

SREB

Opportunity is Knocking!

Who's Answering?

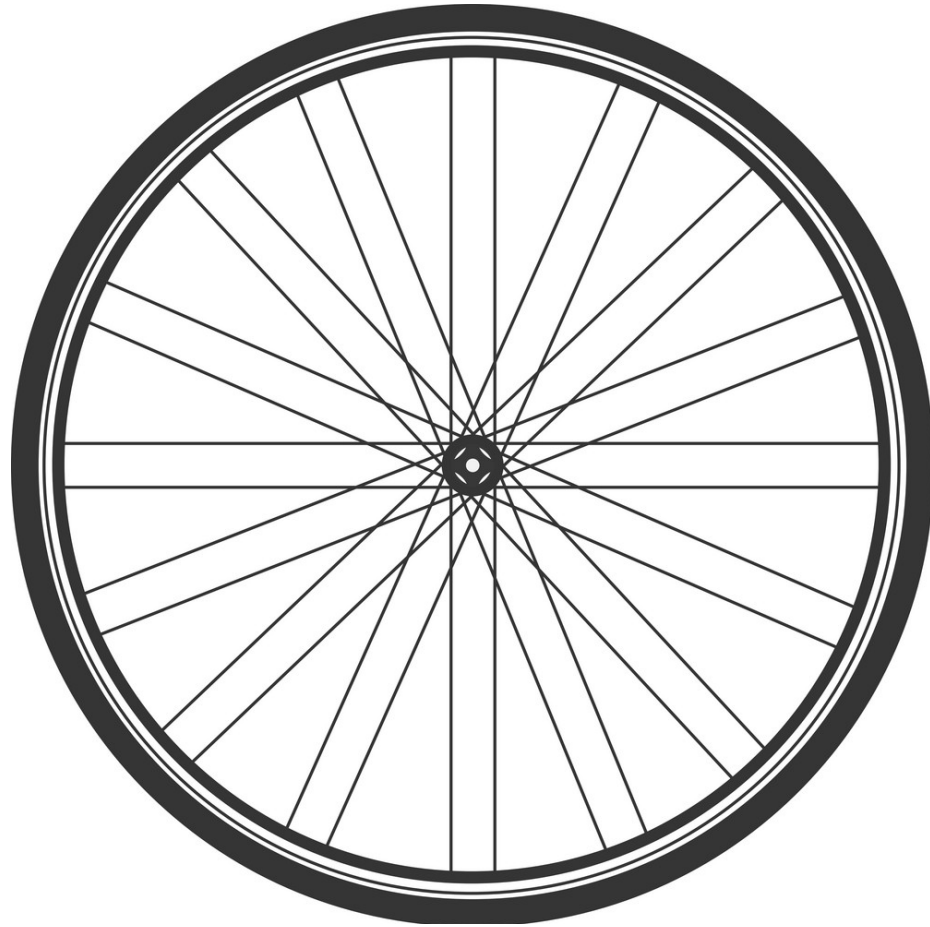
Stephen L. Pruitt

President

SREB's Five Priorities for 2024-2025

- I. Artificial Intelligence in Education
- II. Career Pathways and Credentials
- III. Educator Workforce
- IV. Longitudinal Literacy
- V. Postsecondary Student Success

Connecting The Pieces



Artificial Intelligence in Education

The Issue Facing States

The ability to utilize and operate in an AI environment and workforce are critical to the Southern workforce.

Why Now?

