



# Talent Office Touch Points

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## Staffing Resources and Considerations

The CSDE Talent Office continues to support districts and local education agencies (LEAs) across the state with resources and guidance to attract, hire, and retain appropriately certified, authorized, and permitted educators. The following provides updates and quick references to a variety of resources to support staffing solutions.

### Flexible Staffing Options



The CSDE remains committed to offering flexibility to districts and LEAs while ensuring that all Connecticut students have access to appropriately certified, authorized, and permitted educators. In addition to utilizing certified educators and other bachelor's degree holders as daily substitutes, don't forget these three excellent strategies for flexible school staffing.

*Want to hire a daily substitute without a BA/BS? Check out the CSDE's streamlined [Substitute Authorization Process](#).*

### EdSight Active Endorsement Tool



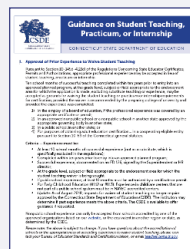
Let us help you locate one of over 20,000 certified educators living in Connecticut and not currently working in CT schools. The EdSight Active Certificate Search Tool provides immediate access to Connecticut Educator Certification

data to assist districts and LEAs with strategic recruitment. For additional information, please refer to the [EdSight Secure FAQ](#).

### Clinical Placement Guidance



Supporting student teaching and other fieldwork experiences for teacher candidates is vital to helping maintain the state's pipeline of highly qualified, certified teachers now and into the future. Likewise, education candidates can help alleviate staffing shortages and



have been assets in school buildings across the state, supporting teachers, students, and district efforts. Both resources can be found on the CSDE's [Educator Preparation Provider \(EPP\) Program](#) website.

### Resident Educator Certificate (REC) and Residency Programs

'Residency' is a programmatic design adopted by Connecticut EPP providers and developed in partnership with supporting LEAs to offer placements and support for candidates who are eligible for the Resident Educator Certificate (REC) as defined in 10-145m. Candidates enrolled in Alternate Route & Post-Bachelor (including MAT) Programs are eligible for the REC. Connecticut EPPs currently offering residency model programs include: Office of Higher Education ARC, RELAY Graduate School of Education, RESC Alliance CT Residency Program, Sacred Heart University, Southern Connecticut State University, and University of Bridgeport.

### Bargaining Unit Considerations

As districts/LEAs work with their local bargaining units to update contracts, several talent management considerations and strategies to consider could be:

- Language to support job sharing between educators who may be looking for part-time options.
- Attracting, hiring and retention language regarding differentiated pay structures for persistent shortage areas and hard to fill positions; and
- Using Elementary and Secondary School Emergency Relief (ESSER) funds to support financial incentives to recruit and retain educators and/or bolster mentor stipends to enhance the support for, and retention of, early career educators.



## Coming Soon: Certification 101 Webinar

The CSDE Bureau of Educator Standards and Certification will be holding a 90-minute webinar to provide an overview of certifications, permits, and authorizations issued by the CSDE, followed by a Q&A session.

## Increasing the Ethnic, Linguistic, and Racial Diversity of Connecticut's Educator Workforce

The CSDE is committed to ensuring the educator workforce reflects the racial and cultural diversity of our state and supporting local school districts to attract, recruit, and retain educators of color. While the state's diversity educators have increased, more needs to be done to keep pace with the growing diversity of the student population. As a result, the CSDE is focused on providing diverse educator pathways.

## Online Resources for Interested Educators

**Teach Connecticut** is an online portal that is a one stop shop designed to attract potential future teachers. Teach Connecticut supports persons interested in teaching by providing personalized resources and support for each stage of the career-decision making process. Teach Connecticut provides valuable information ranging from educator preparation programs to alternative routes to certification for career changers. [www.Teach.org](http://www.Teach.org)

## Educators Rising



[Educators Rising](#) is a community-based movement that provides Grow Your Own programming through the

Educators Rising Curriculum and supporting student activities. High school students are provided a clear pathway to institutions of higher education. The CSDE supports this Grow Your Own program to increase teacher diversity and teacher quality.

*"I've had the opportunity to work in districts with 'grow your own' models for several years. I've seen what they can do."*

*-Shuana Tucker, CSDE Chief Talent Officer*

## NextGen Educators



NextGen Educators is a program designed to bring highly motivated college students seeking education degrees into Connecticut's classrooms today. The CSDE has partnered with higher education institutions to address today's pressing need to mobilize additional resources to support teachers and to serve as an innovative teacher pipeline for highly qualified educators now and into the future. [CCSU-NextGen-EducatorsFINAL.pdf \(ct.gov\)](#)

## Coming Soon

- Alliance District Teacher Loan Subsidy Program
- RESC Alliance/WestEd Training on District Diversity Plans
- Development of a CT 6-16 Educator Pathway
- Northeastern Reciprocity for Educators
- Review and Assessment of Certification Regulations