A CRISIS in Agricultural Education

Promoting and Expanding Agricultural Education

Sarah Dornink – Executive Director, MAELC

Amy Smith – Agricultural Education Assistant Professor, UMN-TC

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MREA
Voice For Greater Minnesota Education

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Agriculture, Food, & Natural Resources Education Mission & Roles

- The mission of Agriculture, Food, and Natural Resources Education is to prepare and support individuals for careers, build awareness, and develop leadership for the food, fiber and natural resources systems.

- An emphasis on:
  - Agriculture Literacy
  - Career Exploration
  - Entrepreneurship
  - Agricultural Experience
  - Leadership Development

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Minnesota Career Fields, Clusters & Pathways

Marketing, Sales, and Service
- Buying and Merchandising
- Distribution and Logistics
- E-Marketing
- Management and Entrepreneurship
- Marketing Communications and Promotion
- Marketing Information Management and Research
- Professional Sales and Marketing

Business, Management, and Administration
- Administrative and Information Support
- Business Analysis
- Business Financial Management and Accounting
- Marketing
- Human Resources
- Management

Finance
- Banking and Related Services
- Business Financial Management
- Financial and Investment Planning
- Insurance Services

Hospitality and Tourism
- Lodging
- Recreation, Amusements and Attractions
- Restaurants and Food/Beverage Services
- Travel and Tourism

Agriculture, Food, and Natural Resources
- Animal Systems
- Agribusiness Systems
- Environmental Service Systems
- Food Products and Processing Systems
- Natural Resources Systems
- Plant Systems
- Power, Structural, and Technical Systems

Arts, Audio/Video Technology, and Communications
- Audio/Video Technology and Film
- Journalism and Broadcasting
- Performing Arts
- Printing Technology
- Telecommunications
- Visual Arts

Information Technology
- Information Support and Services
- Network Systems
- Programming and Software Development
- Web and Digital Communications

Minnesota STATE COLLEGES & UNIVERSITIES

Minnesota Department of Education

Law, Public Safety, Corrections, and Security
- Correction Services
- Emergency and Fire Management Services
- Law Enforcement Services
- Legal Services
- Security and Protective Services

Human Services
- Consumer Services
- Counseling and Mental Health Services
- Early Childhood Development and Services
- Family and Community Services
- Personal Care Services

Government and Public Administration
- Revenue and Taxation
- Foreign Service
- Governance
- National Security
- Planning
- Public Management and Administration
- Regulation

Education and Training
- Administration and Administrative Support
- Professional Support Services
- Teaching/Training

Health Science
- Biotechnology Research and Development
- Diagnostic Services
- Support Services
- Health Informatics
- Therapeutic Services

Transportation, Distribution, and Logistics
- Facility and Mobile Equipment Maintenance
- Health, Safety, and Environmental Management
- Logistics Planning and Management Services
- Sales and Services
- Transportation Operations
- Transportation Systems/Infrastructure Planning, Management, and Regulation
- Warehousing and Distribution Center Operations

Architecture and Construction
- Construction
- Design/ Pre-construction
- Maintenance/ Operations

Manufacturing
- Production
- Manufacturing Production Process Development
- Maintenance, Installation, and Repair
- Quality Assurance
- Logistics and Inventory Control
- Health, Safety, and Environmental Assurance

