Barriers

- too many obstacles
- not good "role models"
  - ✓ would like to intereact one on one with students
- not enough information about resources students can know or use
- fair, asking for help (advertising) stigma, advice
- doing "things on our own"
  - ✓ support system
  - ✓ advice from adults
  - ✓ trusting adults
  - ✓ listen, building a relationship
- learning about students
  - ✓ giving out positive feedback
  - ✓ engagement in the classroom
  - ✓ comfortable to talk to

*CONNECTION w/and RELATIONSHIPS!

1

the dream...

- scholarships for all
- engagement
- culture + relationships
- diversity ("role models that look like me")
- positives / strengths based
- dream big
- teachers being understanding → whole person + empathy

(2)

BARRIERS

FINANCIAL - TAKING ON DEBT IS OVERLY BURDENSOME FOR DIVERSE CANDIDATES
- ↳ Coaching stipends are low (compared to subs)
- ↳ University debt is very high

RESPECT - TEACHERS AREN'T ENCOURAGING STUDENTS TO SELECT TEACHING
- → CPAA convened P/AP conversation recently
- → Are there teacher champions?

(District needs to create)
- → Needs to be a culture of respect for teachers
  - → More teacher voice, agency
  - → Principals need to create more teacher leadership
  - → Evaluation, roll-out of initiatives, micromanagement of teachers are (major) concerns

Solutions

- → ED PREP HIGH SCHOOL (like med prep)
- → Higher salaries / coaching stipends
- → Have teachers nominate students for participation in teaching academies

3

Supports

- Highschool classes (just trying)
- Give leadership opportunities in their elementary/high schools
- Partner Athletes w/ classroom
- Create "agents" to help select best fit for educational role.
- "Future teacher clubs" in H.S.

Barriers

- Not seeing teaching as innovative.
- Potentially "bad" experiences.
- Not having enough internships in education (like during summer)
- Potentially not appreciated for the work done
- Time w/ family/ work/life balance.
- Potentially benefits/ earnings (especially at first)
- Standardized testing (NCLB)
- Gender bias as to whom should be in education.
- means $$$

Influencers

- Powerful teaching/ innovative experiences.
- marketing ~~Inside~~ vs. outside CPS
- Role models
- Story w/ teacher
- Sell education as a career to multi ages.
- Relatives in education
- Community service geared to education.
- "Seeing the power" of education.
- multiage influence like CTE.
- a "calling"
- Knowing you are making a difference.

-Barriers-

4

- share the struggles
- celebrate teachers
- knowledge & guidance of programs
- do not feel comfortable with the teaching profession.
- share the transferable skills & connecting it to how they can use in their lives.
- leverage quality & leadership
- students need to see various types of ~~students~~ teachers.
- clear process & support for expungement. DACA
- access to housing

- access to mental health services/ supports

5

- cost of higher education
- normalizing higher education so that it is not a stock.
- involving parents in the process.
- better immersion into the classroom while in school. & obtaining their certification.
- understanding RESOURCES when beginning teaching career.

Supports

6

- Opportunities for hands on experience
- More CTE Education pathways
- Starting early - middle school
- Financial supports
- Internships, more exposure
  ↳ Access to information - what is available?
- Counselors - training; preparing counselors w/ tools available to students
  ↳ Bias, ratio of counselor-student, capacity + demands of counselors
- Programs like Future Teachers Conference
- What is current and potential funding for CTE?

Influences

- Counselors +/-
- Family +/-
- Income mobility (-)-
- Peers, experiences within classroom—learning environment (+/-)
- Workshops, or learning opportunities
- [redacted] Social media
- Teachers of Color (+/-)
- Society (+/-)
- Policy
- Mentors or lack there of

Barriers

8

- Programs need to be more transparent, what are the requirements? Resources?
- Include undecided and undeclared
- Learning how to support/teach little kids, need to be more exposed to that (pathways)
- Not a lot of people are a part of the classes... harder to brainstorm ideas (pathways)
- What is it that makes students lose interest? How do we gauge intensity + rationale of interest?
- Need for more active roles models.. How are POC mentoring others into teaching?
- Debt / Tuition cost
- Environment of program — Campus culture
  - lack of representation

-Supports-

(9)

- better support & guidance to afford college.
- holding elected officials accountable for the cost of higher education.
- equitable pay
- feels like we have to choose between what we love & how we sustain our lives.
- develop the profession of teaching earlier.

