Bryce Warden, Conexión Américas
Dr. Harvey Rude, Colorado Center for Rural Education
The Lay of the Land: An Overview

- The Tennessee Educational Equity Coalition Overview
- Report: The Case for Place-Based Equity
- Rural Matters for…
  - Supporting Great Educators
- Colorado Center for Rural Education: Recruitment & Retention
- Conclusion & Discussion
The Tennessee Educational Equity Coalition

The Coalition is a group of civil rights and education advocacy organizations.

Source: TDOC Annual Statistical Reports, 2016-17

CONVENE. INFORM. ADVOCATE.
Who We Are

• Formed in spring 2016
• Network of over 2000 advocates and allies
• Intentional focus on students of color, and English Learners and those living in poverty
• Advocacy centered on 4 key policy priorities
• Led by a statewide Steering Committee
• Regional Presence across the State
Policy Priorities

1. Excellent Teachers & Leaders for Every Child
2. Strong Accountability Systems
3. Appropriate & Equitable Resources
4. Successful Outcomes in Postsecondary Access & Success
CASTING OUR VISION

The Lay of the Land
A Closer Look at Rural Tennessee Schools

tn educational equity coalition
A Closer Look at Place

NCES Locale Codes

<table>
<thead>
<tr>
<th>City</th>
<th>Suburban</th>
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</thead>
<tbody>
<tr>
<td>Large</td>
<td>Large</td>
</tr>
<tr>
<td>Midsize</td>
<td>Midsize</td>
</tr>
<tr>
<td>Small</td>
<td>Small</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Town</th>
<th>Rural</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fringe</td>
<td>Fringe</td>
</tr>
<tr>
<td>Distant</td>
<td>Distant</td>
</tr>
<tr>
<td>Remote</td>
<td>Remote</td>
</tr>
</tbody>
</table>
Research Design

Statewide Listening Tour (West, Middle, & East TN)
• 10 district personnel

• 20 teachers and additional school staff

• 11 principals
The Case for Place-Based Equity

Chart 2: Proficiency Rates by Locale

Source: Tennessee Department of Education
The Case for Place-Based Equity

**Chart 3**

**Proficiency Rates for Black, Latino and Native American Students**

Source: Tennessee Department of Education
The Case for Place-Based Equity

**HIGH SCHOOL GRADUATION RATES\(^1\)**

Source: Tennessee Department of Education

<table>
<thead>
<tr>
<th>Type</th>
<th>Large</th>
<th>Midsize City</th>
<th>Small</th>
<th>Large</th>
<th>Midsize Suburb</th>
<th>Small</th>
<th>Distant Fringe Town</th>
<th>Remote</th>
<th>Distant Fringe Rural</th>
<th>Remote</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grad Rate</td>
<td>90.5%</td>
<td>93.6%</td>
<td></td>
<td>92.4%</td>
<td>94.2%</td>
<td></td>
<td>94.1%</td>
<td>92.2%</td>
<td>94.5%</td>
<td>92.6%</td>
</tr>
<tr>
<td>2021 Grad</td>
<td>76.3%</td>
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</tbody>
</table>

\(^1\) No Tennessee high school is located within the “Suburban: Small” locale.
The Case for Place-Based Equity

**Chart 6**

**Students Receiving a 21 or Higher on ACT**

*Source: Tennessee Department of Education*

- **City**: 51.2% (White), 18.9% (Latino), 13.3% (Black or African-American), 41.2% (Asian)
- **Suburban**: 63.9% (White), 25.8% (Latino), 24.2% (Black or African-American), 22.7% (Asian)
- **Town**: 63.9% (White), 22.7% (Latino), 17.5% (Black or African-American), 41.2% (Asian)
- **Rural**: 58.3% (White), 24.5% (Latino), 14.6% (Black or African-American), 41.2% (Asian)
Rural Matters for…

• English Learner Education

• Early Postsecondary Opportunities

• Strong Educators
How does rural matter for supporting strong educators?

CHART 14
TEACHER SALARY SCHEDULES FOR TEACHERS WITH A BACHELOR DEGREE IN SELECT RURAL, SUBURBAN AND URBAN SCHOOL SYSTEMS

Source: Tennessee Education Association, 2018
Nearly 8 in 10 rural schools have no instructional coordinators or supervisors.
Voices from Rural Tennessee

• Rural schools are uniquely affected by teacher shortages.

• When it comes to educator recruitment, many rural communities feel they lack incentives to offer.

• Teacher shortages – and the push to fill these vacancies (often emergency permits) – have real implications for schools, staff and students.

“There is a cycle...we can’t attract people from the city. Nothing here but a Dollar General. [It’s hard] when you have two or three candidates to choose from.” – Elementary Principal, East Tennessee

“Does a 24 year old want to move to a cow farm...? No, unless their family’s here.” – District Personnel, Middle Tennessee

CASTING OUR VISION
What’s Next?

