

## Hardin County CUSD 1

**\$92,164**

**FY 2024 Grant Award**

### The Challenge

Hardin County, like many rural, economically disadvantaged areas, faces a set of unique challenges when it comes to teacher recruitment and retention. These challenges can impact the quality of education and contribute to long-term educational inequities.

### Strategic Local Investments

#### Strategy 1: Teacher Retention

Retaining teachers is crucial for maintaining educational quality, continuity, and stability in schools. Experienced teachers contribute valuable knowledge, skills, and mentorship to new educators, fostering a supportive school culture and improving student learning outcomes. When teachers remain in their roles, students benefit from consistent teaching approaches and build lasting relationships that support emotional and academic growth.

#### Goals

- Retain over 95% of our certified teachers every year.
- Improve climate and culture (boost moral).
- Establish positive relationships in our community.

#### Strategy 2: ‘Grow Your Own’

“Grow Your Own” programs, particularly in areas like education, offer significant value by fostering local talent and creating long-term sustainable solutions to skill shortages.

#### Goals

- Enhanced Cultural Competency: Hire local teachers who understand that the cultural, social, and economic background of their students can create more inclusive, relevant, and engaging learning environments.
- Cost-Effectiveness: Continuing to invest in local talent through “Grow Your Own” programs can reduce recruitment and training costs.

#### Strategy 3: Teacher Recruitment

Recruiting High-Need Teachers: Those skilled in areas like math, science, and special education are critical in meeting the needs of our students in Hardin County.

#### Goals

- Recruit highly qualified teachers.
- Hire highly qualified teachers who will stay in Hardin County.

**“I came back to Hardin County Schools because of the positive experience I had growing up in this community. I want to create the same for my students.”**

**-- Grace Vaughn**