

Annual Technical Report

Ohio Troops to Teachers Program



Grant Year 5

1 Oct 2022 – 30 Sep 2023



**Department of
Education &
Workforce**

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Executive Summary

This report covers four quarters (1 Oct 2022 – 30 Sep 2023) of the Ohio Troops to Teachers (TTT) Program.

During this period the Ohio TTT Program Coordinator:

1. Generated 1,390 contacts and leads resulting in 622 emails and numerous phone conversations.
 - a. Presented at the Transition Assistance Program (TAP) at Wright-Patterson Air Force Base resulting in 671 contacts.
 - b. Received 491 contacts from the national Program Interest (PI) reports.
2. Held two virtual meetings with the Ohio Troops to Teachers Advisory Council providing programmatic updates and soliciting their expertise.
3. Met with, attended or made presentations to events around Ohio.
 - a. Academic Excellence for All Conference (14 Oct 2022)
 - b. Dublin Scioto High School Military Appreciation Night (10 Nov 22)
 - c. Hyatt's Middle School Veterans Day Living History event (4 Nov 22)
 - d. Hamilton Township Military Appreciation Night (17 Jan 23)
 - e. Ohio Educator Standards Board (10 Mar 23)
 - f. Ohio Veterans Education Council (15 Mar 23)
 - g. Ohio Jobs and Family Services Military Appreciation Month Training (23 May 23)
 - h. Toledo Public Schools (1 Aug 2023)
4. Produced a joint (Ohio Department of Education and Ohio Department of Veterans Services) Veterans Day message with leaders of both agencies.
5. Served on the [Ohio's Military Interstate Children's Compact Commission \(MIC3\)](#) state council.
6. Between February 2023 and this reporting date, issued 46 vouchers to cover the cost of the Ohio Assessments for Educators required for our participants. During this period, 39 vouchers have been redeemed by participants.

Introduction

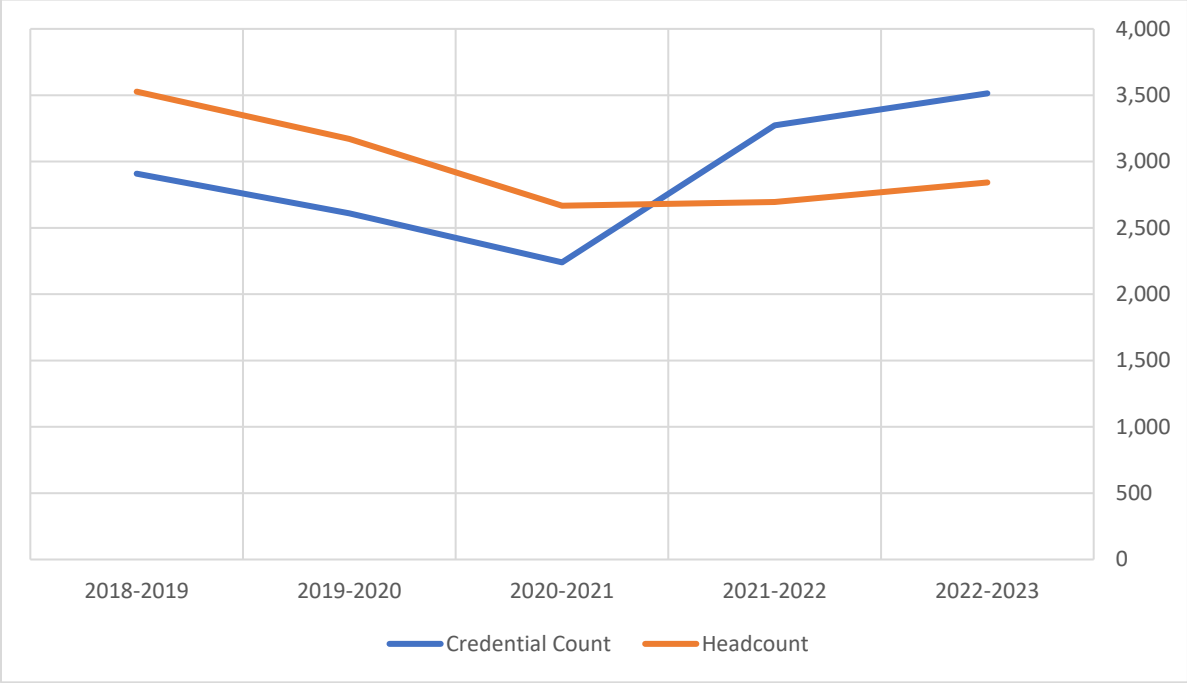
This report serves as both an annual and close-out report for the Ohio TTT Program.

