

Grant Year 4 Technical Report

Ohio Troops to Teachers Program



**FUTURE
FORWARD
OHIO** 



TABLE OF CONTENTS

EXECUTIVE SUMMARY	3
INTRODUCTION	4
ACHIEVEMENTS OF MILESTONES BY PROGRAM GOAL	5
GOALS.....	5
TABLE 1A. ACTIVITIES	5
TABLE 1B. ACTIVITIES (CONTINUED).....	8
TABLE 2. PARTICIPANT PIPELINE.....	10
FUTURE INITIATIVES.....	11
NARRATIVE/COMMENTS	11



Executive Summary

This report covers Grant Year 4 (1 Oct 2021 – 30 Sep 2022) of the Ohio Troops to Teachers (TTT) Program. The State of Ohio accepted the no-cost extension that extended the expiration date to 15 May 2023.

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).

During this grant year the Ohio TTT Program Coordinator:

1. Generated 1,368 contacts and leads resulting in 321 emails and numerous phone conversations.
 - a. Presented at the Transition Assistance Program at Wright-Patterson Air Force Base (WPAFB) resulting in 742 contacts.
 - b. Participated in the Columbus Career Fair hosted by Recruit Military. (10 Nov 21)
 - c. Received 512 contacts from the national Program Interest (PI) reports.
 - d. Communicated with 103 individuals documented using Ohio's contact log.
2. Supervised 3 Area Coordinators increasing the TTT Program outreach.
3. Held two virtual meetings with the Ohio Troops to Teachers Advisory Council providing programmatic updates and soliciting their expertise. See Section 5 of this report for a list of membership. (4 Oct 21 & 24 Mar 22)
4. Attended or made presentations at various events around Ohio.
 - a. Virtual presentation hosted by the Educational Service Center of Central Ohio (ESCCO) on military careers to the middle schools in the Columbus City School District. (18 Nov 21)
 - b. Ohio Department of Education Avenue of Answers during the SY21/22 Capital Conference hosted by the Ohio School Board Association. (8-9 Nov 21)
 - c. Hyatt's Middle School Veterans Day Living History event (12 Nov 21)
 - d. Ohio Armed Forces Commitment Day. (9 Mar 22)
 - e. Educators Rising Conference (9-10 Mar 22)
 - f. USGAO study of the national TTT program. (May – Jun 22)
 - g. Ohio's Teacher Leadership Conference. (8 Jun 22)
 - h. Ohio Department of Education's booth at the Ohio State Fair. (27 Jul 22)
 - i. Olentangy Orange HS Military Appreciation Night. (9 Sep 22)
5. Working with the Department's Office of Communication and Outreach to update and improve the TTT program's website.
6. Served on the [Ohio's Military Interstate Children's Compact Commission \(MIC3\)](#) state council.

The Ohio Department of Education will continue to support transitioning active-duty service members, reserve component service members and military veterans interested in a subsequent career in education.



Introduction

This report is the annual report (1 Oct 2021 – 30 Sep 2022) for the Ohio Troops to Teachers Program. Due to the Department of Defense's Defense-Wide Review, resources from the National TTT Program were reallocated to other higher priority program resulting in the national TTT program ceasing taking applications and ending financial benefits on 1 Oct 2020. The State of Ohio accepted the 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 enable the program to remain active until 15 May 2023.

Due to Ohio's response to COVID-19 face-to-face meetings and large gatherings were curtailed. The Ohio TTT Program Coordinator continued to present the TTT program at the virtual Wright-Patterson AFB (WPAFB) Transition Assistance Program (TAP) workshops. The WPAFB TAP did pilot an alternating schedule where the first TAP workshop of the month was in-person, and the second TAP workshop was virtual.

The Ohio TTT Program Coordinator held two virtual meetings with the Ohio Troops to Teachers Advisory Council providing programmatic updates and soliciting their expertise.

With the planned sunset of the national TTT Program, the Ohio Department of Education developed a separate program: Ohio Military Veteran Educators Program (OhioMVEP). OhioMVEP uses the TTT program as a model but expands its scope. Both programs currently exist separately in Ohio to support our military connected population.

To further the program's outreach Ohio's TTT Program Coordinator hired three Area Coordinators that were responsible for the Northeast, Northwest, and Central regions of the state.

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.

The number of individuals and credentials issued with the Military Fee Waiver has decreased over 3 years. We were not able to acquire the numbers for this reporting period 1 Oct 21 – 30 Sep 22.

