



TLC Topics and Trends

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2004 National Summit on Recruiting, Retaining and Certifying Quality Teachers

Margarita Cruz Sasse, Associate Director of the Teaching and Leadership Center at Florida Atlantic University, presided over a Leadership Panel at the *National Summit on Recruiting, Retaining, and Certifying Quality Teachers* in San Diego, California on February 25-27. She addressed short-term and long-term strategies for dealing with expected teacher shortages. Topics discussed included responsive hiring processes, developing new staffing management information systems, and increasing outreach to reach more teacher recruits. This National Summit explored innovations in hiring and maintaining a skilled teaching staff.

In addition to presiding over a Leadership Panel, Ms. Sasse

presented with Ms. Marcia Beckford, Director of Instructional Development HRD of The School Board of Broward County. They addressed Broward School's *Solution to the Teacher Shortage: Recruiting, Retaining, and Rewarding*.

Recruiting. In an effort to attract more teacher recruits, Broward County has increased marketing strategies to attract prospective teachers. These strategies and incentives include targeting second career professionals with non-education degrees, signing bonuses to those in the critical shortage areas of mathematics, science, English/language arts, and Exceptional Education, and presenting a starting salary that is competitive with other first-year teacher salaries across the nation.

Retention: Key factors to the success of Broward County's retention of highly qualified teachers are rooted in Broward School's Professional Pathways philosophy which includes a comprehensive mentoring support system for new and experienced teachers as well as high-quality professional development opportunities. Collaboration with higher education partners to develop continuous improvement programs for teachers is an added dimension that helps to retain high quality teachers.

Reward. Compensation and recognition are two forms of reward for high quality teachers. In particular, teachers receive salary supplements for completion of National Board Certification.



Broward Teacher Corps Middle School Cohort



The School Board of Broward County, in partnership with the Teaching and Leadership Center at FAU, is offering an intensive pre-service preparation program for prospective middle school teachers to teach in Title I schools. This program provides initial preparation activities to ensure program participants will qualify for temporary certification in the critical shortage areas of mathematics, science, or English/language arts by the end of August 2004.

Preparation activities will be organized through study groups according to critical shortage subject areas. Candidates will complete a minimum of 150 hours of pre-service professional

development training to include critical content/subject area preparation, classroom management skills, effective teaching strategies, reading strategies for Middle School content area teachers, General Knowledge Test preparation, and placement strategies of resume writing and interviewing techniques.

Successful applicants to the program possess bachelor-level or higher degrees from accredited colleges or universities. Application deadline for the BTC Middle School cohort is March 31, 2004.

The focus of the Broward Teacher Corps @ FAU is to attract, prepare, and help place highly qualified

prospective secondary teachers in Broward County Public Schools. Currently, TLC administers two cohorts of teachers in this BTC model: the Pre-Service Alternative Certification for Educators (ACE) cohort and the University Cohort. The BTC Middle School cohort is scheduled to begin the week of April 19, 2004.

Interested in the Middle School cohort or becoming a teacher through an alternative certification track? View TLC's website www.fau.edu/tlc for major program initiatives that provide information on becoming a teacher.

