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## **County Superintendents Release New Research and Strategies to Address Teacher Recruitment Statewide**

*Reports Outline Low-Cost Best Practices and Policy Recommendations for Attracting Promising Teaching Professionals*

**SACRAMENTO** – New research and policy briefs on California’s teacher shortage were released recently by the California County Superintendents Educational Services Association (CCSESA). The reports examine the teacher shortage from a local perspective and include cost-effective teacher recruitment and retention strategies for California counties and school districts.

CCSESA will be hosting a legislative information session on February 5, 2018, at the state Capitol in collaboration with the Learning Policy Institute (LPI) and the California Association of African-American Superintendents and Administrations (CAAASA). Speakers will share successful recruitment strategies and state policy recommendations to address the teacher shortage and encourage greater ethnic diversity among teachers and administrators.

“Our current shortage of educational employees presents us with both challenges and opportunities. The research that Dr. Gentilucci and I conducted highlights successful practices across the state that have potential for replication. It is my hope that decision-makers review this research, and the research of others, to make informed policy decisions regarding one of the state’s most important investments, education.” said **Dr. James J. Brescia**, San Luis Obispo County Superintendent of Schools and co-author of the research report.

The research brief, *Teacher Recruitment in California: An Analysis of Effective Strategies*, summarizes the context of the teacher shortage and provides a broad overview of the research findings, including characteristics of successful recruiters, and a synopsis of no-cost and low-cost strategies identified by the research. The policy brief, *Teacher Recruitment in California: Successful Strategies and Recommendations*, highlights specific strategies utilized by research participants and quantifying

commonalities between successful recruiters, and provides guidance for state policy makers and local educational agencies to improve recruitment practices.

“Dr. Brescia’s comprehensive analysis validates what we’ve been saying for years –that we have a major teacher shortage and there are specific tactics districts can implement to recruit high-quality teachers,” said **Donna Glassman-Sommer**, Executive Director of the CA Center on Teaching Careers (CCTC) based out of the Tulare County Office of Education. “We look forward to collaborating with Dr. Brescia and his team, and plan to highlight his work on our website so others may learn from it as well.”

“The Research Brief gives practitioners helpful recruiting strategies to implement immediately as hiring begins for the 2018-19 school year, while the Policy Brief provides policy makers with ways in which laws and policies can be changed at the state level to help school districts with their recruitment efforts,” said **Anne Campbell**, Chair of the CCSESA Research Committee, and San Mateo County Superintendent of Schools. “Based upon an in-depth analysis of successful recruiting practices, both briefs offer helpful guidance to educators and policy makers throughout California as they address the current teacher shortage.”

[Click here to read the full research brief, Teacher Recruitment in California: An Analysis of Effective Strategies.](#)

[Click here to read the full policy brief, Teacher Recruitment in California: Successful Strategies and Recommendations.](#)

### **About CCSESA:**

The California County Superintendents Educational Services Association (CCSESA) represents the state’s 58 County Superintendents, working to help students learn, facilitate classroom instruction and ensure our schools are adequately funded.

County Superintendents work collaboratively with school districts to ensure that every student benefits from a quality educational experience, regardless of their circumstances, including students with disabilities, juvenile offenders, students at risk of dropping out or who thrive in alternative classroom settings, or students in high-priority schools. County Superintendents strive to ensure that every student in every community achieves and is prepared to learn continuously throughout life, to successfully enter the workforce, and to be active citizens.

[www.ccsesa.org](http://www.ccsesa.org)

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