NATIONAL INDIAN EDUCATION ASSOCIATION
2019 CONVENTION & TRADE SHOW

MINNEAPOLIS, MN
50 NIEA
YEARS
1969 – 2019

NIEA Educator Initiative: Resources and Tools for School Leadership, Teachers, and Teacher Applicants

OBJECTIVES

Become familiar with NIEA Educator Initiative and resources available for school leaders and teachers

Identify barriers and brainstorm solutions to recruiting, hiring, and retaining teachers to build stronger teacher pipelines.

Identify the policy barriers for various authorizing bodies to issue teacher certification, and share best practices and promising endeavors in establishing sovereignty in teacher certification

WHO IS NIEA?

OUR MISSION

The National Indian Education Association advances comprehensive, culture-based educational opportunities for American Indians, Alaska Natives, and Native Hawaiians.
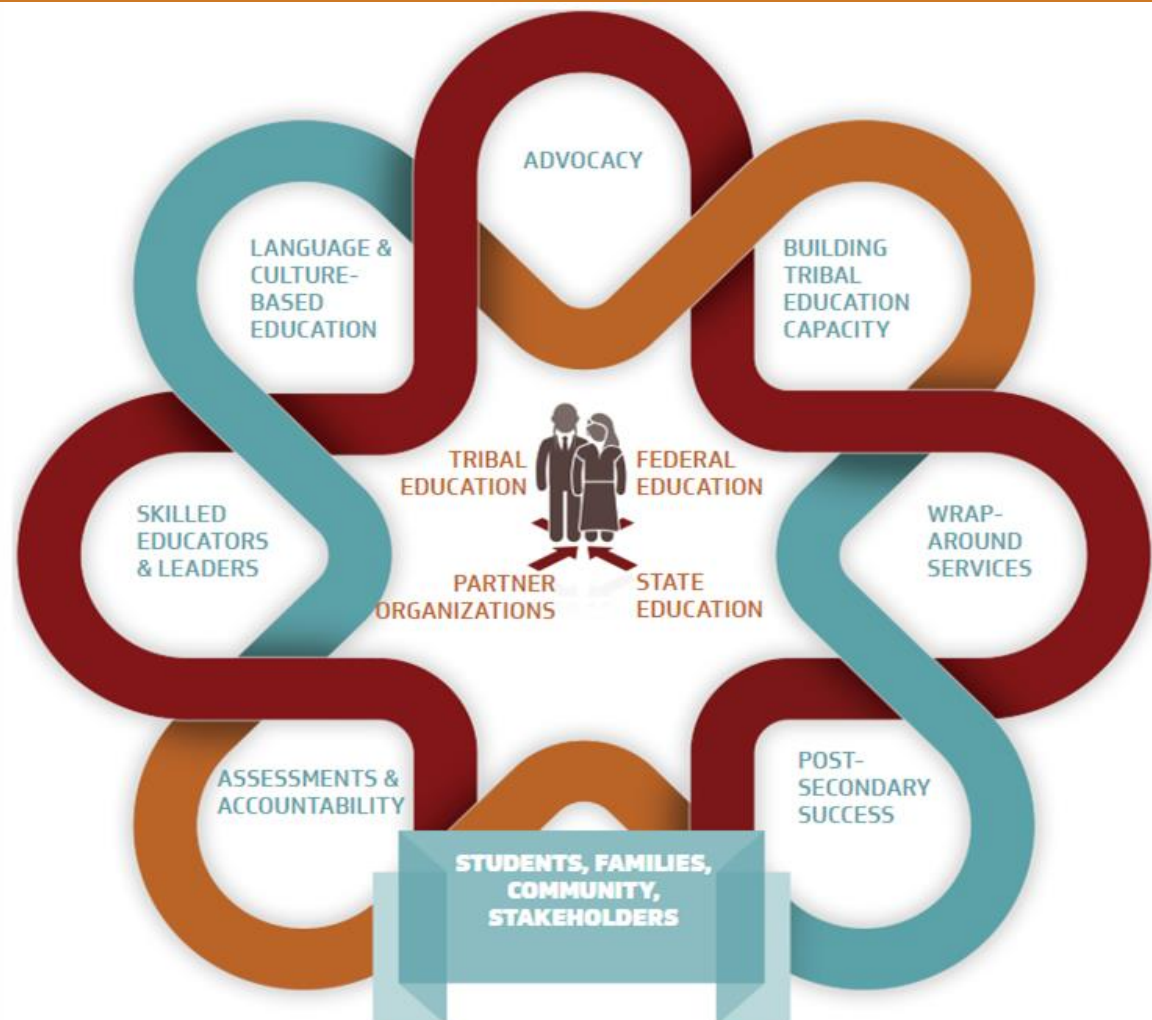
WHO IS TNTP?

