



Every student deserves a quality teacher, and every teacher deserves the support to be prepared and successful in the classroom. This week, we look at how states are making progress in recruiting diverse educators and retaining those who are dedicated to transforming the lives of students.

In support of this growing need, CCSSO is launching a new Diverse and Learner-Ready Teachers Initiative dedicated to diversifying the education workforce and supporting future and current educators in effectively teaching students of different cultural backgrounds. You can read more about this new initiative [here](#).

Visit StatesLeading.org and follow #StatesLeading on social media to learn more and join the conversation.

State Spotlights



At 18 high schools in the state of **Oklahoma**, the Teach Oklahoma program encourages high school juniors with excellent academic records and strong leadership skills to consider the teaching profession as a viable career choice.

Teach Oklahoma, a program of the Oklahoma State Regents for Higher Education, features a hands-on curriculum focused on the various practice areas of the profession, including

observation and portfolio development, in an educational setting.

Participating students are exposed to child development, equity and diversity issues, lesson planning, learning styles, and differentiated instruction strategies.

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Indiana launched new teacher recruitment and retention websites to promote positive educational resources and interactions.

The first website is EducateIN, which serves as a resource hub that will work to attract, develop, design, support and retain talented educators, while publicly recognizing the dedication and commitment of Indiana teachers.

The second website is Indiana.Teachers-Teachers.com, an online platform that enables schools to proactively and strategically recruit and review teaching candidates.

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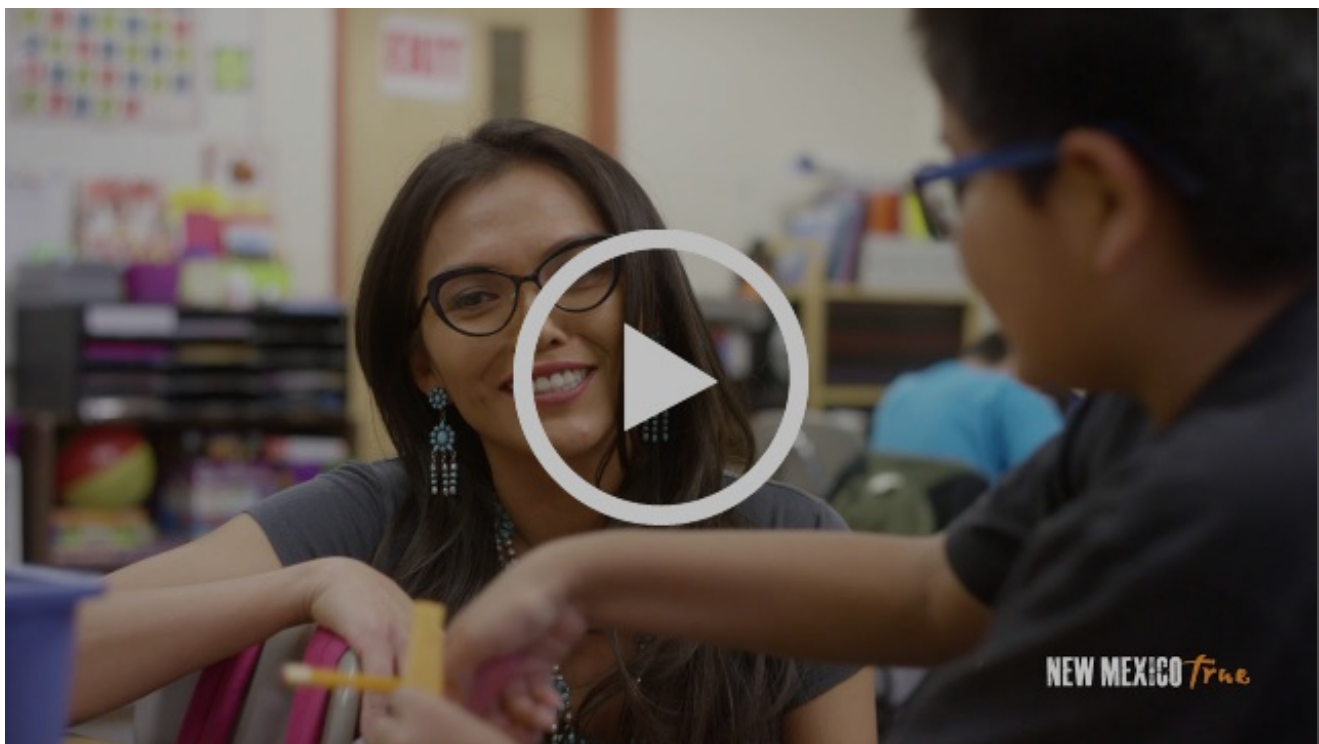


Tennessee Education Commissioner Candice McQueen launched a new school tour called Teach Today, focusing on engaging high school students in conversations about the teaching profession and encouraging more high-achieving students from diverse backgrounds to become teachers.

