

DESIGNING A NATIONAL RURAL TALENT STRATEGY



Introductions



Dr. Allen Pratt

Executive Director, NREA

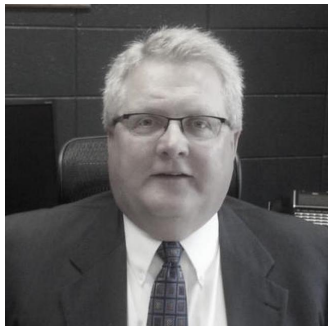
Manages the day-to-day operations of the association, including educational policy, research, practitioner efforts, managing national efforts and grant funding.



Ryan Fowler

Project Director - Rural Strategy, TNTP

Directs rural community partnerships and projects, including the Bureau of Indian Education, rural schools in West Texas, the Tennessee DOE and others.



Dr. Steven Johnson

Superintendent, Lisbon Public Schools (Lisbon, ND)

Superintendent of the Lisbon Public Schools and Fort Ransom elementary districts. Board member NDASA, NDSOS, ND Rural Education Research Alliance. Serves as an Author/Peer Reviewer for *Global Education Review*, and advocate for Rural Schools Collaborative.

The Project

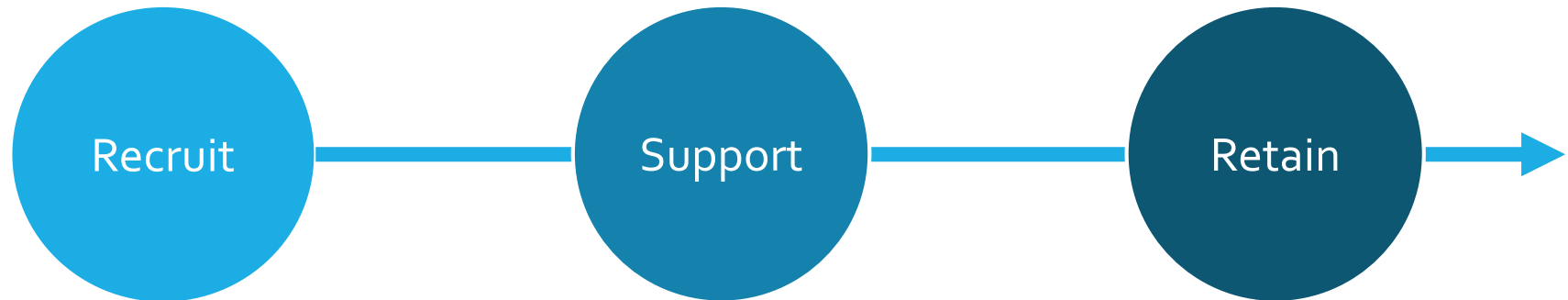
Our Mission:

To build a national partnership that supports rural schools in attracting and retaining talent in their schools and communities.

How?

By developing a coordinated effort to connect the stories of rural communities to teaching opportunities through an online recruitment website/job board and a resource distribution network.

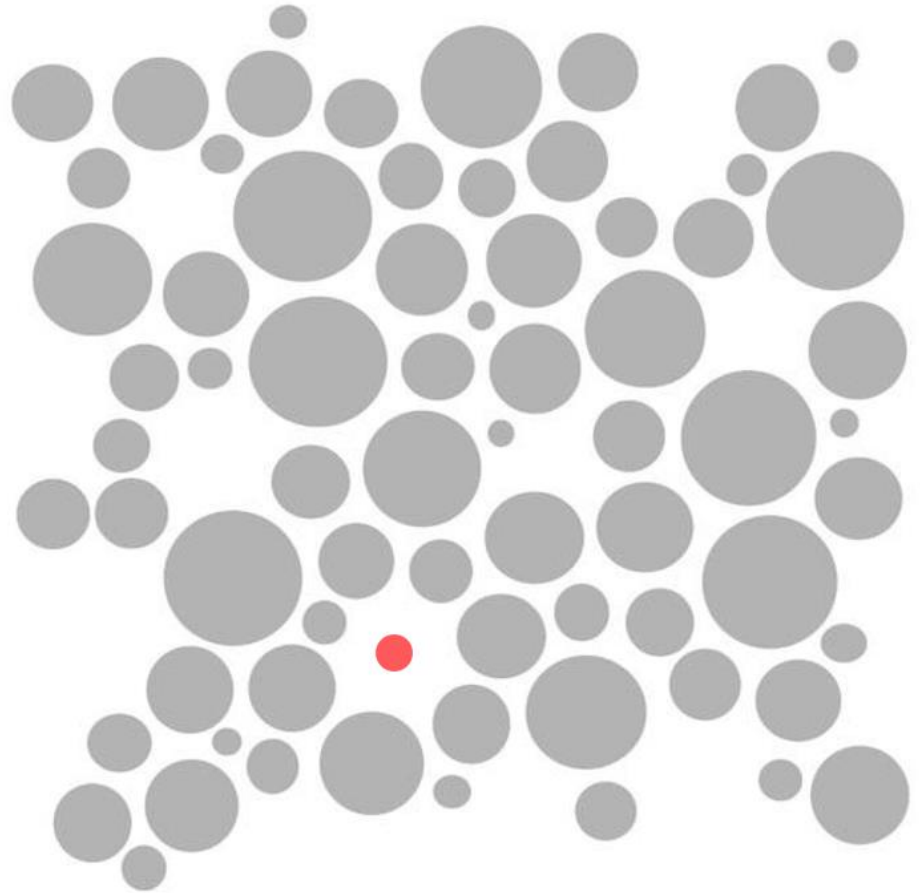
The Rural Talent Continuum:



