

<u>Challenges</u>	<u>Solutions</u>
<ul style="list-style-type: none"> <li>• Uncertified teachers</li> </ul>	<ul style="list-style-type: none"> <li>• Tuition Reimbursement</li> </ul>
<ul style="list-style-type: none"> <li>• Housing costs</li> </ul>	<ul style="list-style-type: none"> <li>• Rent sponsors/ endowment</li> </ul>
<ul style="list-style-type: none"> <li>• Substitute shortage</li> </ul>	<ul style="list-style-type: none"> <li>• Alternative certification for substitutes/ Associate's Degree</li> </ul>
<ul style="list-style-type: none"> <li>• Employee attendance</li> </ul>	<ul style="list-style-type: none"> <li>• Employee Assistance Program</li> </ul>
<ul style="list-style-type: none"> <li>• Pre-K Sn Certification</li> </ul>	<ul style="list-style-type: none"> <li>• Additional permits, Praxis assistance/online support/credit for work experience</li> </ul>
<ul style="list-style-type: none"> <li>• Teacher recruit &amp; retain/"Grow Your Own"</li> </ul>	<ul style="list-style-type: none"> <li>• Broader Horizon type program for Careers in Education students</li> <li>• Honors academy</li> <li>• Service personnel seniority</li> </ul>
<ul style="list-style-type: none"> <li>• GPA requirement for permits</li> </ul>	<ul style="list-style-type: none"> <li>• Reduce to 2.0 for permit</li> </ul>
<ul style="list-style-type: none"> <li>• Commuter transportation</li> </ul>	<ul style="list-style-type: none"> <li>• Shuttle service/incentive</li> </ul>