TNTP works at every level of the U.S. public school system to help our partners end educational inequality and achieve their goals for students. We focus on three areas to ensure teachers succeed and students thrive:

Rigorous Academics

Are students studying challenging, engaging and relevant content?

Talented People

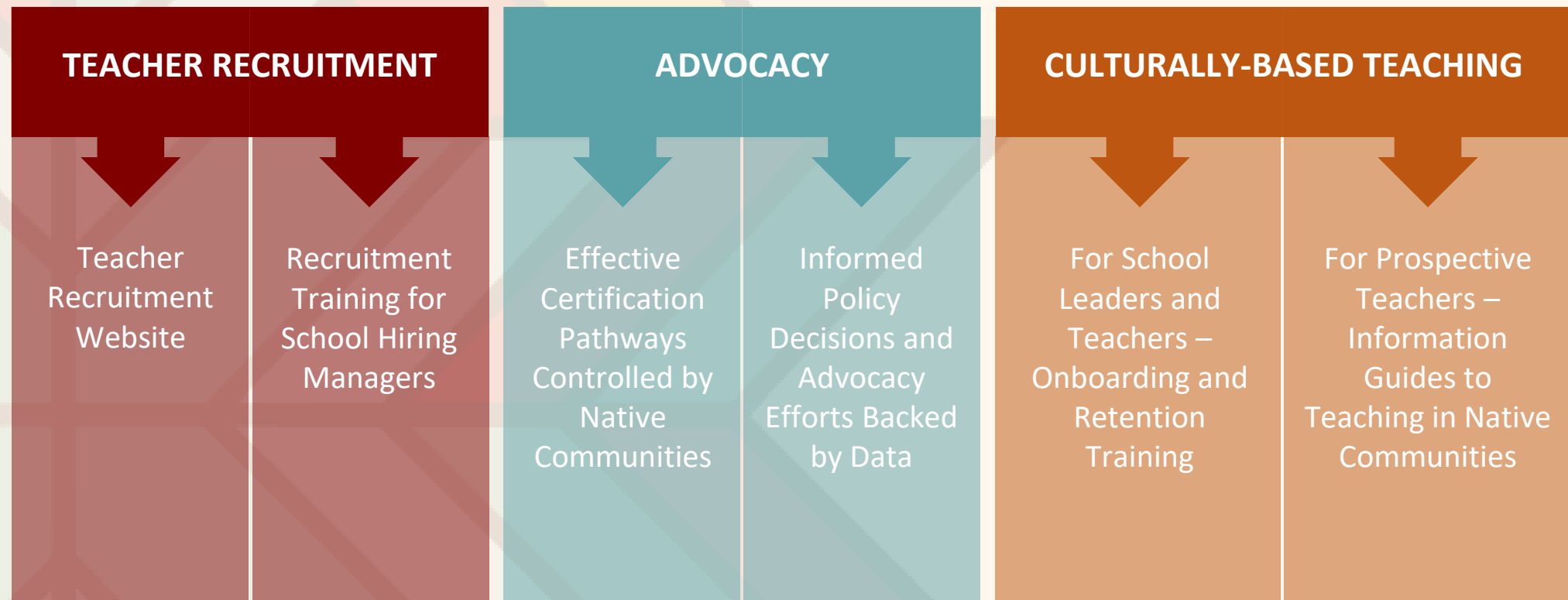Are educators in the right roles with the right skills to help students thrive?

Supportive Environments

Are policies, systems and communities supporting great schools for all?

NIEA EDUCATOR INITIATIVE

The NIEA Educator Initiative was launched at the 2017 NIEA Hill Day in response to a 2016 resolution from our membership.

TEACHER RECRUITMENT		ADVOCACY		CULTURALLY-BASED TEACHING	
Teacher Recruitment Website	Recruitment Training for School Hiring Managers	Effective Certification Pathways Controlled by Native Communities	Informed Policy Decisions and Advocacy Efforts Backed by Data	For School Leaders and Teachers – Onboarding and Retention Training	For Prospective Teachers – Information Guides to Teaching in Native Communities

TEACHER ENROLLMENT

Student Enrollment in Teacher Preparation Programs

Enrollment in teacher preparation programs has declined by 36 percent since 2009.