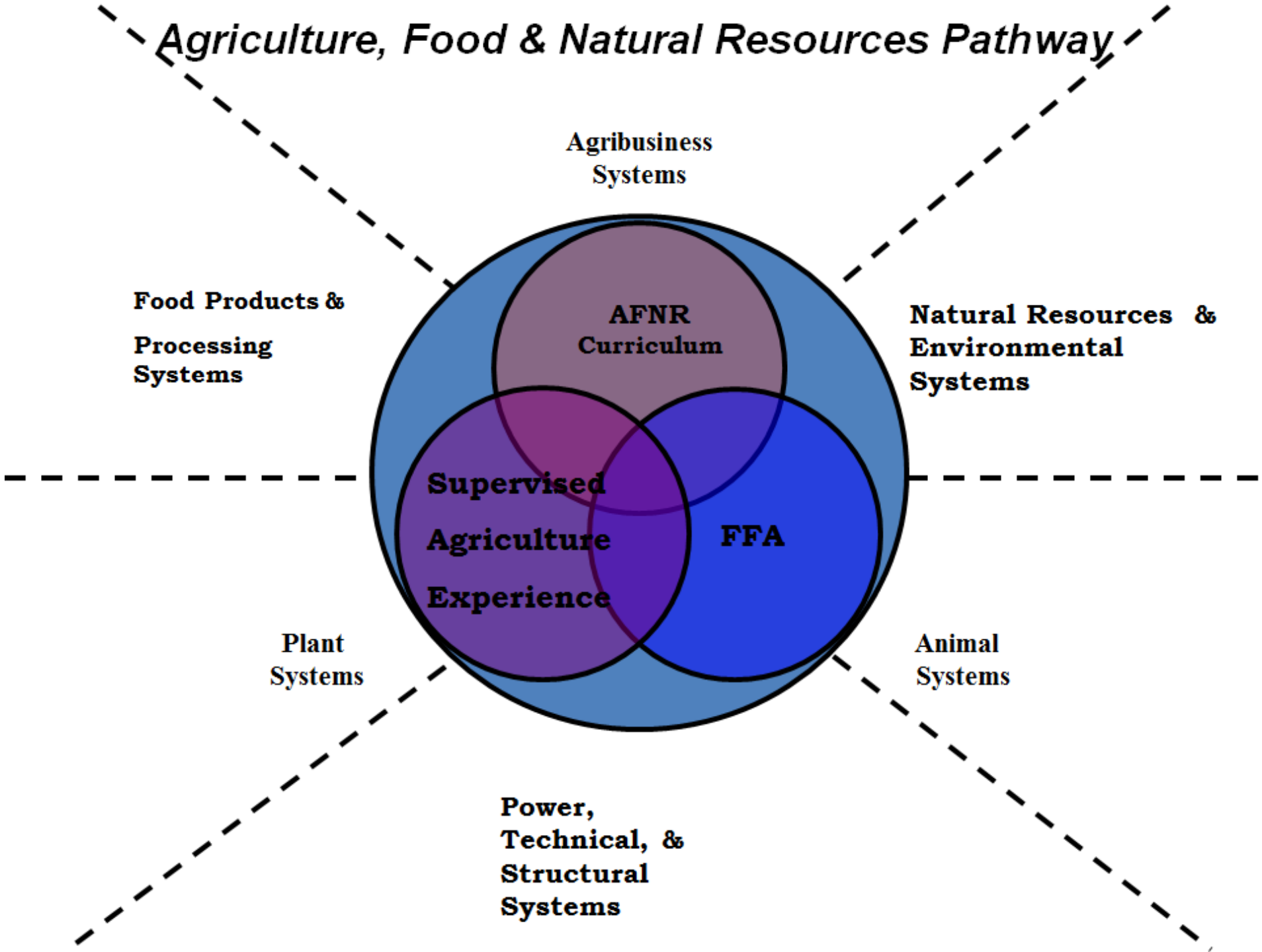
Science, Technology, Engineering, and Mathematics
- Engineering and Technology
- Science and Math (Investigative, Informational, and Educational)

Legend: ■ = Career Cluster
> = Career Pathway

Explanation provided on reverse side.