- It's Here!
- Colleges, institutions, districts, schools need guidance now
- Vendors are already coming

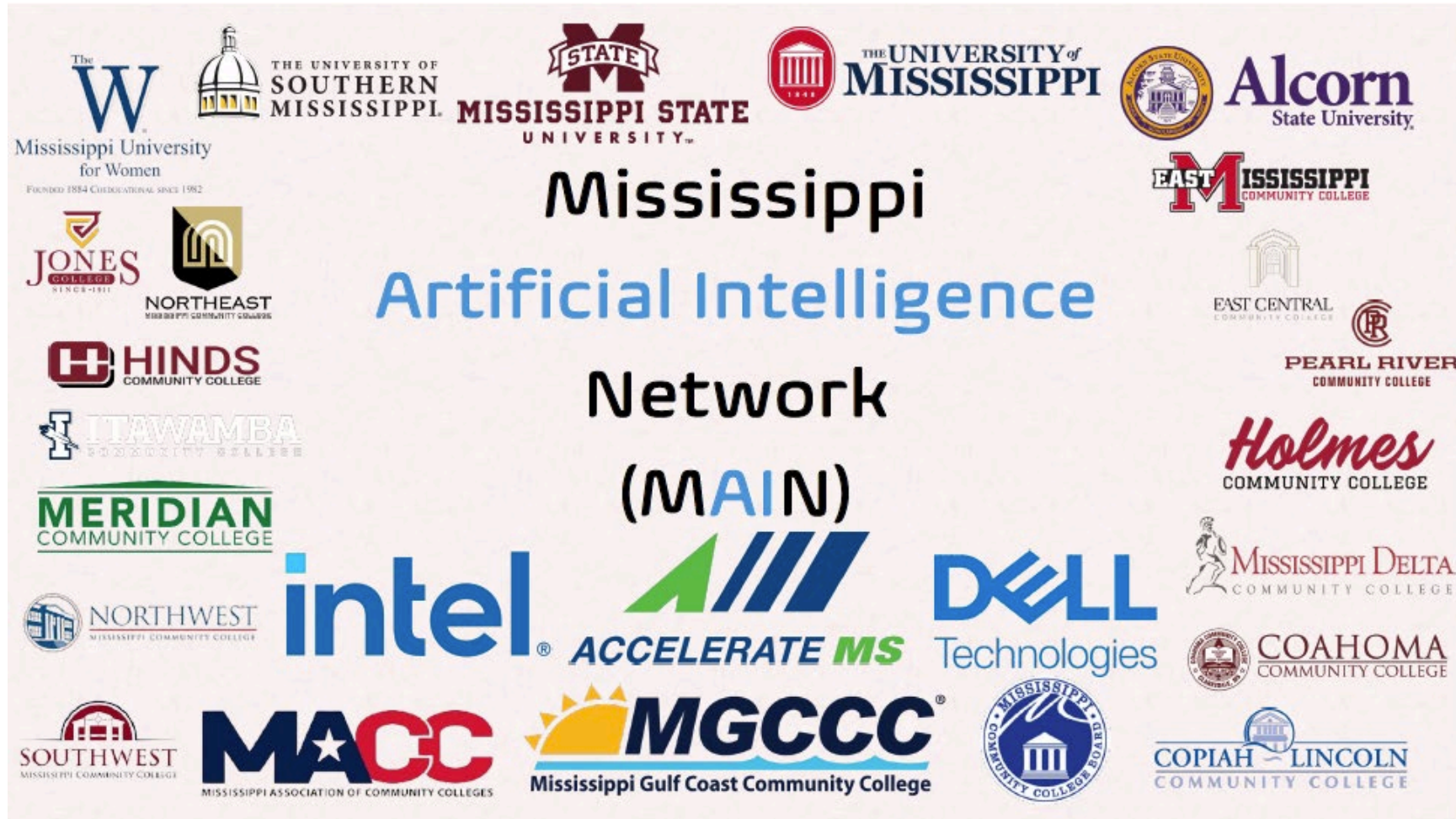
Opportunities?

- Policy
- Instruction
- Skill development for employment and life

Challenges?