Rural Specific Recruitment Challenges

Hidden Jobs

Nearly **85%** of applications received to districts come from online recruitment sources. The high volume of postings from urban districts make it hard for rural opportunities to be seen.



Rural Specific Recruitment Challenges

HR Capacity

Rural districts often have much more limited capacity in HR and Communications than their urban counterparts. This means rural schools often lack:

- Dedicated recruitment strategies
- Communications capacity
- Ability to provide differentiated supports and resources to principals

When this gap in capacity exists, HR compliance-driven activities often take precedence over strategic human capital work.



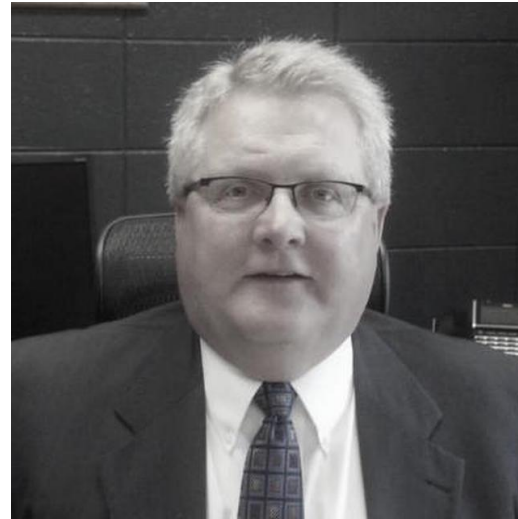
Recruitment and retention in rural communities is about connecting to the stories of the place.

Stories from the Ground



Dr. Allen Pratt

Director, NREA



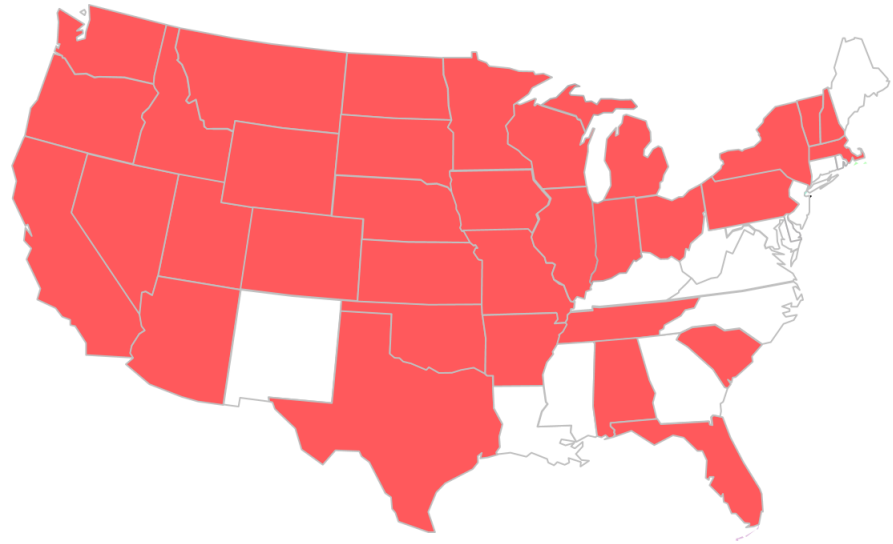
Dr. Steven Johnson

Superintendent, Lisbon Public Schools

Connecting with K12

Existing National Networks

By leveraging the Regional Action Hubs of Rural Schools Collaborative and the state affiliates with NREA, we will collect career opportunities and build a platform for regional/affiliate leaders to request resources.

