

# Grow Your Own Teachers

---

Jon Bret Smith, Ed.D.

Superintendent – Lawrence County Schools

Alabama Association of School Boards Presentation

March 11, 2023



# Grow Your Own Teachers

---

## Purpose and Beliefs

- GYOT is an Initiative to recruit and retain high-quality teachers.
- Our desire is to provide a consistent, high quality pool of certified teachers for Lawrence County Schools.
- We believe:
  - Our families value and expect excellent teachers.
  - Our students deserve exceptional teachers.
  - Teachers are key to providing an exemplary education.
  - Quality educational opportunities build strong communities.



# Grow Your Own Teachers

## History

J

R

W



# Grow Your Own Teachers

---

## History

- Informal Process
- Potential Candidates (previous slide)
- Student Interns
  - Started at ELMS
  - Met with ASU and UNA
  - Hired retired teachers to supervise



# Grow Your Own Teachers

---

## History

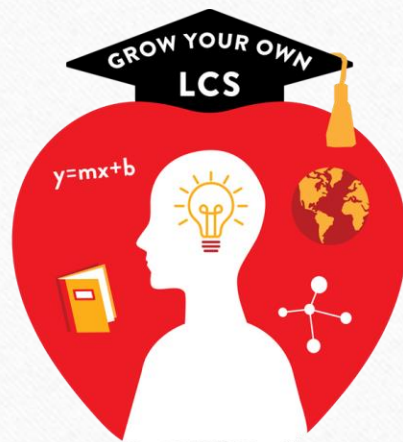
- Realized Need and Potential for GYOT Initiative
- Hired Third-Party Consultant
- Formed and Revised Plan
- Presented Plan to BOE
- Plan Approved by BOE





# Grow Your Own Teachers

## History: Logo Contest



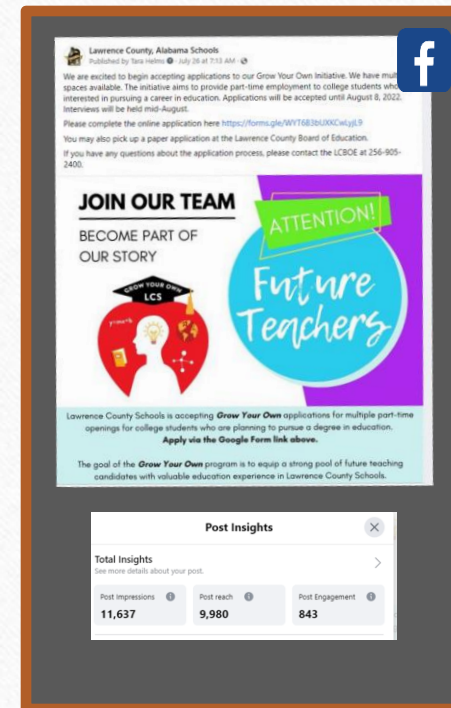
A screenshot of a Facebook post from Lawrence County Schools. The post is titled 'LOGO DESIGN CONTEST' and features a '\$100 Prize!' badge and a 'DEADLINE March 24, 2022' badge. The text of the post reads: 'Calling all LCS student artists! We need your help creating a logo for our "Grow Your Own" program. See details and requirements below. Deadline to submit your artwork to your school front office is March 24th.' Below the text are sections for 'GUIDELINES' and 'TIMELINE'. The 'GUIDELINES' section includes: 'The logo must be an original design', 'The logo must be teacher submitted', 'The logo must reflect the goal of LCS's "Grow Your Own" program', 'Submissions must be created in color on 8.5x11 white paper', and 'The student must be currently enrolled in Lawrence County Schools'. The 'TIMELINE' section includes: 'Submit your logo to your school's front office by March 24, 2022' and 'The winner will be announced on April 6, 2022 and awarded \$100'. At the bottom of the post, there is a 'Post Insights' section with the following data: 'Total Impressions: 8,383', 'Post reach: 6,336', and 'Post Engagement: 370'. A Facebook logo is visible in the top right corner of the post.



# Grow Your Own Teachers

## Present:

- 21 Applicants
- 19 Hired by BOE
- Range of Certifications
- Various Schedules
- GYOT at each school site



# Grow Your Own Teachers

---

## Present Considerations:

- Hiring Retired Administrator
- Semester Meetings
- Expanding GYOT Candidates
- Career-Tech Program for HS Students







*Excellent Instruction, Every Child, Every Class, Every Day*

# Grow Your Own Teachers

---

- Future

- Keep 10+ GYOT Candidates
- Track Student Progress
- Match Graduation Dates with Certifications and Openings
- Work with Local Universities to Ensure Student Intern Placements
- Monitor GYOT Success



# THANK YOU!

---

- BOE Members
- LC Central Office Employees
- LC Employees
- CLAS, SSA, and AASB
- GYOT Candidates, Informal Graduates, and Formal Graduates