- Risk
- Ethical considerations

Mississippi Artificial Intelligence Network



The image displays a collage of logos for the Mississippi Artificial Intelligence Network (MAIN). The central text reads "Mississippi Artificial Intelligence Network (MAIN)". Surrounding this text are logos for various educational institutions and technology partners. The logos include:

- Mississippi University for Women
- The University of Southern Mississippi
- Mississippi State University
- The University of Mississippi
- Alcorn State University
- East Mississippi Community College
- Northeast Mississippi Community College
- Hinds Community College
- Itawamba Community College
- Meridian Community College
- Northwest Mississippi Community College
- Southwest Mississippi Community College
- East Central Community College
- Pearl River Community College
- Holmes Community College
- Mississippi Delta Community College
- Coahoma Community College
- Mississippi Gulf Coast Community College (MGCCC)
- Copiah-Lincoln Community College
- Intel
- Accelerate MS
- Dell Technologies
- MAACC (Mississippi Association of Community Colleges)

Career Pathways and Credentials

The Issue Facing States

Postsecondary credentials/degrees are now the minimum requirement into the workforce and living wages.

Why Now?

- If a high school diploma were a passport, their passport is expired.
- The Southern and state-specific workforce needs are both immediate and urgent to address needs of the future.
- Pathways and credentials need to mirror both content and skill development to prepare individuals for a career. States and institutions/schools need time to prepare and change programs to meet needs.

Career Pathways and Credentials

Opportunities?

- Increasing efficiency and reducing wasted time and resources through effective career pathways
- Providing pathways for students and job seekers get into higher-wage, more productive roles faster, without inefficient periods of underemployment, or time and money spent pursuing unnecessary education and training
- Education and industry partnerships

Challenges?

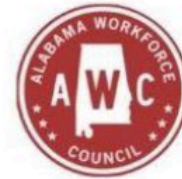
- Lack of a common definition and key elements for career pathways
- Common data across state agencies and using it to guide the development of career pathways
- Genuine cross agency collaboration
- Ensuring each student has the foundational literacy skills (reading, writing, mathematics, science, digital, etc.) to complete rigorous and relevant assignments within a seamless program of study
- Effective career guidance
- Recruiting and retaining qualified teachers/instructors for the in-demand career pathway courses

Career Pathways and Credentials

SREB's focus:








- Create a common definition and identify key elements for career pathways that help facilitate discussions among various shareholders.
- Collect and analyze data related to high-demand, high-skilled, and high-wage jobs in each state of the region. Also, collect and publish education data on enrollment by pathway or major, credentials earned, work-based learning experiences, dual enrollment opportunities, and graduation rates.
- Convene shareholders to develop a framework for creating, implementing, and sustaining career pathways that help students achieve their career goals.

Alabama Credential Quality and Transparency Act



The Alabama Credential Quality and Transparency Act (Act 2023-365) was signed into law by Governor Kay Ivey in June 2023. This Act will help close the gap between the graduation rate and the college and readiness rate. Beginning with the graduating class of 2026, public students will be required to earn at least one college and career readiness indicator prior to graduation.

10 COLLEGE AND CAREER READINESS INDICATORS

-  1. Earning a benchmark* score for any subject area on the ACT
-  2. Scoring a three or higher on an Advanced Placement (AP) Exam
-  3. Earning an eligible score on an International Baccalaureate (I.B.) exam
-  4. Earning college credit through dual enrollment classes
-  5. Earning a silver or higher designation on the ACT WorkKeys Exam
-  6. Completing an in-school youth apprenticeship program
-  7. Earning an industry recognized credential
-  8. Enlisting in any branch of the military
-  9. Completing a career and Technical Education (CTE) course of study
-  10. Earning any other college and readiness indicator approved by the State Board of Education

Educator Workforce

The Issue Facing States

K-12 educator workforce faces a national shortage

Why Now?

- Educator workforce becomes a workforce issue as they are the primary pipeline to the Southern workforce

Opportunities?

- Preparation
- Certification
- Development
- Compensation

Challenges?