October 2007

Agriculture, Food & Natural Resources Pathway



Status of Minnesota Agricultural Education

- A total of 192 programs, 253 teachers (105 female, 148 male)
- 40 new positions added in the past 5 years!
- 40 programs with staffing changes for 2016-17 school-year, equaling 38.85 Full Time Equivalents (FTEs)
- 2016 – 10.0 FTEs staff additions, 4.0 FTE staff reduction = Net gain 6.0 FTEs
- In 2016-2017, 5 teachers are teaching as Community Experts, 10 teachers are teaching on variance

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State Teach Ag Results

- National Teach Ag project to look at recruitment and retention strategies for agriculture teachers
- Minnesota selected as one of initial pilot states
- Today's presentation will provide a brief overview of a few of our STAR-funded Initiatives including the following:
    - Recruitment: Change Lives & Immersion Camp
    - Retention in Major: Ag Ed Internship
    - Retention in Teaching: TIP, RPL

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Recruitment Initiatives

Change Lives, Teach Ag Workshop

- Held in April in conjunction with State FFA Convention
- Invitation-only, based on recommendations from SBAE teachers
- Free
- Primarily for sophomores/juniors
- Introduces attendees to the career of Ag Education and rewards of teaching

Recruitment Initiatives

Ag Ed Immersion Camp

- Held in August
- Cost - $100
- Open to all high school students entering grades 10-12
- Ag industry tours, ag education department tours, leadership development, career development and pathway exploration, and agricultural education panel

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RECRUITMENT

Comments or Questions

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Retention Initiatives – Preservice Teachers

- 10-week summer internship to encourage current undergraduate students to consider entering the teacher profession and to provide hands-on experience in the teaching profession
- Interns must be Agricultural Education majors or have the intent to pursue teacher licensure and teach in Minnesota
- 32 hours/week, salary of $3,500
- Assigned to a SBAE teacher and school district
- Provided with student membership in Minnesota Association of Agricultural Educators (MAAE)
- Attend the MAAE summer conference, with lodging, registration provided
- Established in 2014; 3 interns in 2014, 8 interns in 2015

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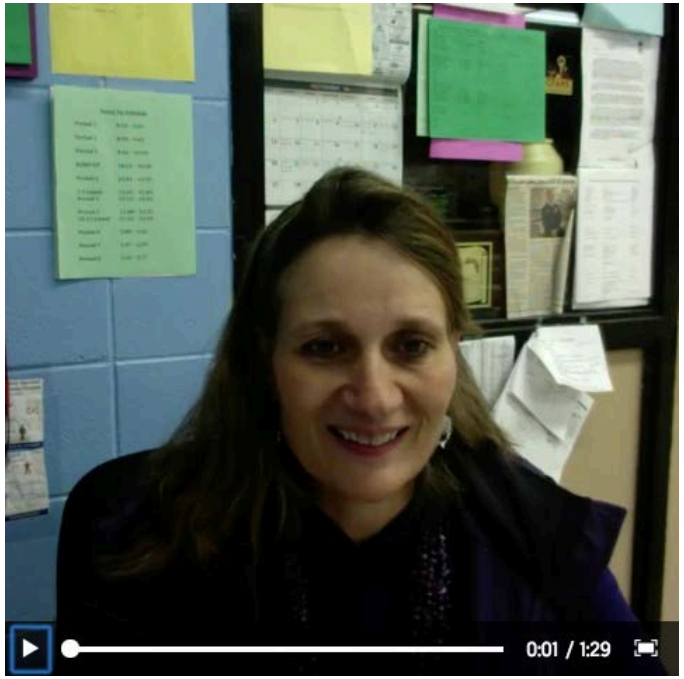
Retention Initiatives – Current Teachers

TIP

- Teacher Induction Program
- Established in 1999
- Designed for beginning teachers in Agricultural Education
- Utilizes WebEx to connect participants monthly, with 4 face-to-face sessions during the year
- Provides mentoring support