Sources: U.S. Department of Education, "2015 Title II Reports: National Teacher Preparation Data: Academic Year 2013-2014 Data; Office of Postsecondary Education, Enrollment in Teacher Preparation Programs (U.S. Department of Education, 2015).

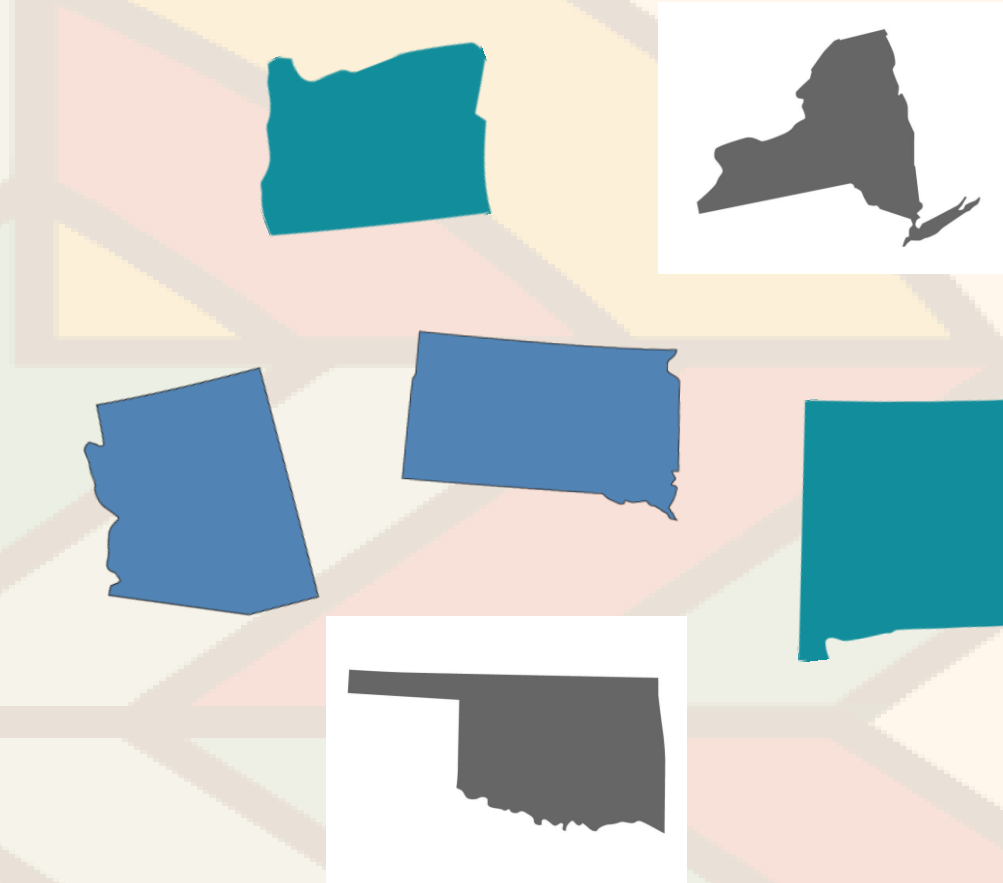# Teacher Preparation Enrollment Shortages

Percent change from 2009 to

2015.

