussion with educators committed to honest education and supporting policies that enable educators to thrive and be successful in the classroom.

KEY TAKEAWAYS

Teachers want to be heard and respected

- There is not a lack of teacher talent, there is a lack of teachers feeling respected to make the best professional decisions for their students.
- The current political climate is leading teachers to be afraid to teach what they feel is best for their students.

Communication is key

- Clear communication and transparency between superintendents, administrators, and classroom teachers is key to teachers feeling supported and valued in the classroom.
- How can you address teachers' concerns through school improvement plans about being valued as educators and classroom leaders?
- Be accessible to teachers

Be the voice for the teachers

- Show that you stand for your teachers even if it is against the political policies that are in return “limiting” what students are allowed to be exposed to.
- Publicly back the teachers and community to show that you are there to support teachers and the students on curriculum decisions, lesson plans, classroom discussions, etc...

Create a positive work environment for teachers

- Find creative ways for teachers to get the support they need to not “burn out” throughout each day.
- Find ways to celebrate teacher “wins” so they feel support, seen, and celebrated.
- Provide additional training for teachers.

Get Creative

- Develop ways for teachers and staff to get properly compensated for all of the work they do.

What are you seeing in districts as far as teacher shortages?

- **Interest in flexible hours** - we've offered some positions people turned down because they want more flexibility. We've been asked multiple times to offer more flexibility.
- Number of openings about the same but **limited pool of candidates**. Many still only want virtual.
- Not just teacher vacancies but all personnel. **Hard to fill core areas - math and science, especially in middle schools.**
- Being creative in how we recruit and retain.
- Vacancies in SPED programs and paraprofessionals - **low pay**
- **Poaching** and trying to stay competitive with neighboring districts