A Teacher Testimony

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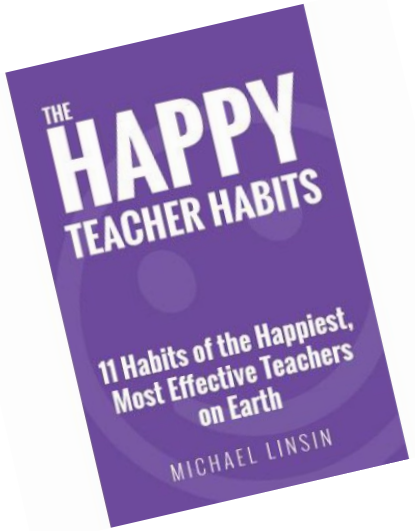
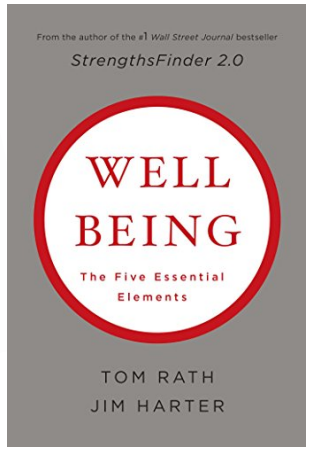
Retention Initiatives – Current Teachers

RPL

Resources for Professional Learning





RPL

- Resources for Professional Learning (RPL)
- Designed for mid-career Agricultural Education teachers (7-15 years)
- Provides support, teacher renewal; focuses on wellbeing and work/life balance
- Face-to-face professional development and virtual "life-coaching" with leadership consultants

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RETENTION

Comments or Questions

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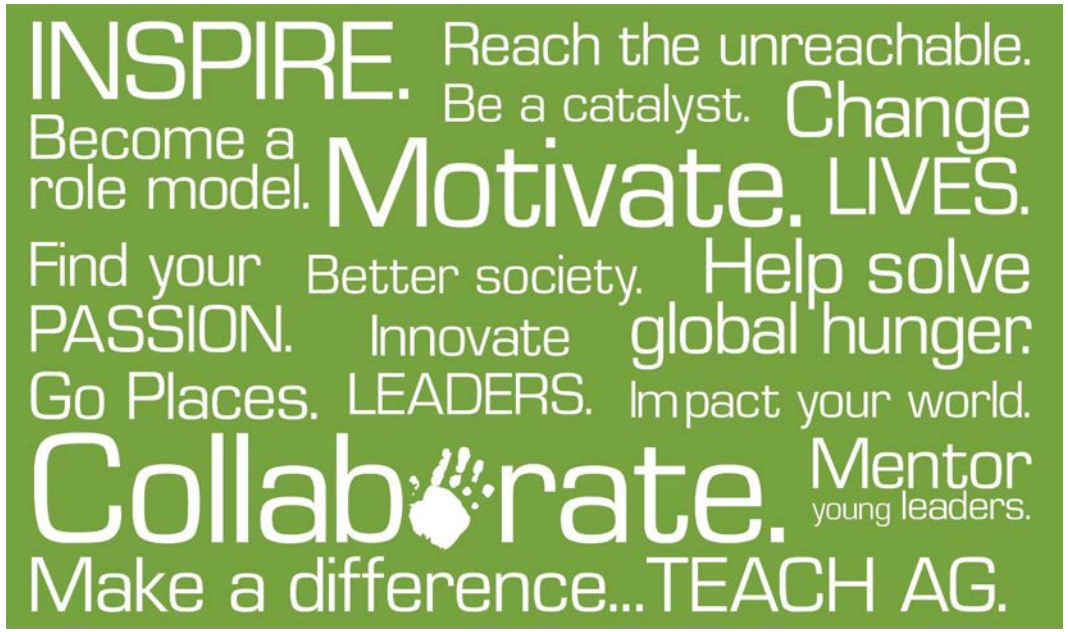
Impact on Rural Education in Minnesota



Fewer Teachers = Fewer Programs = Fewer Opportunities for Student Success

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Implications for YOUR District

1. How can you provide high-quality instruction regarding agriculture, food, and natural resources – when there aren't enough teachers to fill positions?

2. What might this mean for your district, in terms of hiring an agricultural education teacher?

3. What might you do, even on a small scale, to address the teacher shortage crisis in Agricultural Education?

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Sarah Dornink – Executive Director, MAELC

http://mn.gov/maelc/

146 Ruttan Hall; 1994 Buford Avenue
St. Paul, MN 55108
(612) 624-6249
tesm0010@umn.edu

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