Arizona: Decreased by 44.9%

New Mexico: Decreased by

46.8%

New York: Decreased by 49.4%

Oklahoma: Decreased by 29.7%
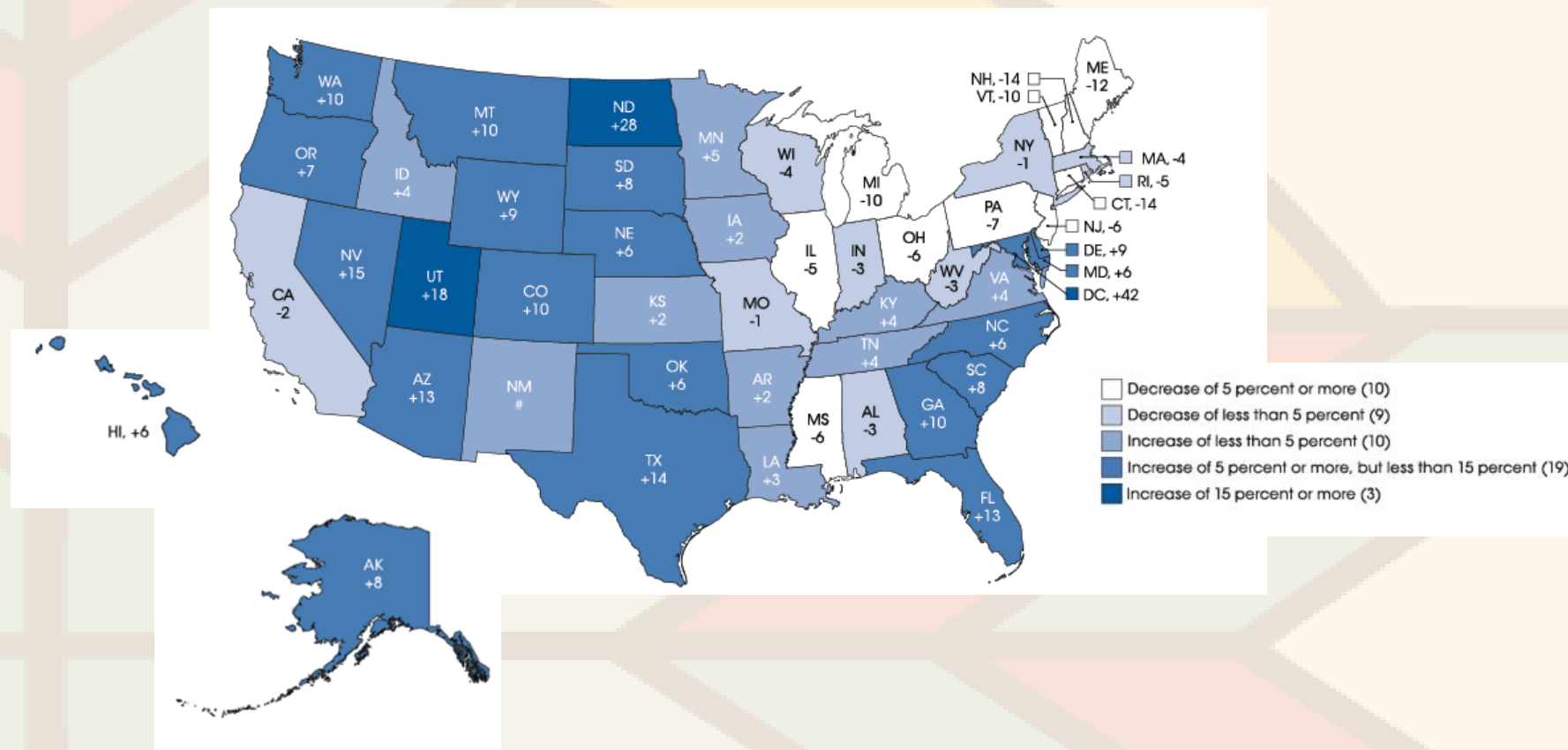
Oregon: Decreased by 52%

South Dakota: Decreased by

44.7%

STUDENT ENROLLMENT

Projected percentage change in public elementary and secondary school enrollment, by state: Between fall 2014 and fall 2026

Legend:
- Decrease of 5 percent or more (10)
- Decrease of less than 5 percent (9)
- Increase of less than 5 percent (10)
- Increase of 5 percent or more, but less than 15 percent (19)
- Increase of 15 percent or more (3)

State values:
WA +10, MT +10, ND +28, MN +5, WI -4, NH -14, ME -12, VT -10, NY -1, MA -4, RI -5, CT -14, NJ -6, OR +7, ID +4, SD +8, MI -10, PA -7, DE +9, MD +6, DC +42, WY +9, IA +2, OH -6, WV -3, VA +4, NV +15, UT +18, CO +10, NE +6, IL -5, IN -3, KY +4, NC +6, CA -2, KS +2, MO -1, TN +4, SC +8, AZ +13, NM #, OK +6, AR +2, GA +10, MS -6, AL -3, HI +6, TX +14, LA +3, FL +13, AK +8