Due to the Department of Defense’s Defense-Wide Review, resources from the national TTT Program were reallocated to higher priority programs resulting in the national TTT program ceasing financial benefits on 1 Oct 2020. The State of Ohio accepted a no-cost extension that extended the expiration date to 14 July 2022 or sooner if the residual funds are expended. Due to the passage of the National Defense Authorization Act FY22 on 27 Dec 2021 the National TTT Program was reauthorized, and additional funding (\$175K) was allocated to Ohio through an Unfunded Requirement (UFR). The reauthorization and funding enabled the program to remain active until 15 May 2023. The State of Ohio accepted a second no-cost extension that enables the program to remain active until 15 May 2024.

The Ohio TTT Program Coordinator serves on the [Ohio’s Military Interstate Children’s Compact Commission \(MIC3\)](#) state council since the program coordinator works closely with the Purple Star Program and the Ohio Department of Education and Workforce.

The number of military service members, veterans and active-duty service member spouses applying for educator credentials has increased over the last two years following several years of decline:

Figure 1. Ohio Military Fee Waiver Usage, 2018-2023



| | |
|-------------|---------------------------------------|
| 2018 – 2019 | 2,908 individuals - 3,527 credentials |
| 2019 – 2020 | 2,609 individuals - 3,170 credentials |
| 2020 – 2021 | 2,240 individuals - 2,667 credentials |
| 2021 – 2022 | 2,695 individuals - 3,273 credentials |
| 2022 – 2023 | 2,842 individuals - 3,514 credentials |

Achievement of Milestones by Program Goal

The six specific goals in the Troops to Teachers grant announcement:

1. Attract and increase the number of eligible current and former members of the armed forces participating in the TTT Program.
2. Reduce barriers that prevent veterans from meeting teacher certifications requirements for transitioning into teaching careers.
3. Implement educational models to award academic credit for prior career experience and/or other relevant military training.
4. Provide individualized counseling to assist TTT participants with meeting the educational and certification requirements to transition into a teaching career.
5. Support state and local education agencies with hiring motivated, experienced, and dedicated eligible members and former members of the armed forces; thereby, increasing the number of veterans employed as teachers.
6. Address geographic areas with critical teacher shortages, especially in high-need schools (as defined in subsection (a) of such section 1154), in particular the shortage of science, mathematics, special education, foreign language, or career or technical teachers, and in elementary schools or secondary schools, or as career or technical teachers.

Table 1a. Activities

| | | | | |
|---|--|---|---|--|
| Activity Description | Attended 17 Wright-Patterson Transition Assistance Program (TAP) Workshops | Attended the Ohio Department of Education <i>Academic Excellence for All</i> Conference representing the Troops to Teachers Program. 14 October 2022 | Presented to the Ohio Educator Standards Board 10 March 2023 | Briefed the Ohio Veterans Education Council 15 March 2023 |
| Troops to Teachers Goal Alignment (goals supported) | 1 | 1, 5 | 2, 6 | 1 |
| State Milestone | 1 | 1, 5 | 1, 3, 6, 8, 9 | 1, 3, 6, 7, 8, 9 |

| | | | | |
|---|---|---|--|--|
| Narrative of Activity | Presented the Troops to Teachers Program to service members separating from active-duty or reserve component service. | This conference provided workshops on how to support and enhance diversity and equity for students and faculty. Ohio TTT Program staff distributed literature and talked to interested attendees. | Ohio TTT Program staff were invited to present an outline of the TTT Program and update the board on recent activities. TTT staff also answered board members' questions/concerns about the program. | Ohio TTT Program staff were invited to present an outline of the TTT Program and update the council on recent activities. TTT staff also answered council members' questions and concerns about the program. |
| Status | Ongoing. Workshops are scheduled twice per month. | This was the first Ohio Department of Education conference on diversity and equity. | Presentation complete. | Presentation complete. |
| Successes | TAPs are mandatory for service members to attend. Troops to Teachers presents along with other veteran service organizations. | The event drew a variety of educators and educational leaders. | The presentation allowed TTT Program staff to spread awareness of barriers and opportunities for veterans becoming teachers to an audience of key stakeholders in education policy. | The presentation allowed TTT staff to spread awareness of efforts to support veterans becoming teachers to an audience of key stakeholders in higher education veteran supports. |
| Challenges | When TAP is held virtually, inquiries for the TTT Program are lower. | None | None | None |
| Resource Cost | Virtual events are \$0. In-person events are \$54 for use of a state vehicle. | \$0 | \$0 | \$0 |
| Number of service members or veterans reached overall | 742 | Unknown | N/A | N/A |
| Number of service member or | 39 | Unknown | N/A | N/A |

| | | | | |
|--|---|---------|-----|-----|
| veteran leads (interested in TTT) | | | | |
| Number of service members or veterans that applied to and enrolled in TTT as a result of the event | 6+ (more may have enrolled from TAP without notifying us of their source; the program interest form does not report source of referral) | Unknown | N/A | N/A |