1. 1 Jul 2018 – 30 June 2019: 2908 individuals - 3,527 credentials
2. 1 Jul 2019 – 30 June 2020: 2609 individuals - 3,170 credentials
3. 1 Jul 2020 – 30 June 2021: 2240 individuals - 2,667 credentials
4. 1 Oct 2021 – 30 Sep 2022: unavailable for this report. We regret this omission and will seek to remedy in future reporting.

Note: Ohio uses a fiscal year of 1 July – 30 June.



Achievements of Milestones by Program Goal

GOALS

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

State Name: Ohio	Attended 22 TAPs at WPAFB for the annual period 1 Oct 21 – 30 Sep 22.	Three individuals served as Troops to Teachers Area Coordinators.	Attended the Columbus Career Fair hosted by RecruitMilitary. 10 Nov 2021	Hyatt’s Middle School Veterans Day Living History event. 12 Nov 2021
Troops to Teachers Goal Alignment	1	1 – 6	1	1,5
State Milestone	1	1 – 6	1	1,5
Narrative of Activity	Presented the TTT Program to service members separating from active-duty or reserve component service.	Ohio’s TTT Area Coordinators were assigned geographic regions of Ohio. There were no applicants for the Southwest nor Southeast regions of Ohio. These area coordinators extend the program’s outreach and mentorship.	This virtual career fair allowed transitioning active-duty service members and spouses to interview and receive information.	The Ohio TTT Program Coordinator participated in the Hyatts Middle School Veterans Day Program. He took military artifacts to show the students and discussed his various assignments.



State Name: Ohio	Attended 22 TAPs at WPAFB for the annual period 1 Oct 21 – 30 Sep 22.	Three individuals served as Troops to Teachers Area Coordinators.	Attended the Columbus Career Fair hosted by RecruitMilitary. 10 Nov 2021	Hyatt's Middle School Veterans Day Living History event. 12 Nov 2021
Status	Ongoing. Workshops are scheduled twice per month.	The Area Coordinator contracts ended at the end of Ohio's FY22 on 30 June 22.	Event complete.	Event complete.
Successes	TAPs are mandatory for service members to attend. I present along with other veteran service organizations.	The Area Coordinators increased the number of veterans and organizations that were reached due to additional manpower. The TTTACs reached out to over 36 County Veterans Services Offices and reached out to RecruitMilitary participants.	We were able to reach out to candidates from the Columbus, OH area.	We were able to reach out to a local audience, participated in a parade, and educated middle school students on the benefits and adventure a military career offers.
Challenges	Since the TAP went virtual, the questions and the number of leads has declined.	We did not receive applications from the southeast and southwest regions of the state.	The Ohio TTT Program is competing with National companies also competing for the talents of military veterans.	None
Resource Cost	Virtual events are \$0. In-Person events are \$48.74 for use of a state vehicle.	\$4,833 Taken from 29 Jul 22 Report.	\$595	\$0



State Name: Ohio	Attended 22 TAPs at WPAFB for the annual period 1 Oct 21 – 30 Sep 22.	Three individuals served as Troops to Teachers Area Coordinators.	Attended the Columbus Career Fair hosted by RecruitMilitary. 10 Nov 2021	Hyatt's Middle School Veterans Day Living History event. 12 Nov 2021
Number of service members or veterans reached overall	Annual = 742	The TTTACs reached out to 234 participants from RecruitMilitary's National and Ohio Events.	11	Spoke with many of the military veterans in attendance and provided business cards.
Number of service member or veteran leads (interested in TTT)	Unknown	13	11	Unknown
Number of service members or veterans applied to and enrolled in TTT	Candidates would be included in number of contacts.	Candidates would be included in number of contacts.	2	Candidates would be included in number of contacts.



