



Rantoul Township High School 193

The Challenge

Rantoul Township High School has struggled to recruit and retain special education teachers, Career and Technical Education teachers, and a social worker, due in part to our proximity to larger districts that pay more.

Strategic Local Investments

Strategy 1: Grow Your Own Initiatives

Rantoul Township High School 193 recognizes the importance of seeking out and fostering the talents of current staff members and students who will make excellent teachers. RTHS's partnership with Parkland College on the Early College and Career Academy Education Pathways program gives high school students hands-on experience with teaching and a seamless pipeline into a teacher preparation program.

Outcomes

- Grant funds paid for one staff member's academic materials for coursework related to becoming a teacher.
- Grant funds paid for \$1,000 scholarships for two graduating seniors who completed the pathways program.

Strategy 2: Recognize and Show Appreciation for Longevity and Incentivize Retention

RTHS recognizes that our current staff satisfaction is what will attract and keep new staff. The district used grant funds to pay stipends to current staff members, based on years competed at the district, with the understanding that they return for the 2024-25 school year.

Outcomes

- **95% of staff accepted stipends and returned.**

Strategy 3: Provide Support for New Staff

Rantoul Township High School 193 recognizes that our new staff need supportive measures to sustain their time at both RTHS and in the field of teaching. The district used grant funds to pay for a multi-day mentoring conference for a team of mentors.

Outcomes

- **Four mentors** attended the conference and trained **10 mentors for all new staff** upon their return.

\$92,164
FY 2024 Grant Award