

Strategies to Support & Retain Alternatively Licensed Teachers

Data-Driven Insights from Voices in the Field



Meet the Panel

Moderator



**Joseph
Pearson**

Moreland University
Head of Community



Panelists



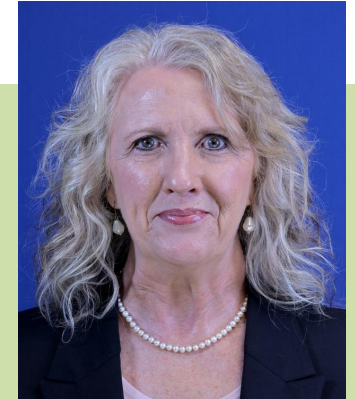
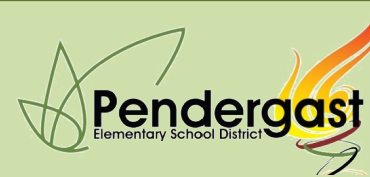
Jennifer Duvall

Corvallis School District
Human Resources Director



Valerie Holzer

Pendergast Elementary Schools
Professional Pathways Coordinator

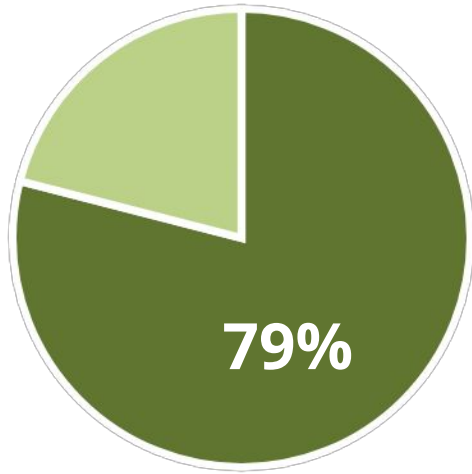


**Dr. Selena
Blankenship**

Clarke County School District
Assistant Superintendent for HR



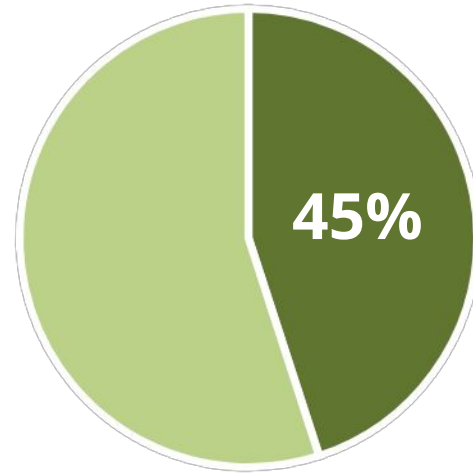
An Urgent Need



U.S. public schools that reported difficulty filling teaching positions with fully certified teachers for the 2023-24 school year

86% for high-poverty schools

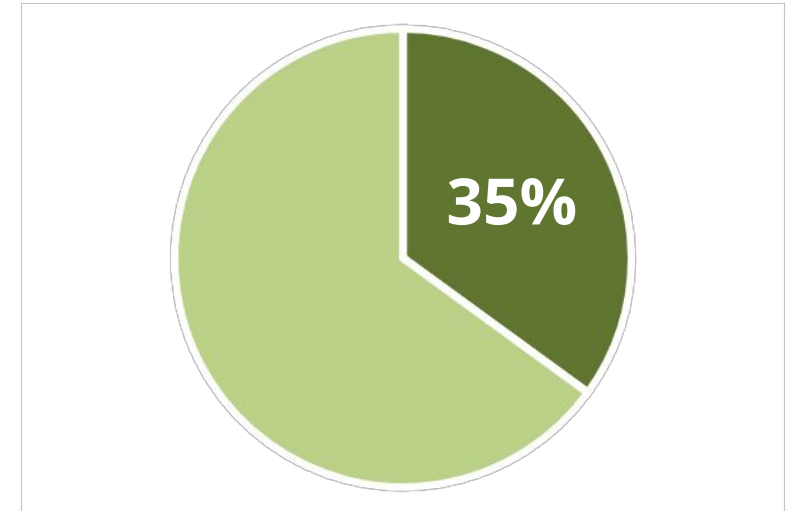
Source: [National Center for Education Statistics](#)



U.S. public schools that reported feeling understaffed for the 2023-24 school year

57% for high-poverty schools

Source: [National Center for Education Statistics](#)



Teachers who say they're likely to quit the profession in the next two years

14% said they were "very likely"

Source: [Education Week](#)

Biggest Wins



Collaboration with colleagues

63%



Creating a positive learning environment

41%

Biggest Challenges



Classroom management

82%



Data-driven decision making

53%

QUESTION

Compared to teachers who took a traditional path to certification, **where do alternatively certified teachers shine, and where do they struggle?**

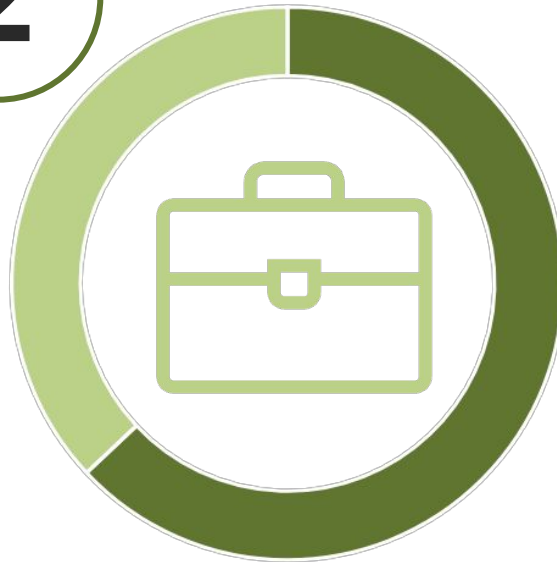
Most common career paths before teaching:

1



Paraprofessional, instructional aide, or other teaching assistant

2



Career changer from another field

3



Substitute teacher

QUESTION

What specific **onboarding strategies or training** have you implemented to support alternatively certified teachers?

QUESTION

What is your **#1 strategy** for supporting alternatively licensed teachers?

THANK YOU!

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We partner with districts to support teacher licensure and professional development. Connect with us or our partners to learn more about ways Moreland can support you!