- Changing dynamics of the workforce
- Aging existing workforce
- Preparation`

Educator Workforce

SREB's focus:

- Policy
 - New *sample* district teacher compensation dashboard
 - Two new research reports with Vanderbilt on teacher labor market trends and Gen Z's interest in teaching
- Professional Development
 - Provided almost 7,000 days of training and coaching to teachers and leaders.
 - Provided school leaders/instructional leaders over 1,800 days of support.
- Develop and deliver a framework based on SREB's induction and professional development history that will be available in all states and districts to support induction needs in 2025.

Big “R” Research on Educator Workforce

The screenshot shows the SREB website header with the logo and name 'Southern Regional Education Board'. Navigation links include 'Programs & Services', 'School Improvement', 'News', 'About', and 'Events'. Social media icons for Facebook, X, and LinkedIn are present. The main content area features the article title 'THE NEXT GENERATION OF TEACHERS' and subtitle 'A Study of Generation Z's Interest in the Teaching Profession', dated April 2024. A summary paragraph states: 'We depend on Generation Z to fill the growing number of teaching vacancies. Partnering with researchers at Vanderbilt University's Peabody College of Education, SREB studied data in Kentucky and Tennessee for insight into Gen Z and their interest in the teaching profession. This online report features six findings with interactive charts.' Below this is a list of expandable sections: 'Insight for Leaders', 'The State of Teacher Recruitment', 'About K-12 Schools in KY and TN', 'Who is Gen Z?', 'Finding 1: Interest in an education career among high school students declined steadily since 2013.', 'Finding 2: Students who plan to major in education and express interest in an education career are predominantly white and female and have lower ACT scores.', 'Finding 3: Enrollment in high school introductory teaching courses in Tennessee and Kentucky is increasing.', 'Finding 4: Half of early-career teachers in Tennessee formed aspirations to become educators before college.', 'Finding 5: Participation in some non-traditional preparation pathways increased, as did hire rates of alternatively prepared teachers.', 'Finding 6: Future and current Generation Z teachers feel unsupported as they prepare for and enter the teaching profession.', 'What do these findings mean?', and 'About this report'. On the right side, there are social sharing options and a 'This item appears in' section listing 'Topic: Teacher Preparation', 'Topic: Teacher Shortages', and 'Topic: Teacher Workforce Policy'.

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Programs & Services School Improvement News About Events

THE NEXT GENERATION OF TEACHERS

A Study of Generation Z's Interest in the Teaching Profession

April 2024

We depend on Generation Z to fill the growing number of teaching vacancies. Partnering with researchers at Vanderbilt University's Peabody College of Education, SREB studied data in Kentucky and Tennessee for insight into Gen Z and their interest in the teaching profession. This online report features six findings with interactive charts.

- Insight for Leaders
- The State of Teacher Recruitment
- About K-12 Schools in KY and TN
- Who is Gen Z?
- Finding 1: Interest in an education career among high school students declined steadily since 2013.
- Finding 2: Students who plan to major in education and express interest in an education career are predominantly white and female and have lower ACT scores.
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- Finding 5: Participation in some non-traditional preparation pathways increased, as did hire rates of alternatively prepared teachers.
- Finding 6: Future and current Generation Z teachers feel unsupported as they prepare for and enter the teaching profession.
- What do these findings mean?
- About this report

Share this page

This item appears in

- Topic: Teacher Preparation
- Topic: Teacher Shortages
- Topic: Teacher Workforce Policy

New Sample District Compensation Dashboard

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DASHBOARD
HOME



DISTRICT
PROFILE



GROSS TO NET



SPENDING
POWER



GEOGRAPHIC
COMPARISON

SAMPLE DISTRICT TEACHER COMPENSATION DASHBOARD

This dashboard is for highlighting the differences in average district teacher compensation by geographical region. These sample districts are not representative. SREB is unable to provide this information for all districts in the region.

