





- Provide incentives to new hires, through referral incentives for current employees and considering alternative calendar options such as the 4-day work week.
- Utilize recruitment technology, such as data systems to better track recruitment, retention trends, and hiring needs and establish a statewide job board.
- Sourcing candidates from underutilized areas, such as local Workforce solutions job fairs and connecting with career services at universities to tap into students who haven't potentially pursued an education path and provide more flexibility for entry such as non-traditional preparation pathways that allow districts to hire candidates while they student teach.

For the second bucket, **High School and Training Pathway**, Task Force members identified the following strategies:

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The group identified the research and next steps for this phase as exploring funding sources and ways to gain buy



- Increase compensation for effective teachers.
- Collect and analyze data to strategically identify talent.

For the second bucket,