NATIONAL TEACHER SHORTAGE

COMPENSATION

- High Cost of Degree
- Relatively Low Career Earnings

MENTORING

- Same subject mentor teacher is critical
- Collaboration

TEACHER CONDITIONS

- Administrative support
- Collegial Opportunities
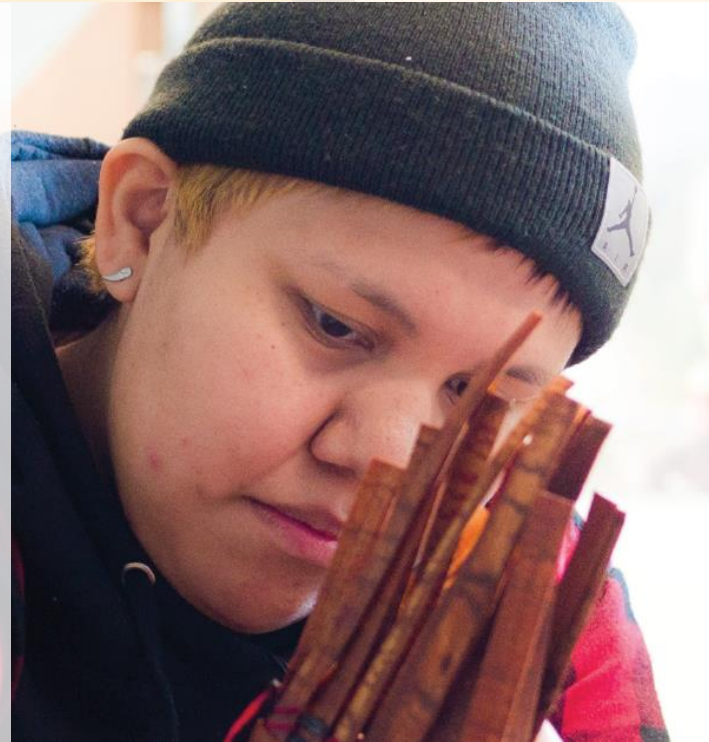- Teacher Input into decision-making

TEACHER PREPARATION

- Pedagogical training and comprehensive preparation

IMPACT OF TEACHER SHORTAGE

1. Revolving door of substitutes

2. Assigning teacher outside of their field of competence

3. Hiring untrained educators

4. Decreasing teacher quality

PILLAR I: EDUCATOR RECRUITMENT

Teach.NIEA.org Website

Provides certified teachers or applicants interested in teaching with information about the culture and benefits of Native-serving schools.

NIEA Job Board and Application

Provides a free job board and application to express interest in teaching and non-teaching positions in Native-serving schools and districts.

School- and District-Level Talent Management Resources

Provides school and district leaders with free, high-quality resources to support the interview process, selecting teachers to best meet the needs of your students.

