

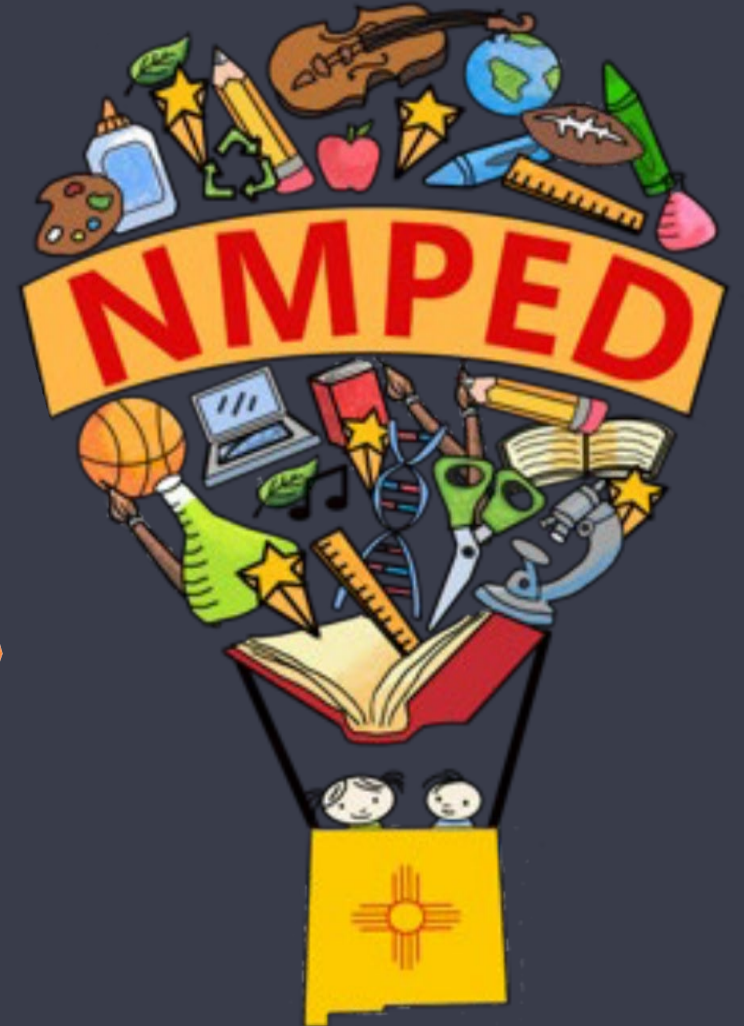
Empowering Educators: Strategies for Effective Recruitment and Retention

Title II, Part A

September 2024

Educator Growth & Development Bureau

Investing for tomorrow, delivering today.



Agenda - Title II, Part A

- Welcome and Introduction
 - Understanding Title II, Part A
 - Supplement, not Supplant Provision
 - Importance of Recruitment & Retention
 - Innovative and Effective Strategies
 - Maximizing Title II, Part A Funds
 - Challenges and Considerations
 - Key Takeaways for Success
 - Additional Guidance and Resources
- Q & A and Closing Remarks

Overview of Title II, Part A

Key Objectives: ongoing training in the profession and technology,

- Increase student achievement
- Enhance educator effectiveness
- Provide ongoing professional development

SUPPLEMENT, not SUPPLANT – Title II, Part A

LEAs should take the following steps to determine if a proposed program or activity is allowable under Title II-A:

Verify that the proposed use of funds for the activities supplement, and not supplant, other state or local funds that would otherwise be used to pay for the allowable activity. Supplanting is presumed if any of the following is true, according to federal fiscal guidance ([2 CFR Part 200, Appendix XI](#)):

- A district uses federal funds to provide services that:
 - are required under other federal, state, or local laws.
 - the district provided with non-federal funds in the prior year.
 - the district would otherwise provide without federal funds.

Supplement means
“to add to”

Supplant means “to
supersede, displace,
or replace”

In order to be Supplemental, Title II, Part A activities must *enhance, expand, or extend* the required services or programs offered with/by state, local, or federal funds”.

[\[ESSA 2123\(b\)\]](#) (for LEAs) & [2113\(f\)](#) (for the SEA and SAHE)]

The Importance of Recruitment and Retention

Why Recruitment and Retention Matter

1.

High Turnover Costs:
Financial and Educational Impact

2.

Quality Educators:
Key to Student Success

3.

