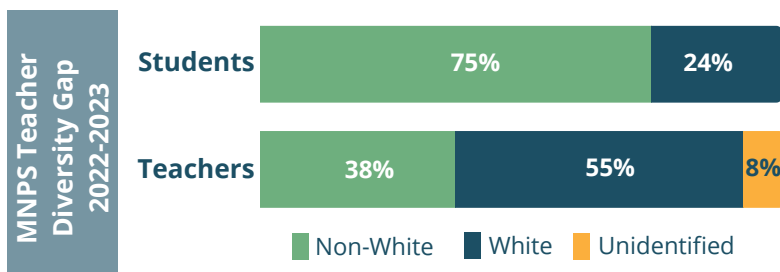
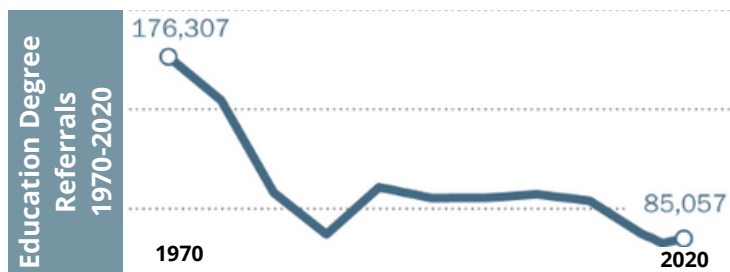




What Works in Urban Education

Teacher Recruitment

The Challenge: In addition to fewer people going into the teaching profession today, teacher demographics don't yet reflect the demographics of students in urban districts.



Source: Pew Research Center 2022, TDOE, 2023

What Works: Tapping creative pools, eliminating bureaucratic barriers that affect hiring, and thinking beyond pay for incentives are making a difference for districts.

1 Grow Your Own

GYO programs in Tennessee offer recent high school graduates or current non-teacher staff the opportunity to be a teacher apprentice and gain teaching credentials while on the job. Leveraging federal and state workforce development dollars, paid apprenticeships allow students to complete licensure through a partnering preparation program while gaining invaluable on-the-job training in classrooms.

Example in Action: [Clarksville-Montgomery County \(TN\) School System](#)

2 Creative Pools

Some districts are using creative sourcing strategies, including sponsoring J-1 Visas for aspiring teachers in high-needs areas. This international pool of educators provide students with global perspectives and multilingual instruction, filling essential gaps.

Example in Action: [Clark County \(NV\) Public Schools](#)

3 Residencies

Residency programs provide job-embedded training for aspiring teachers who have graduated from college. Residents work for a year alongside trained teacher mentors in the school where the aspiring teacher will

eventually work. Residencies are cohort-based, providing aspiring teachers a network of support as they enter the profession. Particularly effective in urban education, residents are training with the demographic of students they will go on to work with upon completion.

Example in Action: [Nashville Teacher Residency](#)

4 Early Hiring

Analyzing student enrollment, classroom vacancies, retirees, and prospective budgets to identify vacancies and recruit between November and February gives districts more opportunities to get the best candidates.

Example in Action: [Providence Public School District](#)

5 Incentives

While signing bonuses for teachers in high-need subjects or schools are more common, some districts are expanding incentives to affordable housing options and childcare stipends to attract great teachers in high-need areas.

Examples in Action: [Austin Independent School District](#), [School District of Philadelphia](#), [Los Angeles Unified School District](#)