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| **Specialized Training Programs** | Prepare candidates for high-need settings | Analyze current supply and demand |
| **Grow Your Own** | Cultivate teachers with cultural competency and community ties | Analyze college going rates, exam pass rates, debt load, etc. to identify needed supports |
| **Pay for Hard-to-Staff Positions** | Make tough roles more attractive | Must be a sufficient amount and sustainable to change behavior |
| **Pay for Performance** | Reward and retain excellent educators | Must be a sufficient amount and sustainable to change behavior |
| **Other Financial Incentives** | Secure commitment to teach in high-need area for minimum number of years | Effective screening criteria are needed to invest in high-potential candidates |
| **Expand the Pool of Eligible Candidates** | Make it easier for qualified individuals to enter the candidate pool | Identify barriers of time and space barriers that can be removed from the hiring equation |
| **Leadership Opportunities** | Maximize the impact of high performing teachers | Must be meaningful, empowering |
| **Improve Hiring Practices** | Collaborate recruitment across the state, move hiring timelines earlier | Analyze current supply and demand |
| **Improve Working Conditions** | Create a positive and collaborative environment | Need to collect and analyze feedback |

**Common Strategies: Goals and Considerations**