



**Talent Working Group
Meeting # 2
May 17, 2016**

Key Points of Discussion:

- **Discussed the challenge of teacher shortage** and determined that it is due to multiple factors, including:
 - Stagnant pay, and a lagging economy
 - Increased attrition rates
 - Increased retirements
 - Fewer college students enrolling in teacher training programs
- **Prioritized teacher recruitment and retention as a two-pronged, cross-sector issue** that would benefit from collaborative efforts from both sectors
- Explored mechanisms and structures for **providing holistic professional development and support for a pipeline of local, diverse, Oakland teachers**
- Discussed possible structures for teacher recruitment pipelines in Oakland, including existing positive exemplars that could be built upon and scaled (e.g. Teach Tomorrow in Oakland program)