10

- influencers -

- teachers
- family support
- friends
- social media
- community organizations
- faith leaders
- coaches
- curriculum
- advocacy for students & future teachers.

11

3 Supports * Missing

- CTE → one-on-one communication
- Teachers that are role-model for students
- Seeing the same teachers
- Tell us how it will benefit them
  - L> share positives of the profession
- work w/ parents to support teachers
- pulling back the curtains to see what teachers do
* there has to be financial support
  - L> designing a pathway
  - L> programs set that show the emotional satisfacti
- dual language program/schools
- collaboration of mentoring programs
* showing students what they don't normaly see
  - L> students should be allowed to be in important meetin
  - L> student voice committe
* supporting @ every single level
* student → teacher → coach → leader
* Paying for books/transportation

12

Influencers

- Parents
- teachers -> (who build relationships and have one-on-one)
- Counselors / advisors
- Avid | GearUp
- a network of support (peers, cohorts, community based orgs.
- tutoring programs / coaching programs
- School itself / university programs
- [redacted] exchange programs
- Teacher directed trip
  - L> ISU for example (spend the day and shadow)

Barriers

13

- More guidance
- no awareness of how to
- very few programs (teaching programs they can start in high school)
- more CTE pathways
- bad reputation about teachers
- lack of mentorship/guidance@ high school or university level
- financial support
- not sure what it actually entails
- positive media/more positive impact
- looks hard -> high turnover
- frustration of teachers(student see it)
- economy -> students have other things going on
  L> programs that provide additional support
- poor salaries and benefits

BARRIERS / ROADBLOCKS

14

- credentials - access to programs preparations
- finance - 1st generation college students / unpaid student teachers } sustainable mentor program
- culture and climate - change the narrative to a positive relationship of mutual respect between adults & children
- Find balance keep pathways retention
- access to more supports that partner w/ university
- Educator mental health - what does it look like?
- Exposure to all settings during teacher traditional program - being intentional w/ peer supports
- financial - more programs that offer a bridge from 2yr. to the 4 Year degree

- what barriers do our students face
- what supports best help
- who most (better or one) influences path on their path

Stakeholders & Influencers

15

- City Colleges
- Current Teachers
- Current Students
- CPS Talent – HR
- Principals (hiring managers)
- Office of Social & Emotional Learning
- CTU / SEIU
- Non-profit & policy

BARRIERS

16

MONEY

- ARE FUNDING STREAMS ALLOWING TRAINING
  ↳(CTE/PERKINS)

RED TAPE

- LEVELS OF FUNDING APPROVAL
  STATE VS. CPS APPROVAL

PERCEPTION

- TEACHING IS NOT AN ATTRACTIVE PROFESSION
- STUDENT EXPERIENCE CLOSELY LINKED TO DESIRE TO TEACH
- STUDENTS ONLY SEE DAILY "GRUNT" WORK OR NEGATIVE EXPERIENCES

AWARENESS/EXPLORATION

- EXPOSURE TO POSITIVE TEACHING EXPERIENCES
- SUMMER TUTORIAL/TEACHING EXPERIENCES
  HAVE STUDENTS SPEND TIME TEACHING
- CREATING ELECTIVES FOR TEACHING CREDITS
- CREDITS FOR EDUCATIONAL WORK (POTENTIALLY W/ PAY)
- EXPOSURE TO WIDE RANGE OF TEACHING/EDUCATION CAREER OPPORTUNITIES
- COMMUNITY SERVICE IS RESTRICTIVE (PROJECT BASED)

CHALLENGING BEHAVIOR

- WAYS TO INTENTIONALLY ADDRESS CLASSROOM ISSUES
  ↳ MENTAL HEALTH
  CHALLENGING BEHAVIOR
  SEL ISSUES

SUPPORTS

17

- MORE SUPPORTS TO ADDRESSING CLASSROOM ISSUES (MENTAL HEALTH, BEHAVIORAL ISSUES, SEL)
- HOW CAN THE SCHOOLS SUPPORT STUDENTS HOLISTICALLY
- CPS TO CPS PIPELINE
- CREATE A TOOLKIT
  ENGAGE → EXPOSE → SUPPORT
- CHANGE THE TEACHING NARRATIVE
  ↳ CREATE A VALUE NARRATIVE
- CREATE CAMPAIGNS TO SHOW BENEFITS OF TEACHING
  SALARY, VACATION, OTHER PERKS
- CREATE SUPPORTS AND ACKNOWLEDGEMENTS FOR OUTSTANDING TEACHERS
- HOW DO WE CREATE TOUCHPOINTS FOR MENTORING
- CREATE/LEVERAGE FAITH-BASED RELATIONSHIPS TO RECRUIT
- CREATE RELATIONS W/ ORGANIZATIONS
- HAVE STUDENT TEACHERS MAKE COMMITMENT TO TEACHING (>1 YR)