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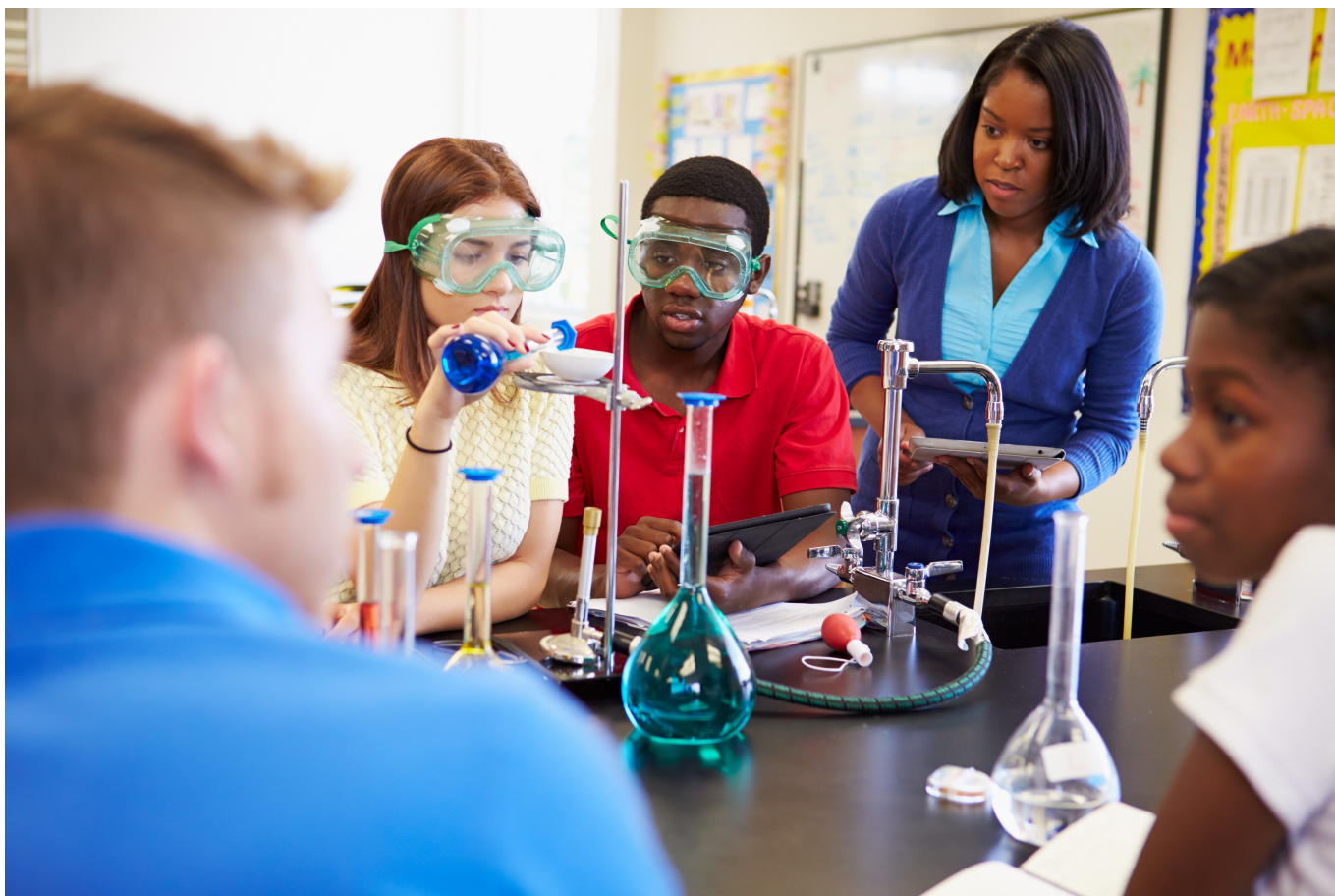
[Explore Teach Today](#)

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New Mexico continues to equip, empower & champion teachers statewide through the #NMTRUE teacher spotlight campaign. Teachers across New Mexico are chosen to tell their story as part of the state's Teacher Recruitment & Teacher-Leadership efforts to inspire others to become educators.

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Must Read

Teacher turnover tends to have the greatest impact on schools and students that can afford it the least. Persistent teacher shortages can be costly for districts and have negative impacts on workforce quality, student outcomes and school climate. This policy snapshot, *Targeted Teacher Recruitment*, from Education Commission of the States explores recent legislation and key areas of teacher recruitment to address these staffing inadequacies.

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Tools & Resources



CCSSO's Network for Transforming Educator Preparation released a report on how to prepare new teachers to be "learner-ready." The Preparing "Learner-Ready" Teachers action group is dedicated to creating educators who can understand the differing needs of their students and care about, motivate and actively engage students in learning.

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A shortage of teachers and principals across the United States has intensified in recent years, disproportionately affecting rural communities. This NCSL brief, *Tackling Teacher and Principal Shortages in Rural Areas*, outlines state and federal actions that can be taken to address this issue including teacher preparation, support, salary and compensation.

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Without support and guidance from experienced, highly qualified teacher mentors, the demands of the classroom can overwhelm novice teachers. It comes as no surprise then that one-third of teachers leave the profession within their first five years. This NASBE policy update, *State Mentoring Policies Key to Supporting Novice Teachers*, draws on research and state examples to suggest ways states can better support novice teachers while combating high turnover.

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We want to hear from you!

Send your state's stories or organization's resources to communications@ccsso.org



The States Leading campaign celebrates the progress states are making toward providing equitable education for all students through the Every Student Succeeds Act (ESSA) and innovative policies in other

key areas of education, such as early childhood education, teacher preparation, and career readiness, among others.

Thank you to our proud partners:

The Council of Chief State School Officers
Education Commission of the States
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