A DEEPER LOOK AT TEACHER RECRUITMENT
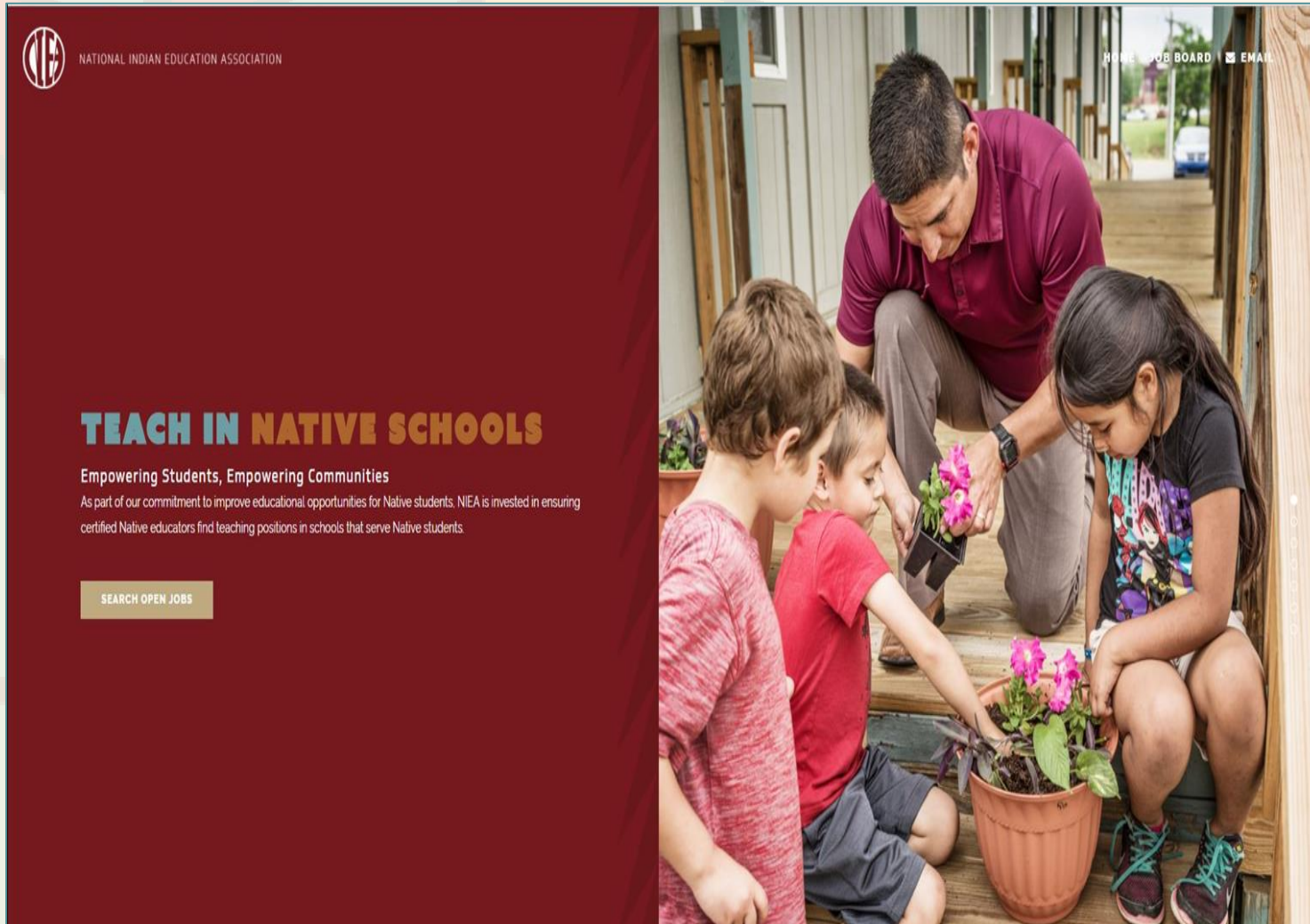
WEBSITE
Certified teachers or applicants interested in certification can visit **teach.niea.org** to read more about teaching in Native-serving schools, the benefits of Native education, and current teacher testimonials

A DEEPER LOOK AT TEACHER RECRUITMENT

JOB BOARD

The website also hosts a Native-specific job board, including various position types (classroom and admin) from all types of schools. The job board is free to schools and job seekers.

A DEEPER LOOK AT TEACHER RECRUITMENT

Application

The NIEA job board application is concise and informative, helping principals quickly decide if they would like to move forward with an interview.

PILLAR II: ADVOCACY

Native Educator Support and Training (NEST) Act (S. 458)

Establishes scholarships, loan repayment programs, institutional grants, and Native language program grants to attract teachers to Native majority schools.

Every Student Succeeds Act (ESSA) Title II - Section 2103(b)(3)(B)

(B) developing and implementing initiatives to assist in recruiting, hiring, and retaining effective teachers, particularly in low-income schools with high percentages of ineffective teachers and high percentages of students who do not meet the challenging State academic standards, to improve within-district equity in the distribution of teachers…

Title VI in ESSA

``(1) to meet the unique educational and culturally related academic needs of Indian students, so that such students can meet the challenging State academic standards;

``(2) to ensure that Indian students gain knowledge and understanding of Native communities, languages, tribal histories, traditions, and cultures; and

``(3) to ensure that teachers, principals, other school leaders, and other staff who serve Indian students have the ability to provide culturally appropriate and effective instruction and supports to such students.''.

What is Tribal Certification?

Current State:

- Tribally-issued, state recognized culture and language certification

- State certification in core content areas issued by tribal universities

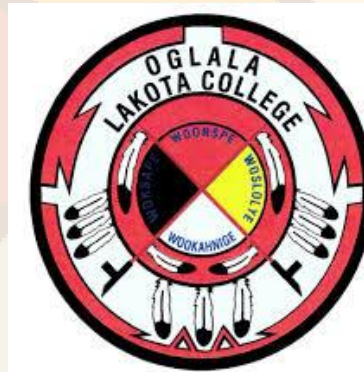- Add-on certification as a supplement to requisite state certification