INFLUENCES

18

- CTU AND CPS NEED TO REPAIR RELATIONSHIP
- WORK W/ CITY TO MAKE LIVING IN CITY MORE AFFORDABLE
- RETURN TO BEING PEOPLE FOCUSED INSTEAD OF POLICY/PROFIT
- CONSIDER ALTERNATIVE PATHWAYS TO TEACHING
  - ↳ AA DEGREE + EXPERIENCE VS. BA AND NO EXPERIENCE
    SHOULD THEY BE CONSIDERED EQUALLY

Barriers

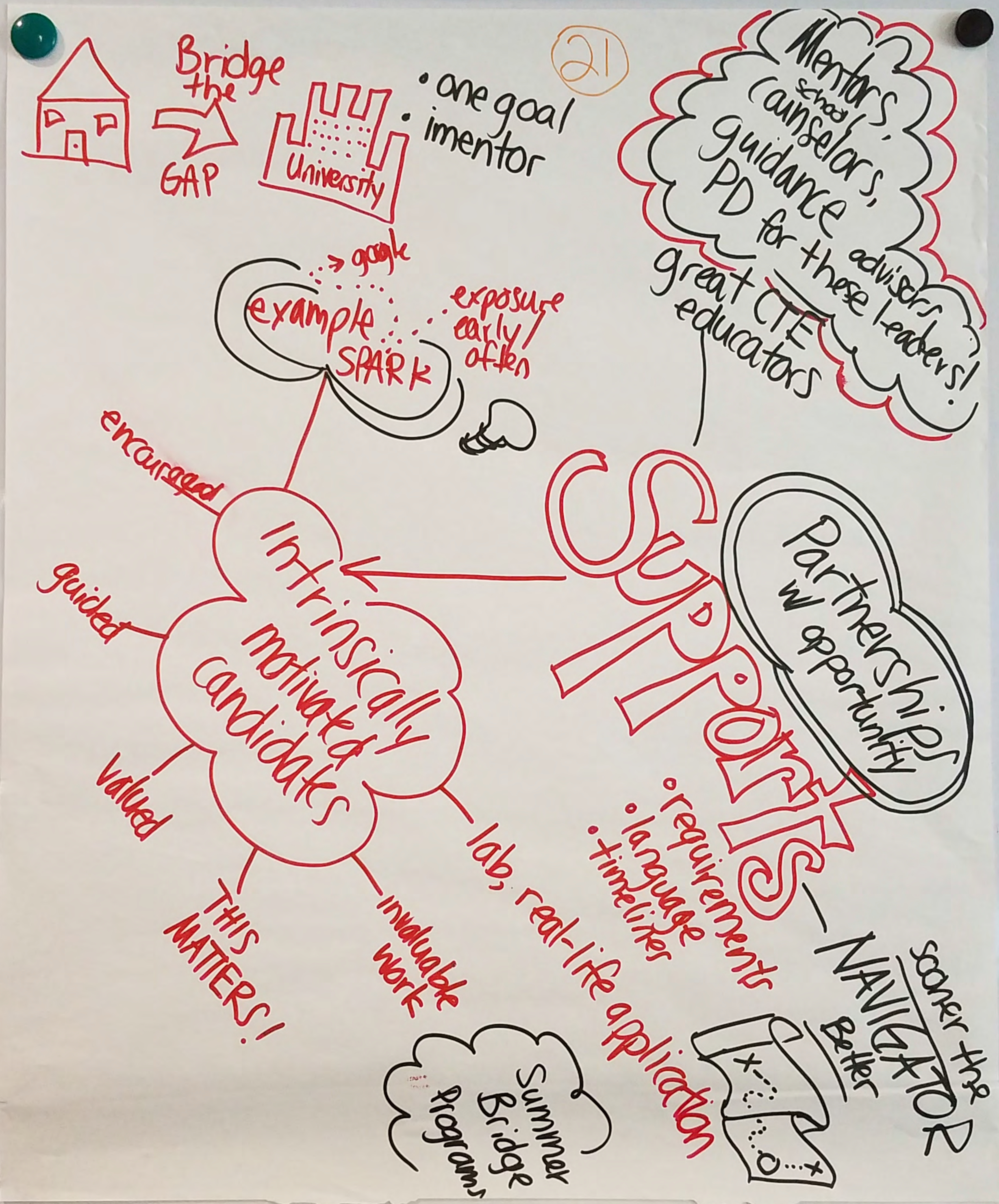
- transfer of credits across institutions
- Affordability
- lack of clear communication about requirements, fees, tests & the information (need to streamline)
- lack of Mentors (too much self-advocacy)
  - encouragement
  - Negative messages about Academic Potential
- Misalignment between state licensure rules and university degree requirements
- More rigor needed within h.s. Academic preparation
- lack of dialogue - relationship between community colleges & universities
- timing of courses (during day pairs conflicts for working Adults)
- financial demands of internships - student teaching
- lack of awareness of the positives of teaching as a profession
- lack of a ladders or scaffold to licensure

