

Cultivating an Interest in Becoming an Educator

- Develop programs to “**grow your own**” educators by:
 - Reaching out to recruit and develop those who have already demonstrated a commitment to the school and/or community
 - Providing support (academic, financial, emotional) to paraprofessionals, after-school instructors and other support staff to become licensed educators
 - Creating student pathways to careers in education through Future Teacher clubs and/or partnering students with volunteer teacher mentors (ACT data identifies an inspiring teacher as a top reason for students to enter the profession)
- Clarify educator **compensation** by:
 - Being transparent with complete educator compensation packages, including salary schedule, full benefits and retirement packages
- Ensure an **inclusive focus** by:
 - Including the perspectives of historically marginalized groups in the curriculum and within school programming
 - Applying an equity lens tool to surface any implicit biases in policies, curriculum decisions, programming, or activities
- Leverage existing **current educational opportunities** by:
 - Developing a relationship with local Adult Education and Literacy (AEL) programs to clarify career pathways in education
 - Cultivating relationships with involved parents/guardians of students enrolled in 21C programs
 - Ensuring equitable access to CTE and building CTE pathways in education to allow for career exploration, academic success, and advanced and continuing education.

Contact Information:

If you have questions about this document or would like additional information please contact:
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