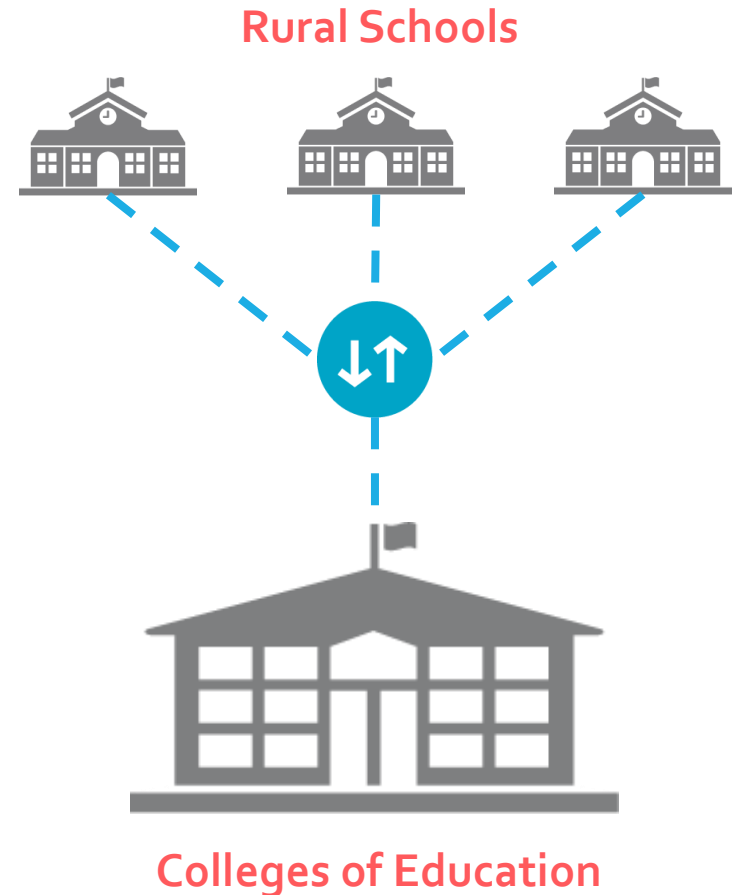


Above: Map of combined national coverage of RSC and NREA hubs/affiliates

Collaborating with Colleges of Education

Flow of Information

Colleges of Education are critical partners in building strong talent pipelines for rural schools. A key element of our strategy includes developing data sharing agreements that allow regional colleges and universities to have stronger data around hiring needs of rural schools. Colleges can then use that information to align their own recruitment targets and build programming to address the unique needs of their local rural schools.





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FEATURED REGION:

Missouri Ozarks



Find teaching careers and learn about life in the rural Ozark Mountain region. Listen to stories of residents. View art, essays, and videos that capture the feeling of this place.





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Missouri Ozarks

find your place.



The folk tales of the Ozarks are like patches of a quilt that represent the Show Me State's distinct cultural heritage. When you travel through the Ozarks, take in the wide-angle views of the rolling hills, and, with a little imagination, you can envision these stories coming to life. Here are just a few to get you started.



Missouri Ozarks



Career Opportunities

Keywords	Location	Any category	SEARCH	
<input checked="" type="checkbox"/> ADMINISTRATIVE	<input checked="" type="checkbox"/> COACHING	<input checked="" type="checkbox"/> ELEMENTARY TEACHING	<input checked="" type="checkbox"/> SECONDARY TEACHING	<input checked="" type="checkbox"/> SUPPORT
3rd Grade Teacher		ELEMENTARY TEACHING	2 days ago	
Kindergarten Teacher		ELEMENTARY TEACHING	2 days ago	
7th Grade Science Teacher		SECONDARY TEACHING	2 days ago	
High School Physics Teacher		SECONDARY TEACHING	6 days ago	



Missouri Ozarks



3rd Grade Teacher

[Read Job Description](#)

[Learn More About This School](#)

[Apply](#)

Listen to the unique sounds that the Ozarks have become known for.



Let the owners of Ozark Biscuit Company give you some history on Ozark culinary traditions.



Let Edgar share his experiences of teaching in the Ozark Mountain town of Mountain View.



Q&A

Get Involved

1. Join our Connection List

Add your name and email to the form at your table. As our project progresses, we'll share updates and provide new ways for you and your network to get involved.

2. Complete our Design Survey

To help us build support resources that reflect the needs in the field, please share your ideas with us via our Project Design Survey.

Contact Info

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