

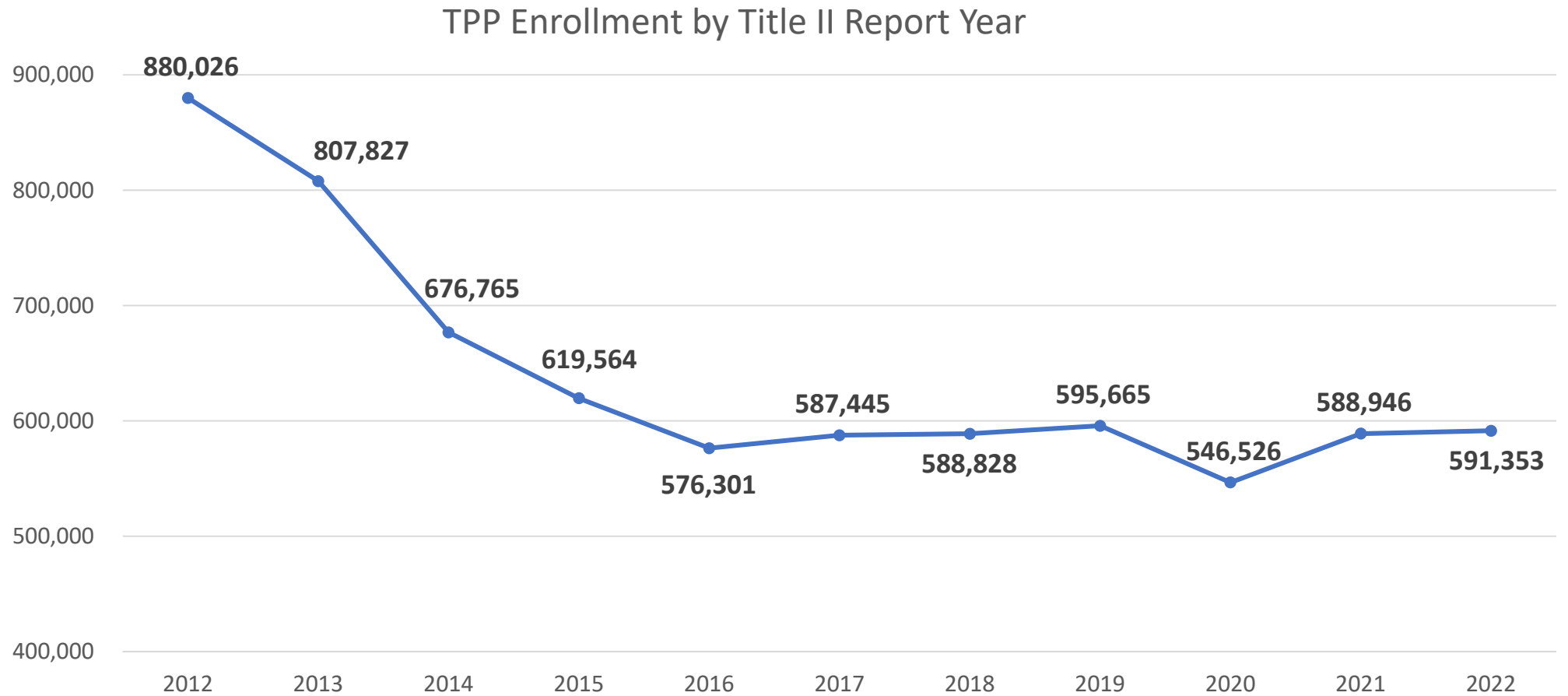


OCPS Instructional Recruiting Pathways

March 26, 2024

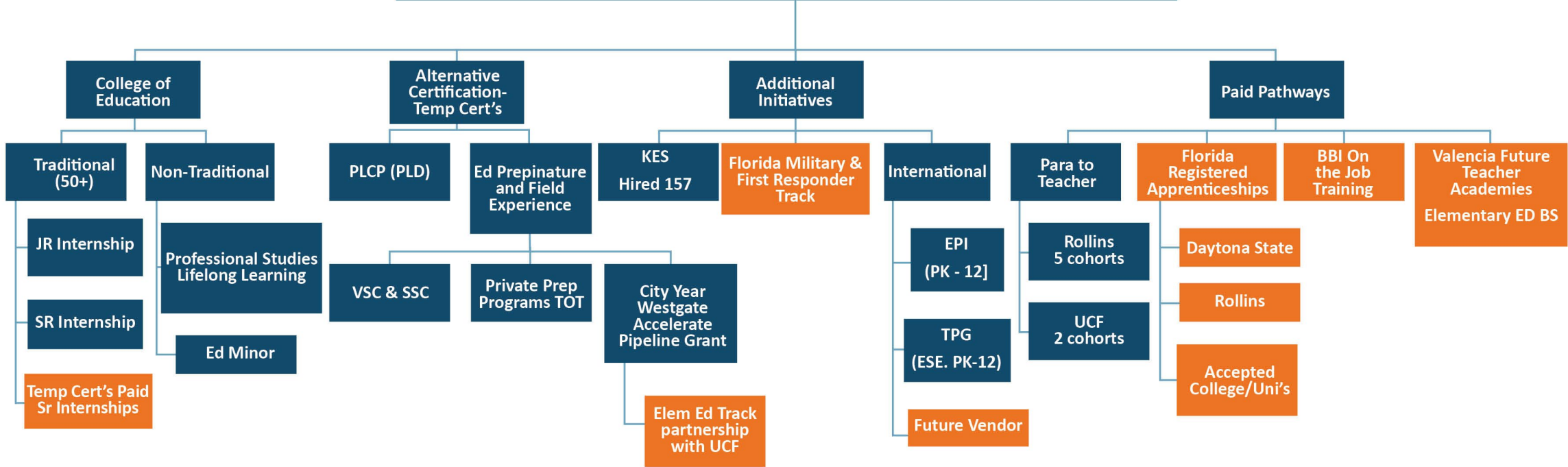


Declining Enrollment in Teacher Prep Programs



Instructional Pathways

OCPS Instructional Recruiting Pathways



Blue Current Recruiting Initiatives
 Orange New Initiatives

Traditional Pathway Changes

- Transitioned mode of course delivery
- Developed a para-to-professional pathway
- Paid senior interns
- Professional Studies track



Alternative Certification Pathways

- Professional Learning Certification Program (PLCP)
 - OCPS facilitated
 - Full-time classroom-based teacher
- Educational Preparatory Institutes (EPI)
 - Local college or university facilitated
 - Available to anyone including our employees
 - Private options



Para to Teacher Pathways

- Rollins College
 - Opportunity for 20 OCPS participants
 - Face-to-face model
- University of Central Florida
 - Opportunity for 30 OCPS participants
 - Virtual or face-to-face model



Registered Apprenticeships

- Approved college and universities announced in December
- Program planning and preparation began in January
- Current OCPS partners
 - Rollins College
 - Daytona State College
- Additional state approved institutes:
 - Broward, Florida Gateway, Miami Dade Colleges
 - Florida Southwestern and Seminole State Colleges
 - Florida A&M, Saint Leo University, and the University of Florida



Associate Teacher Substitute

- On-the-job bachelor's degree pathway in elementary education
- Includes micro-credentialing component
- Online, synchronous learning
- Portfolio-based unit assessments
- Continuous feedback and support

Valencia College

- New elementary education degree program
 - Presenting application to State Board of Education on March 27
- Leverage our dual enrollment partnership
- Market to juniors and seniors at all high schools



Additional Strategies

- International teacher recruitment
 - Educational Partners International (EPI)
 - Teacher Placement Group Cultural Exchange (TPG)
- Staffing company
 - Maxim Staffing for ESE classrooms



Superintendent's Comments

**School Board Questions and
Discussion**

