

ESD-U Needs Assessment for 2019-2020 Cohort

Welcome to the needs assessment to determine ESD-U teacher certificate offerings. Currently, our plan for 2019-2020 is to offer endorsements in Special Education, English Language Learner, Reading, and Elementary Education to Alternative Routes 2, 3, and 4 candidates. We are interested to know other projected areas of need to expand our services to you in upcoming years. Entering your email address will enter you for a gift basket drawing to be announced by October 31, 2018.

ESD-U is a residency certification program that is district partner centered to support teacher shortage and diversification of workforce initiatives. For more information regarding the ESD-U Program, please visit our website at <https://www.esd112.org/esd-u/>.

Please submit your reply by October 25, 2018. Thank you!

* Required

1. **First & Last Name ***

2. **Email address ***

3. **Role/Title ***

4. **School District ***

Teachers Needed for 2019-2020

Based on your anticipated hiring needs, please indicate your need in 2019-2020 for teachers in the areas listed below. If you do not anticipate a need please write 0 or N/A.

5. **Number of projected Special Education teachers needed for the 2019-2020 school year.**

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6. **Number of projected staff with an English Language Learner endorsement needed for the 2019-2020 school year.**

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7. **Number of projected staff with a Reading endorsement needed for the 2019-2020 school year.**

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8. Number of projected Elementary general education teachers needed for the 2019-2020 school year. *

9. Number of projected Middle Level Humanities teachers needed for the 2019-2020 school year. *

10. Number of projected Middle Level Math teachers needed for the 2019-2020 school year. *

11. Number of projected Middle Level Science teachers needed for the 2019-2020 school year. *

12. Number of projected High School Humanities teachers needed for the 2019-2020 school year *

13. Number of projected High School Math teachers needed for the 2019-2020 school year. *

14. Number of projected High School Science teachers needed for the 2019-2020 school year. *

15. Number of projected 7th-12th grade Business & Marketing CTE teachers needed for the 2019-2020 school year. *

16. Number of projected 7th-12th grade Family/Consumer Sciences CTE teachers needed for the 2019-2020 school year. *

17. **Number of projected 7th-12th grade Technology Education CTE teachers needed for the 2019-2020 school year. ***

18. **What other teacher shortage areas do you anticipate for the 2019-2020 school year? ***

Please include subject area and projected number needed.

Teacher Recruitment

Please answer the questions below regarding your recruitment and training of new teachers. If you have positions filled, please name positions filled by Conditional Certified Teachers. Our goal is to work with you to recruit effective early career educators and avoid scheduling conflicts.

19. **Number of conditionally certificated Special Education teachers hired in 2018-2019. ***

20. **What other positions are currently filled with conditionally certified teachers in 2018-2019? ***

Please include position, subject area and number.

21. **List the teacher vacancies that have remained vacant up to this point in the 2018-2019 school year. (These positions might be filled by emergency substitutes) ***

22. **What do you provide as incentives for shortage areas? ***

Check all that apply.

- Differential pay
- Signing bonuses
- Student loan forgiveness
- Tuition assistance for teacher candidates
- Other: _____

23. List the anticipated dates of new teacher training for the 2019-2020 school year. *

24. List the anticipated dates of beginning of the year staff training for the 2019-2020 school year. *

25. What do you consider important in expanding your workforce hiring pool? *

Check all that apply.

- Diversification of workforce to better represent the student population of your district
- Candidates willing to work and live within the district community
- Locally culturally competent candidates
- Other: _____

26. Starting in September 2019, the Special Education endorsement cannot stand alone on an initial certificate. Which of the dual-endorsement programs below would you prefer your initial certification SPED candidates have access to? *

Mark only one oval.

- Special Education paired with Reading endorsement
- Special Education paired with Elementary Education endorsement

Retaining Teachers

Please answer the questions below regarding your retention of teachers in high need areas. Our goal is to work with you to retain quality teachers.

27. What grade levels have higher turnover rates than others? *

Check all that apply.

- Preschool
- Kindergarten - 3rd grade
- Upper Elementary (4th - 6th grade)
- Middle School
- High School
- Other: _____

28. List up to five subjects that have the highest turnover rate in your district. *

29. List up to five schools that have the highest turnover rate in your district. *

30. List the supports you offer early career teachers for professional learning that can be connected to your district instructional framework. *

31. List the supports you offer experienced teachers new to your district for professional learning that can be connected to your district instructional framework. *

32. List the mentoring/coaching supports you offer early career teachers. *

33. List the mentoring/coaching supports you offer experienced teachers new to your district. *

34. List additional supports you provide to conditionally certificated teachers to increase effectiveness connected to your instructional framework. *

35. Specify how ESD-U will support your workforce development plan (e.g. diversification of workforce, increasing underrepresented populations in the workplace, etc.). *

36. Specify how alternative route candidates would advance your school and student improvement (e.g. 'grow your own' initiative, differentiation of workforce, culturally competent locals, use of candidates as substitutes, etc.). *

37. Do you have any additional comments that would assist ESD-U in expanding the workforce in the region?
