

Odin Public Schools District 722

The Challenge

Odin Public Schools had four unfilled positions in 2024.

The district has a challenge with teacher retention, battling a perception as a “steppingstone” for teachers to gain experience before moving to a different or neighboring school district for more money, larger or smaller student body, etc.

Strategic Local Investments

Strategy 1: Teacher Continuing Education Tuition Compensation

Odin Public Schools utilized grant funds to provide current staff with tuition reimbursement to help further their education aspirations via earning degrees, certifications, licensure, or endorsements.

Outcomes

The grant supported special ed, ag, and English language arts (ELA) **teachers** in pursuing advanced education, enhancing their qualifications and contributing to a more diverse and qualified teaching staff. Seven out of 30 members (**23% of staff**) benefited from tuition reimbursement, significantly reducing financial barriers and encouraging long-term retention by supporting their professional growth.

These efforts helped in recruiting teachers who were newly endorsed or transitioning into teaching roles, such as an ELA teacher who shifted from a legal career to teaching.

Overall, the grant-funded tuition support has strengthened recruitment and retention by allowing ongoing professional development and supported staff.

Strategy 2: Teacher Retention Bonuses

The district utilized TVG funds to support social-emotional learning (SEL) and improve classroom management. This initiative helped students regulate their emotions, promoting a more positive and focused learning environment. The Calm Down Corners have contributed to improved behavior and better overall classroom management, addressing local challenges related to student well-being and emotional Teachers were provided retention bonuses, which they used to set up designated spaces where students can take a moment to calm down and practice SEL strategies. development.

Outcomes

- Elementary teachers used retention bonuses to create Calm Down Corners for students to take a minute for SEL practices for classroom management.

Strategy 3: Student Impact for Classroom Culture and Climate to Enhance Learning

Odin Public Schools effectively utilized TVG funds to address local challenges by implementing several key initiatives aimed at enhancing career readiness, education pathways, and student learning experiences.

Outcomes

- **Recruitment of a Registered Nurse for GYO CNA Class:** The district used funds to recruit a registered nurse who is now teaching a Grow Your Own (GYO) Certified Nursing Assistant (CNA) class. This program provides students with valuable Career and Technical education opportunities, enhancing their skills and preparing them for careers in healthcare.



\$109,329
Grant Dollars Received

- **Dual Credit Course for Aspiring Educators:** A high school principal is teaching a dual credit course in partnership with a local community college. This course allows aspiring educators to gain practical experience in both classroom settings and educational environments, preparing them for future careers in education.
- **Kindergarten Dramatic Play for ELA and SEL:** TVG funds supported the purchase of equipment for kindergarten classrooms to implement dramatic play. This initiative enhances students' ELA and SEL skills by introducing new concepts in an interactive and engaging way.
- **Music Teacher Equipment for Kinesthetic Learning:** A classroom bonus was provided to the music teacher, enabling the purchase of new equipment. This allows for a more dynamic learning experience, enhancing student kinesthetic learning opportunities and engagement in music education.

“Being selected to receive tuition assistance is a privilege and an honor that I do not take lightly, and I am thankful to my district for giving me the opportunity to receive this gift.”

**-- Danielle Morris
Elementary Special Education Teacher**