



Spark Innovation



CONNECTICUT STATE DEPARTMENT OF EDUCATION



PREPARING & SUPPORTING OUR EDUCATOR WORKFORCE

Holistically & Academically

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OVERVIEW

Preparing for the New Normal

- Afforded flexibilities to meet need of educators statewide
- Certification & educator evaluation and support
- Focus groups – teachers and administrators
- Transition & next steps





Supporting Educators - Wellness

- Scheduling – time for planning and collaboration
- Enhanced Mentorship – TEAM
- Release time – sharing of best practices
- Wellness offerings
- Knowing you are appreciated & valued!



Supporting Educators - Academically

- Targeted professional development
- Revisiting the structure of professional development
- Peer-to-peer coaching and mentoring
- Utilize the professional development & evaluation committee (PDEC) within the process



Targeted Professional Development

Topics to Include, but not limited to:

- Working with remote learners, focus on SPED students
- SEL – how to address the mental health of our students
- Trauma informed training
- Working with students in need of tiered intervention
- Cultural competency
- Discipline & reactions



Revisiting PD Structures

- Extend over time vs. all day
- Hybrid model inclusive of in person and modules
- Virtual learning
- Partner with and utilize resources of Higher Education and experts in the field
- No tuition or fees charged



Peer-to-Peer Coaching & Mentoring

- Coaching and mentoring for new teachers
- Peer-to-peer learning with release time
- Utilize seasoned teachers who are experts in specific areas and can share best practices
- Utilize Next-Gen students or long-term substitutes 2-3 days per week



Utilization of PDECs

- PDECs are normally structured with a mixture of teachers and administrators
- Use PDECs to be a part of planning and implementation of professional development
- Use PDECs to identify talent in expertise areas



Supporting Building Leaders

- Assign a resource person to a cluster of principals who can offer support (non-evaluative)
- Quarterly Courageous Conversations
- Analyze problems of practice
- Book studies



Other Areas of \$upport

- Increase TEAM mentor stipends
- Pay licensure fees for teacher cross endorsements in shortage areas
- Support non-certified staff seeking certification
- SEL training in cohorts – train the trainer
- Hire Next-Gen students and/or long-term subs for ongoing PD coverage



THANK YOU

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