Tribal Certification Examples

State Recognition of Tribal Language Certification

Tribal Colleges with Bachelor's Programs that Lead to Certification

Add-On Certification

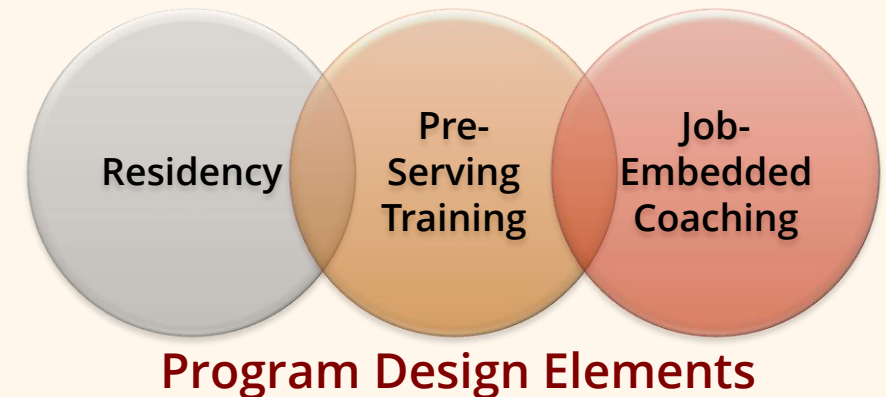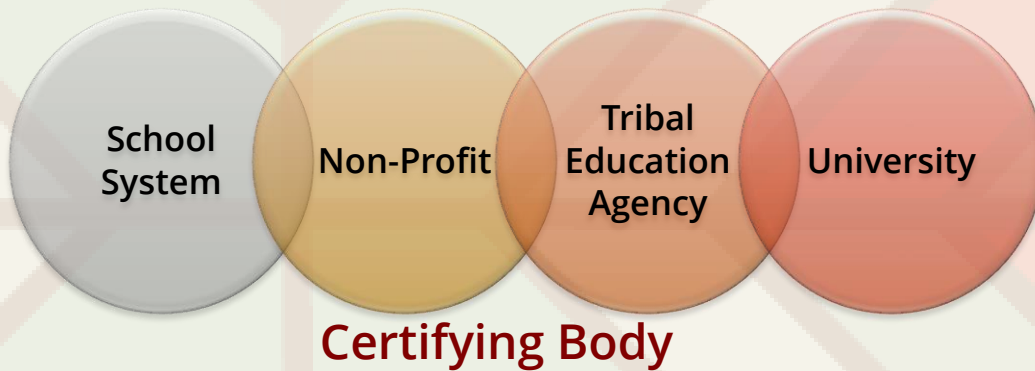# What could tribal certification be?

Within a state-licensure system:

- Tribally controlled LEAs, TEAs, non-profits, or other entities offer state-recognized alternative licensure programs
- Tribal partnership with other certifying bodies

In a fully sovereign education system:

- Tribal governments develop an autonomous system for teacher certification, pursuing reciprocity with state agencies if desired

How many options could be pursued

Certification System
- State Licensure
- Sovereign System

Certification Areas
- Culture and/or Language
- Any Content Area

Certifying Body
- School System
- Non-Profit
- Tribal Education Agency
- University

Program Design Elements
- Residency
- Pre-Serving Training
- Job-Embedded Coaching
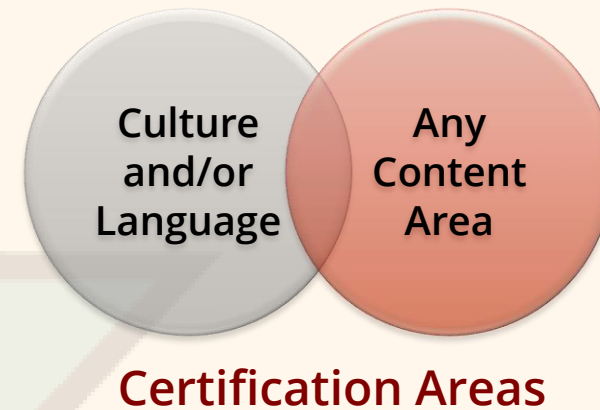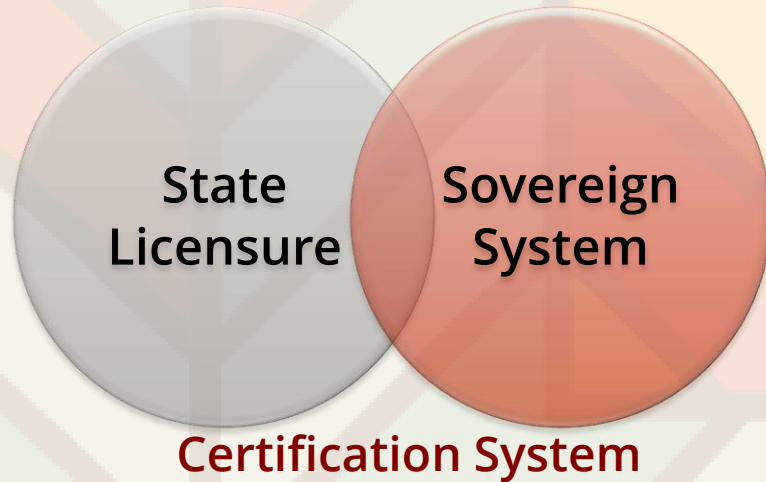
PILLAR III: CULTURALLY-BASED TEACHING