To get started:
Hover over the map to compare sample districts,
click a district for details
or click a topic above



New Sample District Compensation Dashboard

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DASHBOARD HOME



DISTRICT PROFILE

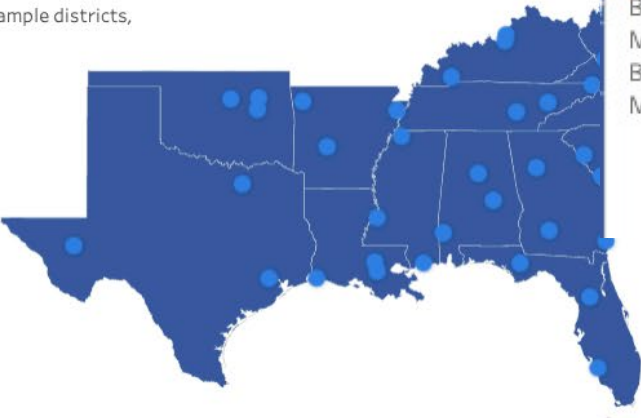


GROSS TO NET

SAMPLE DISTRICT TEACHER COMPENSATION DASHBOARD

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GA: Glynn County School District (Suburban)

Teachers' Average Monthly Gross Pay, Net Pay, and Amount Available for Discretionary Spending



The average remaining discretionary dollars after subtracting average basic costs is \$1,512 per month.

District Minimum Salary Schedule

- Bachelor's Minimum: \$43,651
- Master's Minimum: \$49,254
- Bachelor's 15th Year: \$57,707
- Master's 15th Year: \$65,415

Longitudinal Literacy

The Issue Facing States

Literacy is critical to being a member of a productive workforce and community.

Why Now?

- Longitudinal literacy entails a comprehensive, multigenerational approach to literacy learning that spans from early childhood through adulthood.
- By addressing literacy needs across the age continuum, from preschool thru adulthood, this approach aims to equip individuals with the necessary literacy skills to succeed in the workforce, contribute meaningfully to their communities, and drive economic growth nationally.
- Immediate need for advanced literacy skills due to technological advancements and economic growth; societal shifts highlight the urgency of addressing literacy disparities.

MORRISON
AND BOYD

ORGANIC
CHEMISTRY
FOURTH EDITION



Longitudinal Literacy

Opportunities?

- Expand comprehensive literacy programs, engage stakeholders across sectors, and support professional development to enhance literacy education from early childhood through adulthood.

Challenges?

- Scaling
- Urgency especially in older students/adults
- Funding
- Engaging communities and families

Longitudinal Literacy

SREB's Initial Focus

- Promote collaboration and networking
- Develop policy recommendations that address systemic barriers to literacy development and promoting access to to high-quality literacy education for all learners
- Comprehensive Literacy Programs: Expanding initiatives like Literacy Ready Program and integrating critical literacy skills across curricula.
- Collaborating with educators, policymakers, community leaders, and industry to enhance literacy education.
- Providing ongoing support and training for teachers to adopt effective literacy practices
- Multigenerational Approach: Addressing literacy needs from early childhood through adulthood to ensure lifelong learning and workforce readiness.

Postsecondary Student Success

The Issue Facing States

All types of postsecondary attainment are critical to the future workforce of the South.

Why Now?

- The current and future workforce will become more dependent on postsecondary credentials. States and institutions need time to align internal processes and across systems to support workforce needs.

Opportunities?

- Access
- Retention
- Persistence
- Attainment

Challenges?

- Defining student success across all types of systems/schools
- Alignment across systems
- Acknowledgement of value across credentials and degrees

Postsecondary Student Success

SREB's Initial Focus

- Defining key elements to support student success in all levels of postsecondary
- Affordability studies
- Course sharing and access
- Fact Book on Higher Education
- Doctoral Scholars Program



2024 Annual Meeting and 73rd Legislative Work Conference

June 22-24, 2024 ■ Sheraton Dallas Hotel ■ Dallas, Texas

Opportunity is Knocking. Who's Answering?
Five Priorities for Southern States to Lead the Way