TABLE 1B. ACTIVITIES (CONTINUED)

State Name: Ohio	Educators Rising Conference 9-10 Mar 2022	Ohio Department of Education’s booth at the Ohio State Fair. 27 Jul 2022	National Guard Association of the United States (NGAUS) National Conference 26 Aug 2022	Olentangy Orange HS Military Appreciation Night. 9 Sep 2022
Troops to Teachers Goal Alignment	5	1, 5	1,5	1,5
State Milestone	5	1, 5	1,5	1,5
Narrative of Activity	This conference was attended by educational leaders from schools and districts.	The Ohio Department of Education hosted a booth highlighting many of its programs. The Ohio TTT Program Coordinator attended one day answering questions and providing information.	The Ohio TTT Program Coordinator participated in the NGAUS National Conference. TTT and DANES National representatives attended. The Ohio TTT Team provided assistance with setup, tear down and information. The national TTT representative, Teresa Daniels met with my ODE leadership while in Columbus, OH.	The Ohio TTT Program Coordinator participated in the Olentangy Orange High School Military Appreciation Night. The Ohio TTT Program Coordinator answered questions and provided information.
Status	Event Complete	Event Complete	Event complete.	Event complete.
Successes	Was able to connect with school and district leaders spreading the word about the TTT Program.	Was able to connect with the public spreading the word about the TTT Program.	We were able to reach out to a international audience.	We were able to reach out to a local audience.
Challenges	None	None	None	None
Resource Cost	\$0	\$48.74	\$0 for Ohio	\$0



State Name: Ohio	Educators Rising Conference 9-10 Mar 2022	Ohio Department of Education's booth at the Ohio State Fair. 27 Jul 2022	National Guard Association of the United States (NGAUS) National Conference 26 Aug 2022	Olentangy Orange HS Military Appreciation Night. 9 Sep 2022
Number of service members or veterans reached overall	N/A	Unknown	Unknown	Unknown
Number of service member or veteran leads (interested in TTT)	N/A	Unknown	Unknown	Unknown
Number of service members or veterans applied to and enrolled in TTT (as a result of the event; see weekly report)	N/A	Candidates would be included in number of contacts	Candidates would be included in number of contacts	Candidates would be included in number of contacts



TABLE 2. PARTICIPANT PIPELINE

Number of contacts generated this grant year.	1,368 742 -WPAFB TAP 103 – Ohio Contact Log 512 – TTT Program Interest 11 – Columbus Recruit Military Event
Number of leads generated this grant year.	103
Number of service members or veterans that applied for Troops to Teachers this grant year. ¹	512
Number of participants that received counseling and referral services this grant year. ²	103+
Number of participants that started educator preparation program this grant year. ^{3,4}	299 (Spring/Summer 2022 = 66 & Academic Year (AC) 2021 = 233) AC 2020 = 190, AC 2019 = 222, AC 2018 = 243
Number of participants who completed the educator preparation program this grant year.	Data not centrally captured.
Number of participants helped through employment facilitation.	We aid and counsel all participants in the Ohio TTT program. However, Ohio has a decentralized employment system for educators. Therefore, it is difficult to provide a definite number.
Number of participants hired as paraeducators, substitutes, etc. hired this grant year.	I was unable to acquire the numbers for this grant year.
Number of participants hired as full-time teachers this grant year.	I was unable to acquire the numbers for this grant year.

1. The National Troops to Teachers program began taking “Program Interest” forms effective 1 Oct 2020. This data is extracted from the Program Interest Report published by the national TTT office.
2. This value is the number of emails documented in the Program Coordinator’s Contact log. The ‘+’ is to account for the numerous telephone conversations about the program and support.
3. This is the total number of veterans that enrolled into an Ohio education preparation program. There is not a way to separate the TTT participants.
4. In Ohio we have alternative pathways that do not require the veteran to enroll into a preparatory program.



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 become an educator in Ohio. We are in the process of complimenting the national Troops to Teachers program with a state program titled Ohio Military Veteran Educators Program (OhioMVEP).

The Ohio TTT Program Coordinator will continue to meet with Higher Education faculty and college administrators to promote the TTT Program and to expand the Alternative Resident Educator Institute programs offered by these colleges to make them more accessible for military veterans to attend. Additional meetings are planned as Ohio has over 50 colleges that offer teacher preparation programs.

The Ohio TTT Program will release a [joint 2022 Veterans Day announcement](#) by the Director, Ohio Department of Veterans Services, MG (Ret) Deborah Ashenurst and Interim Superintendent Dr. Stephanie Siddens promoting two new initiatives assisting transitioning active duty and currently serving reserve component service members, and their spouses:

1. Waiving the fees for the *Alternative Resident Educator Evaluation Application*
2. Providing vouchers to cover the fees to take the Ohio Assessment(s) for Educators.

Due to time restraints placed on the WPAFB TAP, the Ohio TTT Program Coordinator will cease making presentations to the workshop. However, with the workshop returning to an in-person format the coordinator will provide information cards to attendees and will set up a table to answer questions.

