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MEMORANDUM

TO: District Career and Technical Directors
District Technical Center Directors
Florida College System Workforce Administrators
District Adult Education Directors

FROM: Henry Mack, Chancellor of Career and Adult Education



DATE: June 25, 2020

SUBJECT: CTE Instructor Vacancies and Needs Identified Through Survey

Last January, a survey was distributed to Florida’s school districts and Florida College System institutions asking for feedback on two areas: 1) what career and technical education (CTE) programs had instructor vacancies – both at the time of the survey and those anticipated in the future – and 2) input on how the FDOE could support agencies’ efforts regarding the recruitment, retention, and training of CTE instructors.

Nearly 80% of all Perkins eligible recipients responded to this survey – one of our highest response rates ever. Below is a high-level summary of what we learned from those responses and what we are investigating to strategically respond to these identified needs.

Attached with this memo is a more complete list of findings for your review. In addition, this document contains strategies shared by agencies that can immediately be implemented to support CTE instructor recruitment, retention, and training.

We heard you say:	Solutions we are investigating:
<ul style="list-style-type: none"> • Secondary and postsecondary programs spanning all 17 FL Career Clusters reported vacancies • The programs with the highest reported vacancies in January 2020 were Nursing R.N., AS at 14 instructor positions and Practical Nursing at 9 instructor positions 	<ul style="list-style-type: none"> • A collaborative nursing instructor recruitment campaign with key stakeholders • Nursing instructor financial incentives

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<ul style="list-style-type: none"> • Compensation is an influential factor that significantly affects agencies' ability to recruit and retain CTE instructors 	<ul style="list-style-type: none"> • Compensation technical assistance and promising practices • Strategies for inter-agency adjunct faculty sharing
<ul style="list-style-type: none"> • Assistance in raising awareness of CTE job opportunities would bring openings to a wider audience 	<ul style="list-style-type: none"> • Job fair support and participation • Job posting site solutions
<ul style="list-style-type: none"> • Timely and accessible pedagogical training for new teachers is needed to ensure efficacy and retention 	<ul style="list-style-type: none"> • New teacher summer training • Additional online professional development • Support for district teacher certification training programs
<ul style="list-style-type: none"> • Ongoing instructor technical skill building and collaboration is essential to stay current with ever-changing industries 	<ul style="list-style-type: none"> • Paid summer industry externships for instructor professional development • Online collaboration between instructors of the same program/industry/Cluster • Improved access to program-specific curriculum resources

Teaching is one of the most rewarding and yet most challenging of professions. It is our hope to assist in meeting these challenges through collaboration, innovation, evidence-based practices, and the determination that comes from knowing that we are transforming lives and the economy.

Please keep letting us know ways we can partner more effectively with you on this topic and stay tuned for more.

HM/lcw