20

Supports

re-thinking "Volunteer" Nature of teacher training (mentor teachers student teachers)

- Professional development
- ☆ • Financial support → GYO Golden Apple
- ☆ • Repeated Messaging About the Value of the profession - teaching → Mentorship recruitment leadership
- Experiences with high quality teachers - counselors
- Clear, streamlined Access to information About various support networks
- Consistent reflection on the skills Associated with teaching
- Cohorts - networks - Associations for subgroups within education (ECHD, etc....)
- Praise from city/ leadership to the value of the profession
State/National
- Strong partnerships between districts - community colleges — universities - support networks
- Exit interviews for teachers leaving the Profession



21
Bridge the GAP
University
• one goal
• imentor
Mentors, school counselors, guidance advisors, PD for these leaders!
great CTE educators
google
example SPARK
exposure early/often
encouraged
guided
valued
Intrinsically motivated candidates
THIS MATTERS!
invaluable work
lab, real-life application
Summer Bridge Programs
SUPPORTS
Partnerships w/ opportunity
• requirements
• language
• timelines
NAVIGATOR
sooner the Better

MANY PATHWAYS

Navigate

- Overwhelming
- Community engagement
- Appreciative Advising
  - who?
  - when?
  - how?
  - why?

Information

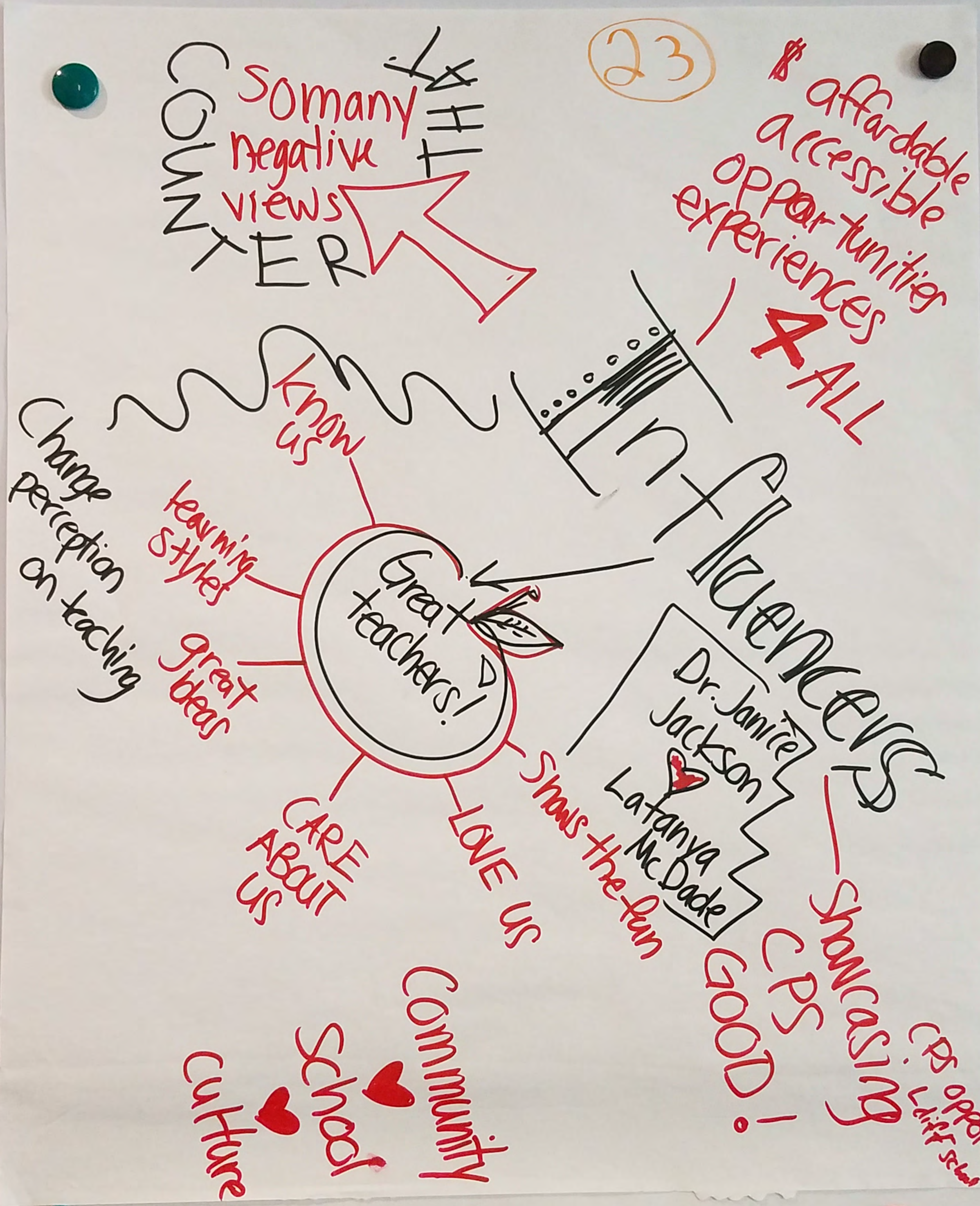
$ money

- Dual Credit
- CTE funding (expansion)
- College scholarships
- Licensure waivers

Communication

Barriers

- Equip Parents
  - Executive functioning
    - when they get there, they're on their own
    - on time
    - deadlines
    - turning work in
  - 'pathways'
    - grades G.P.A.
    - ACT/SAT
    - time lines
- Facilities (CTE)
  - CTE has limited space
- get outside the class!
- Student opportunities


23
COUNTER THAT
So many negative views
$ affordable accessible opportunities experiences
4 ALL
Influencers
Dr. Janice Jackson
Latanya McDade
Shows the fun
Shancasing CPS GOOD!
CPS opportunity
Ldiff school
Great teachers!
know us
learning styles
great ideas
CARE ABOUT US
LOVE US
Community
School
culture