Table 1b. Activities (Continued)

| | | | |
|---|--|--|--|
| Activity Description | Attended Military Appreciation Nights Hamilton Township 17 January 2023 Dublin Scioto High School 10 Nov 2022 | Held Ohio TTT Advisory Council Meetings 19 Nov 2022 23 Mar 2023 | Presented at the Living History Event at Hyatt's Middle School 4 Nov 2022 4 Nov 2022 |
| Troops to Teachers Goal Alignment (goals supported) | 1, 5 | 2, 3 | 1,5 |
| State Milestone | 1, 2, 3, 4, 5, 6, 7, 9 | 3, 8, 9 | 1,5 |
| Narrative of Activity | Ohio Schools with the Purple Star designation must host an event honoring military veterans and military-connected families. In support of the TTT Program, staff attend and distribute information. | The TTT Advisory Council is comprised of veteran service leaders and education and human resource specialists. | Hyatt's Middle School hosts an annual Veterans Day event that includes a "living history" event where military veterans discuss their experiences. The Ohio TTT Program staff used the event to promote the program. |
| Status | Events complete. | Ongoing. The council meets semiannually. | Event complete. |
| Successes | Ohio TTT Program staff distributed program information and connected with the Hamilton Township Superintendent, discussing staffing needs and recruitment strategies. | The council meets to get updates on Ohio TTT program and offers counsel on barriers and other concerns/ improvements. At their March meeting, the council voted to elect two new members to replace vacancies, both of which accepted their position on the council. | The students learn more about serving in the military, possibly sparking an interest in serving and in teaching. Connection with school administrators and teachers spreads the word about the program. |
| Challenges | None | Staffing limitations after the coordinator's retirement meant meetings could not be held in-person. | None |

| | | | |
|--|---------|-----|---------|
| Resource Cost | \$0 | \$0 | \$0 |
| Number of service members or veterans reached overall | Unknown | N/A | Unknown |
| Number of service member or veteran leads (interested in TTT) | Unknown | N/A | Unknown |
| Number of service members or veterans that applied to and enrolled in TTT as a result of the event (see weekly report) | Unknown | N/A | Unknown |

Table 1c. Activities (Continued)

| | | |
|---|--|---|
| Activity Description | Presented to the Ohio Jobs and Family Services Military Appreciation Month Training 23 May 2023 | Met with leadership of Toledo Public Schools on recruiting, retaining and diversifying educator workforce 1 Aug 2023 |
| Troops to Teachers Goal Alignment (goals supported) | 1, 2, 5, 6 | 5, 6 |
| State Milestone | 1, 3, 6, 8, 9 | 1, 4, 5, 9 |
| Narrative of Activity | The Ohio TTT Program staff was invited to present an outline of the TTT Program. Staff answered questions/concerns from attendees and connected with two attendees after the presentation for future counseling. | Ohio TTT Program staff connected with Leon Fitzpatrick, Diversity & Inclusion Manager of Toledo Public Schools for ongoing discussions on how to partner together to increase recruitment, retention and diversification of teacher candidates. |
| Status | Event complete. | Relationship ongoing; talks with Lourdes University “Like Me” program planned for future. |

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| Successes | The presentation spread awareness of barriers and opportunities for veterans becoming teachers to an audience of key stakeholders in education policy. | Personal contact with large Ohio district will help with placement efforts in NW Ohio; sharing of resources will help both organizations further their work. |
| Challenges | Significant drive from work headquarters limited staff's workload for the day. | None |
| Resource Cost | \$121.80 | \$0 |
| Number of service members or veterans reached overall | ~50 (most attendees were veterans, but intent was for them to spread the word to their clients) | N/A |
| Number of service member or veteran leads (interested in TTT) | 2 (attendees who happened to be interested in joining program, but intent was not to sign them up, but for them to spread the work to their clients) | N/A |
| Number of service members or veterans that applied to and enrolled in TTT as a result of the event (see weekly report) | N/A | N/A |

Table 2. Annual Participant Pipeline

| | |
|--|---|
| Number of contacts generated this grant year | 1,390 (671 -WPAFB TAP, 228 - Ohio Log, 491 - TTT Program Interest) |
| Number of leads generated this grant year | 408 |
| Number of service members or veterans that applied for Troops to Teachers this grant year ¹ | 459 |

| | |
|--|-----------------|
| Number of participants that received counseling and referral services this grant year | 228 |
| Number of participants that started the educator preparation program this grant year | 77 ² |
| Number of participants that completed the educator preparation program this grant year | 39 ² |
| Number of participants helped through employment facilitation this grant year | 20 |
| Number of participants hired as paraeducators, substitutes or teachers this grant year | 18 ³ |
| Number of participants hired as full-time teachers this grant year | 9 ³ |

¹ This value was taken from the Program Interest Data Spreadsheet.

