

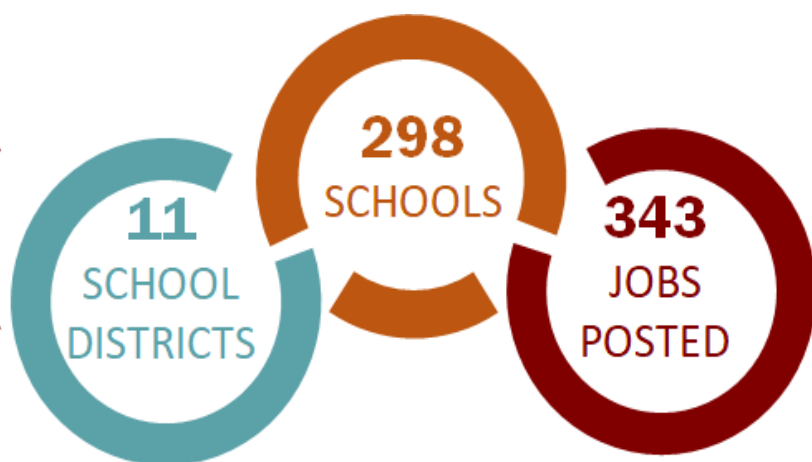
National Educator Initiative

Teacher shortages are pervasive in Native schools across the country. The National Indian Education Association (NIEA) and TNTP are working collaboratively to recruit and retain effective teachers and unleash the power of the seventh generation of Native students.

THE OPPORTUNITY. From big cities to the most remote villages, schools across the country are developing and implementing innovative, community-based strategies for solving their teacher pipeline challenges. Native schools demonstrate great potential for growth, yet rural isolation, small budgets, and low visibility on the job market hamper efforts to find new teachers and educators that will thrive in Native schools. NIEA launched the National Educator Initiative to share best practices and to create a first of its kind national recruitment website and job board designed specifically for Native schools.

WHAT WE'VE DONE SO FAR. We partnered with a Native design firm to create teach.niea.org, a website that highlights the benefits of working in Native schools and have enrolled public school districts, tribally-controlled schools, and the Bureau of Indian Education to post open teaching positions and search for applicants who are uniquely qualified for those roles.

By housing vacancies in Native schools in one place, we're streamlining the job search for teachers who are interested in working in Native schools, reducing their time to apply, and opening the door to recruiting a new audience of teachers who hadn't previously considered working in Native schools. For schools, we're providing the chance to search for applicants by tribal affiliation, culture and language certification, and culturally-relevant teaching experience. And we conduct basic eligibility screens of teachers to check that they have appropriate certification. **The National Educator Initiative job board currently comes at no cost to schools or teachers.**



EXPANDING OUR WORK. We are in the midst of critical expansion to this initiative so that we can provide stronger supports for hiring for the 2019-2020 school year. In addition to growing the number of schools and teachers who are using the site, we're making improvement to its functionality, developing a full suite of resources for principals and human resources staff, and planning for the long-term sustainability of this initiative.

teach.niea.org



COMPONENT	DETAILS
Expanded Teacher Recruitment Efforts	Launch a national marketing campaign to dramatically increase the number of teachers using the site. Campaign will include paid advertising, social media, and cross-marketing with partner organizations.
Talent Management Tools and Resources	Create customizable resources, host virtual seminars, and provide schools one-on-one support in staffing open teaching positions. Tools will cover best practices in recruitment, selection, staffing, and retention.
Analysis of Teacher Vacancy Data	Use the teacher supply and demand data generated from teach.niea.org to develop policy recommendations and improve our advocacy work.
Long-Term Sustainability	Develop a funding model that will keep teach.niea.org and all related teacher hiring supports for schools in place long-term, while keeping it low-or no-cost for participating schools and teachers.

GROWTH AND QUALITY IN CERTIFICATION POLICY. In addition to providing this direct supports to schools, NIEA advocates for these teacher certification policies that promotes the growth of high-quality educators:

Remove Barriers to Entry into the Teaching Profession. The obstacles to completing traditional teacher preparation programs are especially prohibitive to Native students. They are typically expensive, time-intensive, and fail to predict the future success of a teaching candidate in the classroom. And they ignore the integral role of Native culture, traditions, and languages in Native education. NIEA urges advocates to consider the following action to remove entry barriers:

- Develop recommendations to support implementing a performance-based Native certification
- Launch pathways for alternative certification programs that are highly effective and held accountable
- Increase the cap on current federal loan forgiveness and cancellation programs for teachers

Increase Traditional and Alternative Certification Pathways. Native elders, artists, musicians, and subject matter experts form the heart of vibrant Native communities across the United States, yet they face prohibitive obstacles when entering the education field. Young Native students interested in becoming teachers often do not have access to four-year teaching programs near them. As a result, talented potential Native teachers face significant barriers to the obtaining a teacher certification. We are working with tribal, local, state, and federal leaders to take the following steps:

- Expand virtual learning and Bachelor’s programs at TCUs
- Inspire younger Native students through high school dual enrollment and mentorship programs
- Develop pathways for Native educators to obtain a PhD to teach college students
- Provide support to accessing teaching certifications through alternative pathways
- Supporting teachers to become Nationally Board Certified

NEXT STEPS. Contact Kurrinn Abrams at kabrams@niea.org to register your school to post jobs at teach.niea.org or to discuss additional opportunities to partner on the Educator Initiative.