Due to the pending retirement of the Ohio TTT Program Coordinator, David Schklar, on 1 Mar 2023, the Ohio Department of Education has posted a [position description and job announcement](#) for his replacement.

NARRATIVE/COMMENTS

Members of the Troops to Teachers Advisory Council:

1. James (Jim) Brady, MGySgt (USMC, retired), Superintendent, Department of Youth Services
2. Eric Combs, SMSgt (USAF, retired), Independent Education Consultant
3. Raquel P. Dowdy-Cornute, Human Resources, Training and EEO expert
4. Mike Forrest, Maj (USA, retired), Director of Veterans Transition and Services, The Ohio State Univ.
5. Shonté S. Gonzalez, Community Readiness Specialist, Transition Assistance Program, WPAFB
6. Mike Hebenthal, Maj (USAF, retired), Superintendent, Centerburg Local Schools
7. Dennis Laich, MG (USA, retired), Director, Ohio Dominican University PATRIOT's program
8. Pete LuPiba (US Navy veteran), Executive Director, Ohio Budget & Management Communications
9. Chris Picha (US Army veteran), Military & Veteran Community Liaison, Ohio Department of Veterans Services
10. Jason Scragg (USMC, veteran), Purple Star Designated School Program Coordinator, Office of Whole Child Supports, Ohio Department of Education

Note: Jay Johnson, Col, USMC (Ret) resigned from the Advisory Council due to professional conflicts. Nominations are being taken for his replacement.



To enhance the TTT program's connection with K-12 schools in Ohio, the Ohio TTT Program Coordinator sits on the Military Interstate Children's Compact Commission (MIC₃) Board and Ohio's Purple Star Designated School Selection Committee. The Purple Star Designated School program are Ohio schools that show a major commitment to military-connected students and families and awarded a special Purple Star recognition to display onsite.

Photos of the Ohio Troops to Teachers Team in Action:



From LT to RT: Eric Petro, Ohio Troops to Teachers; Pete LuPiba, Ohio MIC₃ Commissioner; David Schklar, Ohio TTT Program Coordinator at the National Guard Association of the United States National Conference. (26 Aug 2022)



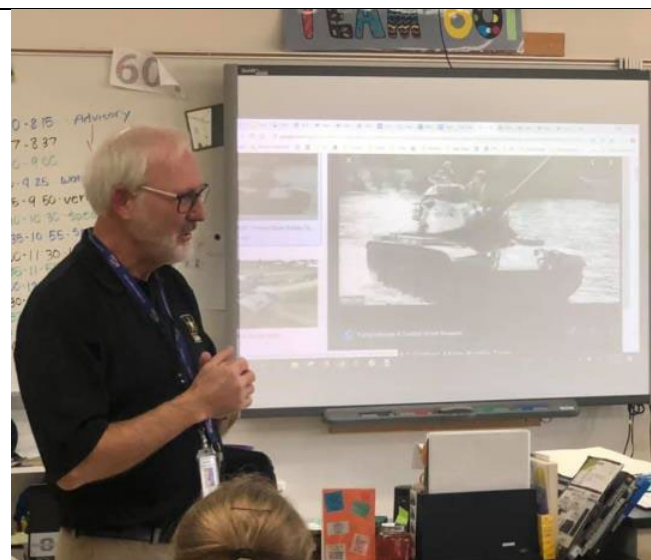
Dr. Stephanie Siddens, Ohio Interim Superintendent of Public Instruction and David Schklar, Ohio TTT Program Coordinator at the Ohio Department of Education Booth at the Ohio State Fair. (27 Jul 2022)



Director, MG, USA (Ret) Deborah Ashenhurst, Ohio Department of Veterans Services and Dr. Stephanie Siddens, Ohio Interim Superintendent of Public Instruction at the National Veterans Memorial and Museum recording joint 2022 Veterans Day announcement.



From LT to RT: David Schklar, Ohio TTT Program Coordinator and Eric Petro, Ohio Troops to Teachers; at Recruit Military's Columbus area Career Fair. (10 Nov 2021)



David Schklar, LTC, USA (Ret), Ohio TTT Program Coordinator making presentation to Hyatt's Middle School students. (12 Nov 2021)



David Schklar, LTC, USA (Ret), Ohio TTT Program Coordinator at the Olentangy Orange High School Military Appreciation Night. (9 Sep 2022)