Change perception on teaching

24

- Not enough ~~sufficient~~ marketing of teacher CTE to Middle grade students
- Need more teacher CTE programs
- Need more opportunities for students to volunteer or intern
- teacher prep academy (wheeling)
  → internships & dual credit
  → Educators Rising (like Future Teachers of America)
  ★ CPS needs to support CTE clubs
  – partner with universities
- Need to recognize barriers for many students to pursue teaching
  ★ background checks + low-level offenses
  ★ needing to support family income
- CPS curriculum + policies as a deterrent

(25)

- 60 schools in CPS have zero Black teachers
- paid student teaching
- check-ins + support for student teachers
- teacher Support networks
- increase teacher prep time
- Culturally competent pedagogy
- trauma-informed pedagogy
- Restorative practice / less police
- include students in the conversation
- include parents/caregivers
- career exploration in middle grades

SUPPORTS & OPPORTUNITIES

26

- inform earlier about pre-reqs
- ECE CTE program (Simeon, Curie, Roosevelt, Simpson, Uplift, Farragut)
- early exposure & experience working w/ students
  - Mantra: parent, advocate, teach
- diversity of teacher prep/student teaching environments (#NCTR)
- knowledge/structure sharing across programs
  - Golden Apple, AUSL
- intensive & supportive training & induction
- partnerships between high schools & universities
- strong mentorship programs
- incentives $$
  - loan forgiveness
  - repayment assistance
- paraprofessional experience as a bridge (paid experiential opportunities)
  - AA to BA bridge

27

1. treatment of teachers (disrespect)

- Barriers of pay
- profession not seen as appealing
- programs for experience
- perception of teaching / teachers
- dual-credit opportunities
- CTE - lack of Stipend
- CPS advocating for policies that support students
- how does the education challange white supremecy that prevents/limits students particularly Black & Brown students
- pressure on teachers of color paras + teachers

28

- paid student teaching
- Tutoring
- Clubs to influence
- limitations around teaching

EdTPA assessment