

# Back to Basics: Public School Teacher Recruitment & Retention

## Summary of Policy Recommendations

### ***Promote Successful School Communities: Make classrooms more conducive to learning.***

1. Improve class size, school support staffing ratios, and access to wraparound services for students and their families.
2. Enhance classroom management and child psychology requirements in education preparation programs and professional development.
3. Diminish reliance on statewide standardized testing.

### ***Improve Retention: Treat teachers as professionals.***

4. Increase teacher salaries to match those of other college-educated professionals and provide pension credit incentives.
5. Give teachers a tangible say in school/district decision-making that affects them, including the promotion of teacher-led schools.
6. Provide pay incentives (e.g., state personal income tax credit or deduction) to work in Title I schools or in subject areas where there are ongoing shortages, such as math, science, bilingual education, special education, and others.
7. Improve administrator preparation, diversity, quality, and support in order to
  - enhance school climate and culture (especially in Title 1 schools)
  - remedy existing institutional biases against the hiring of ethnically diverse teachers
  - reduce teachers' exposure to politicized attacks on them and the school.

### ***Enhance Teacher Pipeline and Preparation: The supply of new teachers should match the demand for subject shortage areas.***

8. Align education preparation program enrollments to shortage areas, including incentives for racial/ethnic diversity, and promote teaching to students of color in non-education majors.
9. Recruit ethnically diverse teachers using teacher residency and "grow your own" programs, targeted pay incentives, and ECE (Early College Experience) opportunities focusing on Title I schools.
10. Recruit working teachers from other states and provide housing support to teach in Connecticut's urban districts.
11. Provide mid-career alternate route teachers (i.e., with significant investment in Social Security) an alternate pension option to avoid the federal Windfall Elimination Provision.
12. Considering making teaching an apprenticeable profession under the federal Department of Labor's definition.
13. Require alternative route to certification programs to have an extensive clinical experience component.

### ***Provide Teacher Preparation Incentives: Provide financial aid to increase enrollment in four-year teacher preparation programs.***

14. Substantial 4-year scholarships for students in teacher preparation programs in shortage areas, including compensation for student teaching.
15. Create paid internship programs in the state's Title I schools for students in Historically Black Colleges and Universities.