Sustainable Programs:
Long-term investment in school improvement

Innovative Strategies for Recruitment

1. Grow Your Own Programs: Develop Talent within the Community
2. Partnerships with Universities: Create a Pipeline of New Educators
3. Incentive Programs: Differential pay, Performance-based pay systems, Hiring for High-Needs Schools and Subjects
4. Diverse Hiring Practices: Reflect the Diversity of the Student Body

[Survey Results: State and District Use of Title II, Part A Funds in 2022–23 \(ed.gov\)](#)

Recruitment Strategies

Develop Local Talent



Support Staff in
Obtaining Teaching
Credentials

High School Pathways



Grow Your
Own Program

Teacher Residency Programs



Partner with Local
Universities

Incentive Programs



- Signing Bonuses
- Relocation Assistance
- Loan Forgiveness Programs

Targeted Recruitment Campaigns



Promote
Diversity

Job Fairs Networking Events



- Attend events
- Social Media Platforms

Innovative Strategies for Retention

1.

Ongoing Professional Development: Continuous Learning Opportunities

2.

Mentorship Programs: Support for New Teachers

3.

Positive Work Environment: Foster a Collaborative Culture

4.

Recognition and Rewards: Acknowledge and celebrate achievements

Retention Strategies

Workshops Seminars



Professional Development Opportunities

Leadership Development



Principal Academy

Mentorship Programs



Guide New Teachers

Induction Programs



Develop Programs and Resources

Collaboration Time



Allocate Funds for Prof Learning Communities

Wellness Programs



Support Mental and Physical Health

Recognition and Incentives



- Teacher of Year Program
- Career Advancement
- Differential Pay
- Performance Bonuses

Maximizing Title II, Part A Funds



Reduce Teacher Vacancy Strategies

High Quality Induction and Mentoring Program

Social Media Recruitment Campaigns

[ESSA Title II Part A Guidance Building Systems of Support for Excellent Teaching and Leading - October 7, 2016 \(PDF\)](#)

