



Developing Leaders Notes

Date: October 13th, 2021

Session Title: Staffing Shortages

Focus Area: Skilled Staff

MAASE Focus Areas:

We will align and organize the strategic priorities and work of MAASE to focus on the following elements:

<i>High Quality Student Evaluations</i>	<i>Specially Designed Instruction</i>	<i>Skilled Staff</i>	<i>Program Evaluation</i>
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Through the platforms of:

Association Partnerships	Legislative Action and Advocacy	Professional Learning	Membership Services
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EdCamp is an open format where group members share thoughts to help one another in implementation of "real life" practice. These notes reflect the thinking of someone in the group but do not represent an official position on behalf of MAASE. Anyone using this as a resource is encouraged to use their best judgement in interpreting the suggestions.

MAASE EdCamp Format:

1. Clarify the Problem of Practice to Solve
2. Collaborate around the Problem of Practice by offering suggestions and resources
3. Give feedback to the committee on how to improve next time

Notes:

Clarifying the Problem of Practice:

- Spec Ed Teachers: not just limited in number, but 0 applications
- SXI- even with the waiver, they don't have the special skill set
- Paraprofessionals- hard to compete with other area businesses with signing bonuses, injuries, frustrated with being relocated.
- Psychs, SSW, HI, VI, SLP
- Staff injuries due to lack of training and movements due to shortages
- Positive COVID Tests
- Afraid of burnout for staff that are staying and report each day
- Small ISDs and using high percent of budget for staffing to entice applicants
- Lack of training for non certified staff and lacking time to provide the training
- We are asking staff to do hard jobs and they are choosing to do something different with their time. Job expectations are more than they used to be

Solutions:

- Needing to close classrooms to repurpose staff and taking attendance per hour to assist with ensuring safety. Offering distance learning to the classroom that is closed.
 - Increased numbers in rooms
 - Would rather take complaints vs lawsuits
- For staff needing to be repurposed/moved, putting names in a drawing for gift cards
- Admin subbing, changing diapers, etc to show support
- Increasing starting pay to compete with local businesses and opening contracts to ensure existing staff are also getting an increase
- Increasing advertising on social media and in community
- Paras with sub permits and ensure they are getting more pay per day...125/day for subs 150/long term
- Bonus if stay for x amount of days

- VI/II consortium program via MDE which is a paid-for-program and can work while doing it
- Paying for needed certifications
- "Growing your own" programs- Psychs (with higher institutions and providing loan forgiveness, etc), teachers, etc
- Contracts for busing to allow for subbing during the day to increase sub pool
- Pipeline program with post-secondary institutions
- Community outreach to programs that service students after school to see if interest to service students during the school day
- Hiring district subs with increasing rates based on days to cover staff shortages
- Working within the new teacher mentoring programs to provide assistance
- Increasing mentor pay
- Ensuring we are bringing the WHY to the forefront
- Inspiring and motivating staff
- Well-being Taskforce: "Better Together" for social emotional well-being with discounts to community gyms, free yoga and mindfulness classes at times that that staff can attend
- Connecting with unions to brainstorm what staff may need/want: home discounts,
- Speaking from an ASSET based message about education
- Laws/Rules/State changes?
 - Pupil Accounting Laws/Rules
 - Increase flexibility that may feel "watered down" expectations for staff/students, however, better than completely untrained staff
 - Getting involved with MAASE Legislative committee