Supporting Strong Educators

• **Provide a financial incentive to teacher candidates** to teach in schools experiencing geographic and/or content-specific teacher shortages

• Develop partnerships with state leaders, foundations, local educator preparation programs and other stakeholders to provide additional incentives and adequate preparation for teacher candidates needed in rural districts

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**SPOTLIGHT**
The Colorado General Assembly, SB19-003: Educator Loan Forgiveness Program

Passed by the Colorado General Assembly in the spring of 2019, the new law repays up to $5,000 of qualified educational loans for five years for teachers and other school personnel employed in hard-to-fill positions due to geography and content area. The state's department of education is tasked with annually identifying the content shortages that qualify for the program, and provide an annual report to the general assembly with the information. The funds are subject to appropriation, and the department will develop policies and procedures to define “qualified educational loans.”

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CASTING OUR VISION
Colorado Rural Education: Recruitment & Retention

Dr. Harvey Rude, Director
Colorado Center for Rural Education
The Problem: Not Enough Educators To Meet Needs

Rural Educators

Less In

More Out
Figure 1
Projected Teacher Supply and Demand

Note: The supply line represents the midpoints of our upper- and lower-bound teacher supply estimates (see Figure 10 for full analysis).
Source: U.S. Department of Education, multiple databases (see Appendix A).
National Teacher Preparation Trends

National Educator Preparation Program Enrollment and Completers
AY 2010-11 through AY 2014 – 15


Source: Teacher Shortages Across the Nation and Colorado, CDHE 2017
Context: HOW did Colorado create a statewide Center for Rural Education?

• Colorado Department of Education establishes Commissioner’s Rural Education Council
• Colorado Department of Higher Education conducts statewide needs assessment
• Colorado Rural Alliance focuses advocacy for legislative agenda
• SB 16-104 provides $2.3 million for one statewide Center (11 IHEs submit proposals)
Rural education research supporting the Colorado Center for Rural Education

- Personnel Preparation Projects
  - Federal Title II Professional Development focused grants
  - National Science Foundation (Noyce, RSI, etc.)
  - Office of Special Education Programs (US DOE) projects
  - Office of Indian Education (US DOE) projects
- Documented statewide needs on educator shortages in rural communities (CDE and CDHE)
- Institute of Education Sciences project foci
CCRE: Four Stipend Categories

• Colorado Rural Teaching Stipend
  • $4,000 to pre-service teachers who student teach in a rural district

• Concurrent Enrollment Educator Qualification
  • $6,000 to inservice teachers in rural districts enrolled in graduate program leading to concurrent enrollment qualification status

• National Board Certified Teacher Stipend
  • $3,975 to inservice teachers in rural districts pursuing Board Certification

• Rural Alternative Licensure Stipends
  • Up to $6,000 to individuals enrolled in an alternative licensure program who are working in a rural district
Colorado Rural Teaching Stipends

- Total Awards: 129
- Total Cost: $361,200
- Programs: 13
- Districts: 53
CRTS: Rural Designation

- Rural: 72%
- Small Rural: 28%
Colorado Rural Teaching Stipends
District-Level Distribution (2017-current)
Rural Alternative Licensure Stipends

• Total Awards: 43
• Total Cost: $243,850
• Ed. Prep. Programs: 13
• Districts: 33

RALS: Rural Designation

- 53% rural
- 47% small rural
Rural Alternative Licensure Stipends
District-Level Distribution (2017-current)
CCRE Stipends (all): 2017-Current

- Total Awards: 228
- Total Cost: $912,700
- Districts: 81
Colorado Center for Rural Education Stipends District-Level Distribution (2017-current)
Colorado Senate Bill 19-003: EDUCATOR LOAN FORGIVENESS PROGRAM

• TARGETS HARD-TO-FILL EDUCATOR POSITIONS
• INCLUDES TEACHERS, PRINCIPALS, SPECIAL SERVICE PROVIDERS
• AVAILABLE TO ALL 146 RURAL AND SMALL RURAL SCHOOL DISTRICTS IN COLORADO
SENATE BILL 19-003 PROVISIONS

- ELIGIBLE EDUCATORS RECEIVE UP TO $5000 PER YEAR IN LOAN FORGIVENESS
- EXTENDS TO EACH YEAR OF RURAL SCHOOL EMPLOYMENT UP TO FIVE YEARS
- APPROVES 100 EDUCATORS EACH YEAR FOR PARTICIPATION IN THE PROGRAM
SENATE BILL 19-003 FUNDING

• $500,000 REQUIRED FOR FY 2019-20
• $1.0 MILLION REQUIRED FOR FY 2020-21
• $2.5 MILLION IN FY 2023-24 (FULL IMPLEMENTATION)
• PROGRAM SUNSETS IN FY 2033-34
• RESOURCES FOR 1.5 FTE TO IMPLEMENT THE PROGRAM
Questions???
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Any other questions?

Bryce Warden
Research and Policy Manager
bryce@conexionamericas.org
Upcoming Webinars: *Tune In!*

- **Expanding Pathways to EPSOs**
  Monday, July 1, 12-1PM CST

- **Supporting English Learner Success in Rural Tennessee**
  Tuesday, July 16, 12-1PM CST

- **Moving from Seats to Students in K-12 Funding**
  Monday, July 29, 12-1PM CST
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