Norman’s Title II professional learning investment cuts new teacher attrition

Challenges
Last year, Norman Public Schools intensified its professional learning efforts to support and retain entry-year and emergency-certified teachers.

Professional Learning Solutions
* Mentor teachers
* Hire teacher support specialists
* Hire new teacher liaisons
* Fast track to classroom management
* Two contracted teacher support specialists supported 109 teachers.
* Teacher support specialists logged 270 classroom visits.

Impact
New Teacher hiring trends slows within two school years:
2017–18: 225 new teachers hired
2018–19: 214 new teachers hired
2019–20: 168 new teachers hired

District spending on professional learning

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<tbody>
<tr>
<td>Federal (Title II)</td>
<td>$412,023.48</td>
<td>$369,514.56</td>
<td>$260,915.70</td>
<td>$375,367.98</td>
<td>$309,058.88</td>
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How these dollars are spent

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<tbody>
<tr>
<td>Coaching</td>
<td>$364,700.63</td>
<td>$266,884.00</td>
<td>$173,746.18</td>
<td>$235,366.94</td>
<td>$249,635.01</td>
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<td>Courses/Workshops</td>
<td>$33,889.17</td>
<td>$86,477.00</td>
<td>$76,618.00</td>
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<td>Other</td>
<td>$13,433.60</td>
<td>$16,152.60</td>
<td>$10,551.52</td>
<td>$7,215.30</td>
<td>$3,890.99</td>
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