Challenges and Considerations

Budget Constraints

- Maximizing limited resources

Equity Issues

- Ensuring fair access to programs

Sustainable

- Maintaining long-term initiatives

Policy Changes

- Assess the impact of funded programs

Needs Assessment / Targeted Interventions

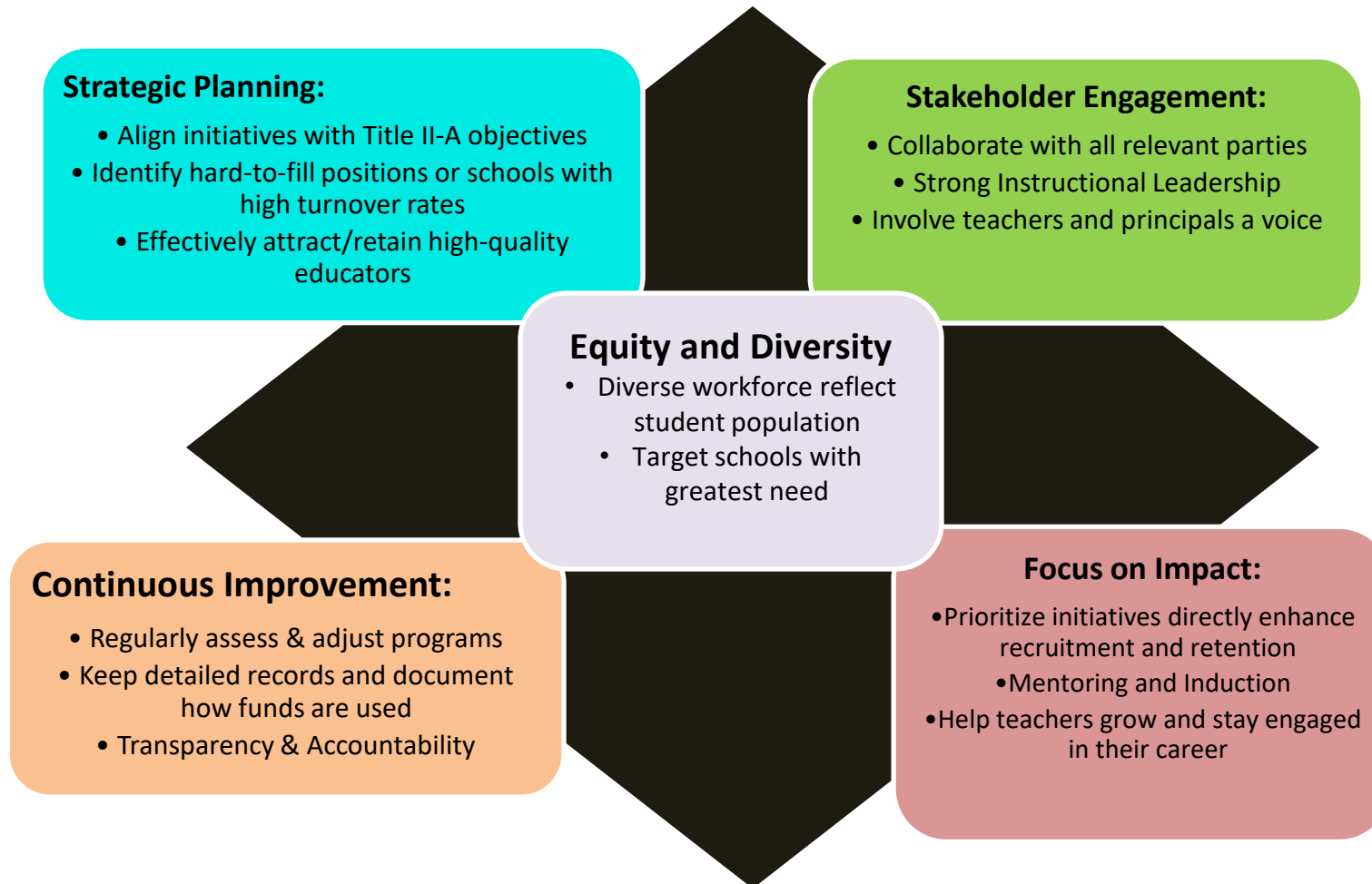
Data Collection

Regulatory Compliance and Transparency

Collaboration and Feedback Mechanisms

Continuous Improvement

Key Takeaways for Success



Recruitment Strategies

Grow Your Own Programs:

- Develop local talent by supporting paraprofessionals and high school students in obtaining teaching credentials.

Incentive Programs:

- Offer signing bonuses, relocation assistance, and loan forgiveness to attract educators, especially in high-need areas.

University Partnerships:

- Create teacher residency programs and provide stipends for student teachers to build a pipeline of new educators. ([NM EPP Programs](#))

Diverse Recruitment Efforts:

- Launch targeted campaigns and participate in job fairs to recruit a diverse and talented pool of educators.

Retention Strategies

Ongoing Professional Development:

- Fund workshops, seminars, and leadership programs to keep educators engaged and growing in their roles.

Mentorship and Induction Programs:

- Establish mentorship and comprehensive induction programs to support new teachers.

Positive Work Environment:

- Allocate funds for collaboration time and wellness programs to enhance job satisfaction and retention.

Recognition and Rewards:

- Implement recognition programs and offer career advancement opportunities to retain top talent.

Salary Enhancements:

- Provide differential pay and performance bonuses to reward excellence and encourage retention.

Additional Strategies:

Retention Surveys and Feedback:

- Use exit interviews and climate surveys to identify and address retention issues.

Family and Community Engagement:

- Develop outreach programs and partnerships to build a supportive environment for educators.

Technology and Resources:

- Invest in classroom resources and technology training to keep educators effective and engaged.

Social Media Platforms and Resources:

- Highlight and celebrate the achievements of teachers and students.
- Encourage community members to take polls share experiences and suggestions for future initiatives.
- Promote upcoming training sessions, workshops, conferences funded by TIIA

Utilization of Funds

Suggested ways to utilize these funds before they expire:

- Signing Bonuses (New hires in High-Need subject areas i.e., SPED, STEM, Bilingual)
- Teacher Residency Programs
- Stipends for teachers in hard to fill positions (specialization/remote location)
- Endorsement/course reimbursement
- Continuing Education Units and Micro-Credential (L2 to L3 only) reimbursement

Notify your TIIA Liaison if updates need made to your application.

Best Practices for Timely Reimbursement

Submit Early and Submit Often

- The Title II Team carefully reviews every RFR in full. Submitting monthly or at least once a quarter will expedite reimbursement to your LEA.
- Please ensure that your requests include all required documents to expedite the reimbursement process. Complete documentation will help us to process and the district to receive funds more quickly.



Title II, Part A – Timeline

- February – March:** USDE Notification to New Mexico of Title II-A Funds
- April – May:** Applications, Award Notifications, Budget Allocations
- June – July:** Fiscal Year End – LEA Submission Deadlines
SEA Approves Applications and Budgets
- July:** Fiscal Year Start Up – LEAs launch professional development programs and other planned initiatives.
- July – June:** SEA Monitors and Documents Progress
- December – January:** Mentor/Mentee NOVA 80-Day Report

January – March 2025-26 Unified Application

Fiscal Questions/Projected Carryover: Fiscal Grants Management Bureau

Title II Staff Contact Information

Educator Growth and Development Bureau

Birgit Maurer, Director birgit.maurer@ped.nm.gov

Mark Curran, Education Liaison mark.curran@ped.nm.gov

Anna DeLay, Education Liaison annaj.delay@ped.nm.gov

Rebecca Elicio, Education Liaison rebecca.elicio@ped.nm.gov

Dr. Candice Flint, Division Director candice.flint@ped.nm.gov

[NMPED Title II, Part A](#)



Questions and Discussion

