

Senate Resolution 237

By: Senators Hickman of the 4th, Kennedy of the 18th, Gooch of the 51st, Anavitarte of the 31st and Payne of the 54th

A RESOLUTION

1 Urging the Professional Standards Commission, in collaboration with the Department of
2 Education, the Department of Early Care and Learning, the Office of Student Achievement,
3 the University System of Georgia, the Technical College System of Georgia, and the Georgia
4 Student Finance Commission, to provide recommendations to support the state's K-12
5 education workforce and teacher and school leader pipeline; and for other purposes.

6 WHEREAS, the strength and success of the state's education system is essential to the
7 economic, social, and cultural development of the state; and

8 WHEREAS, the recruitment, retention, and professional development of highly qualified
9 educators are critical to ensure that all students receive a high quality education; and

10 WHEREAS, the state is experiencing challenges in addressing teacher shortages and
11 retaining experienced educators in the early childhood and K-12 education workforce; and

12 WHEREAS, data show a strong correlation between comprehensive preparation in teacher
13 education programs and higher teacher retention rates, underscoring the importance of
14 effective educator preparation programs; and

15 WHEREAS, innovative programs and pathways to enter the teaching profession can attract
16 a diverse and talented pool of candidates and strengthen the education workforce; and

17 WHEREAS, supporting teacher retention through mentorship programs, professional
18 development, and enhanced working conditions can improve educator satisfaction and
19 student outcomes; and

20 WHEREAS, partnerships and collaboration between state and local education agencies,
21 local school systems, postsecondary educational institutions, and other stakeholders are
22 essential to addressing the complex challenges facing the education workforce.

23 NOW, THEREFORE, BE IT RESOLVED BY THE SENATE that:

24 (1) The Professional Standards Commission is urged to lead a collaborative effort with
25 the Department of Education, the Department of Early Care and Learning, the Office of
26 Student Achievement, the University System of Georgia, the Technical College System
27 of Georgia, and the Georgia Student Finance Commission so as to provide the Governor
28 and the General Assembly with comprehensive recommendations to strengthen the K-12
29 education workforce;

30 (2) Such recommendations should address, but not be limited to, the following priorities:

31 (A) Encouraging innovative programs to enter the early childhood and K-12 teaching
32 profession, such as enhanced student teaching models, apprenticeship programs, and
33 "tutors to teachers" pathways;

34 (B) Collecting, reviewing, and providing data for the success of graduates employed
35 in the teaching profession in Georgia from all teacher education programs, both in state
36 and out of state, to include placement, effectiveness, and retention rates after one,
37 three, five, and ten years;

- 38 (C) Exploring partnerships with postsecondary educational institutions and other
39 stakeholders to support improvements to teacher education programs and make
40 recommendations as to the effectiveness and amount of funding to compensate student
41 teachers and the need to reinstate HOPE access to support the teacher workforce;
- 42 (D) Improving public awareness of the benefits, including the Teacher Retirement
43 System, and rewards of the teaching profession to attract a diverse and talented pool of
44 candidates; and
- 45 (E) Focusing on teacher and school leader retention strategies, including building and
46 expanding mentorship programs for new teachers and improving school leader
47 professional development and other factors that contribute to teacher turnover;
- 48 (3) In making such recommendations, particular emphasis should be placed on data
49 evaluation and evidence based practices that improve all aspects of the teacher and school
50 leader workforce; and
- 51 (4) The Professional Standards Commission should submit such recommendations to the
52 Governor according to a time frame determined by the Office of Planning and Budget, and
53 to the Senate no later than December 1, along with any proposed legislation, policy, or
54 budget changes needed to implement their recommendations.

55 BE IT FURTHER RESOLVED that the Secretary of the Senate is authorized and directed
56 to make appropriate copies of this resolution available for distribution to representatives of
57 the Professional Standards Commission, the Department of Education, the Department of
58 Early Care and Learning, the Office of Student Achievement, the University System of
59 Georgia, the Technical College System of Georgia, the Georgia Student Finance
60 Commission, and the Office of Planning and Budget.