² The Ohio Department of Higher Education reports the number of students enrolled in and completing teacher preparation programs who are serving or have served in the military. This is aggregate data, and we are unable to further determine how many of these individuals are participants of the program.

³ This is the first year we have been able to access data on our program participants who are reported as working in Ohio schools. These values represent the number of Troops to Teachers participants we worked with this grant year who have assignment data reported to the state of Ohio. This does not include participants who we have worked with in previous years who are just now being hired and does not include participants we have worked with who are teaching but are not reported to the state of Ohio (some schools do not report all assignments to the state).

Future Initiatives

The Ohio Department of Education's Office of Educator Effectiveness will continue to support transitioning active-duty, currently serving reserve-component service members, and military veterans navigate the path to becoming an educator in Ohio.

The Department only began issuing vouchers for Ohio Assessments for Educators (OAEs) in February 2023 and still found that word of the opportunity spread quickly. The vouchers were not only a benefit for our current program participants, but also helped attract other military veterans who were applying for a teaching license but were unaware of the program. This allowed program staff to connect new participants with other resources offered by the program that participants were not previously aware of. The program expects to increase the rate that they issue these vouchers as word of their existence continues to spread.

Since Ohio TTT Program Coordinator David Schklar retired on 1 Mar 2023, the Ohio Department of Education has been seeking a replacement for his position. The Department has conducted several interviews and hopes to make an offer soon. In the meantime, Eric Petro has been serving as interim state coordinator.

Narrative/Comments

TROOPS TO TEACHERS ADVISORY COUNCIL

1. James (Jim) Brady, MGySgt (USMC, retired), Superintendent, Wilmington City School District
2. Eric Combs, SMSgt (USAF, retired), Independent Education Consultant
3. Raquel P. Dowdy-Cornute, Retired Human Resources, Staff Development and Civil Rights (Diversity, Equity and Inclusion)
4. Mike Forrest, Maj (USA, retired), Director of Veterans Transition and Services, The Ohio State University
5. Shonté S. Gonzalez, Community Readiness Specialist, Transition Assistance Program, WPAFB
6. Mike Hebenthal, Maj (USAF, retired), Consultant, State Support Team, Region 7
7. Dennis Laich, MG (USA, retired), Director, Ohio Dominican University PATRIOT's program
8. Pete LuPiba (USN veteran), Executive Director of Communications, Ohio Office of Budget and Management
9. Chad Marzec (USA veteran), Earth Science Teacher and Wrestling Varsity Coach, Liberty-Benton High School
10. Chris Picha (USA veteran), Military & Veteran Community Liaison, Ohio Department of Veterans Services
11. Jason Scragg (USMC, veteran), Military & English Education Consultant (Purple Star Coordinator), Office of Whole Child Supports, Ohio Department of Education
12. David H. Schklar, LTC (USA retired), Former Ohio TTT Program Coordinator

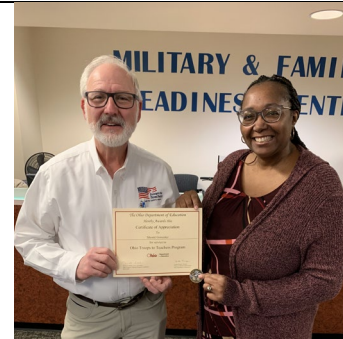
PHOTOS OF THE OHIO TEAM IN ACTION



David Schklar, Ohio TTT Program Coordinator (left) at the Hyatt's MS Veterans Day Parade (4 Nov 2022).



David Schklar, Ohio TTT Program Coordinator (right) presenting challenge coin to Paolo DeMaria, former Ohio Superintendent of Public Instruction (1 Jun 2023).



David Schklar, Ohio TTT Program Coordinator presenting certificate of appreciation to Shonte Gonzalez (Ohio TTT Advisory Council) for including Ohio TTT in the Transition Assistance Program at Wright-Patterson Air Force Base (2023).



From L to R: Pete LuPiba (Ohio MIC3 Commissioner and Ohio TTT Advisory Council member), David Schklar (Ohio TTT Coordinator), Eric Petro (Interim Ohio TTT Coordinator), Cardboard Cut-out Pete LuPiba from his Navy days, Jason Scragg (Ohio TTT Advisory Council member) (1 Jun 2023).