



## Carlinville CUSD 1

\$109,329

### The Challenge

The Teacher Vacancy Grant has equipped Carlinville with the resources to develop strong recruitment incentives, along with stronger compensation benefits and support for novice teachers, to improve retention and reward longevity. Carlinville CUSD 1 has experienced challenges recruiting licensed and qualified teachers for vacancies in shortage areas, including special education, elementary education, Career and Technical Education, and 6-12 content areas. Carlinville also has experienced challenges with retaining newly employed educators for a second year.

### Strategy 1: New Teacher Mentoring

The district has further developed its existing New Teacher Mentoring program to include more regular meetings, collaboration, and support for career-entry teachers in Years 1 and 2, and for experienced teachers new to the district during their first year.

#### Outcomes

- Year 1 and Year 2: 16 teachers and 16 mentors,
- Implemented book study and held monthly meetings for entire PK-12 group to create networking opportunities.
- Doubled mentor stipend from \$400 to \$800; provided mentee stipend of \$400.

### Strategy 2: Compensation and Professional Development

The district used TVG funds to enhance the climate and culture of the district and improve teacher collaboration and job satisfaction. It provided stipends for teachers to complete mandated training during two days in the summer and for teachers to participate in Professional Learning Communities (PLC) during after-school hours. The district also paid for teacher attendance at off-site professional development conferences across all content areas, including CTE, social-emotional learning, technology integration, and literacy.

#### Outcomes

- Over 90% participation in mandated training.
- Over 90% engagement in PLC meetings.

### Strategy 3: Teacher Residency

From 2022-23 to present, the district has placed 10 teacher residents seeking licensure in areas of special education, CTE, elementary education, pre-K, science, and social science.

#### Outcomes

- Licensure issued or in progress for all residents.
- Full-time teacher employment in the district for two residents and outside the district for one resident.

**“The teacher mentoring program allowed for trusted, open communication and clarification when entering a new district. CHS standards of excellence and quality drive the mentoring program with hopes of developing excited teachers!”**

**- Ashley Mullen, Family and Consumer Sciences Teacher, Carlinville High School**