NIEA Online Resource Repository

Provides free and open access to cultural curriculum, lesson plans, and teaching tools. The repository serves as a clearinghouse for quality curriculum respectful of cultural and traditional knowledge and utilizing instructional strategies to ensure Native students succeed.

NIEA Trauma Informed Strategies and Solutions Training

Trains educators in Native schools to understand and support Native students impacted by trauma. Participants are guided through the experience by trained facilitators (who read the script and assume the roles of European explorers and settlers) and Indigenous Elders or knowledge keepers.

NIEA National Board Certification Resources

Since 2015, the National Board has been working with the Bureau of Indian Education (BIE) to achieve the goal of having 1,000 Board-certified teachers across the 183 BIE and tribally-operated schools in the United States. Since its inception, this project has engaged more than 450 affiliated teachers and seen a 25% increase in the number of National Board Certified Teachers.

PILLAR III: CULTURALLY-BASED TEACHING

NIEA Talent Management Toolkits for School Leadership

NIEA will travel to schools across Indian Country to provide Talent Management Trainings in Recruitment, Hiring, and Retention.

NIEA College Resources & Assistance

Provides teacher candidates with a multitude of college resources, including assistance with the application process, FAFSA, scholarships, internships.

Loan Forgiveness & Services Scholarship Programs

Provides teacher candidates with subsidies to fund their college education tied to certain requirements.

A DEEPER LOOK AT TEACHER RECRUITMENT

RECRUITMENT

The first step in creating a pipeline of high-quality teacher applicants is strong recruitment. NIEA offers training and resources that cover:

- Social Media
- Online Job Postings
- Career Fairs
- School Websites and Job Boards
- Applicant Cultivation
- Community Outreach
- Referrals

SELECTION

Once strong applicants are recruited, having a strong interview process helps school leaders select the teachers who are the best fit for their students. NIEA's provides schools:

- Early Hiring Strategies
- Hiring Committee Guidance
- Selection Activities (Lesson Demo, Data Exercise, Role Play, and Question Bank)
- Selection Process Guidance

RETENTION

After strong teachers are hired, it's essential to retain them in your school or district. NIEA provides training and resources to keep top talent, including:

- Intent Conversation Guides
- Mutual Consent Policies
- Low to No Cost Retention Strategies

Interested in us leading a talent management training at your school or district? Email Kurrinn at teachnative@niea.org.

NIEA Resources Discussion

Imagine your community school starts the year fully staffed and fully funded:

1. *What resources would have supported you (or your school staff) in filling all open positions?*
2. *Of the resources you outlined, which ones A) do you know how to create or access, but can't afford, B) don't know how to create or access, C) are currently inaccessible and outside of your control from the current position you hold?*

Thinking about the current school year and your community school:

1. *What resources, tools, or programs currently used to fill open teaching positions are working?*
2. *What resources, tools, or programs have you used that have not worked well or have not positively impacted hiring? How could they be improved?*

Policy Discussion

Within a state-licensure system:

- What examples do you already know of where this type of certification is happening? How did it come to fruition?

- Are there policy barriers in your state or tribe that would prevent this certification from happening?

- What would an ideal certification program look like if run by your issuing body?

- Who would need to be involved to make this program happen and what would their roles be?

Developing a fully sovereign education system

Chart out all the policy elements that need to be in place to make this true and examples of where this has been done or is in progress.

SHARE OUT

Thinking back on your conversations today and what you saw during the gallery walk:

1. *What is missing from this conversation?*
2. *What resources would help you better serve your students or community?*
3. *What resources, outreach, or trainings could NIEA improve or add to their currently available support?*

CONTACT US

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