Ohio Troops to Teachers Program Combined Annual and Transition Period Technical Report

Grant Year 2 - 1 July 2019 – 30 June 2020 and Transition Period 1 Jul – 30 Sep 2020
Grant Agreement Number: H98210-18-1-0016
Submitted for the Ohio Department of Education by David Schklar and John Soloninka

Section 1: Executive Summary

State grant need/problem and purpose - Over the past 20 years the goal of the Ohio Troops to Teachers program has been to recruit and facilitate the employment of transitioning military service members and veterans into subsequent careers as teachers. The Ohio Program Coordinator recruits, counsels, and assists these individuals through Ohio's preparation, licensing and hiring processes.

Ohio is engaged in addressing its statewide need for qualified, competent, and caring teachers in content areas such as special education, mathematics, science, world languages and career technical education. There is also a need to increase the number of teachers representing the gender and cultural diversity of Ohio's communities.

In response to the Covid-19 crisis, Mike DeWine, Governor of Ohio, placed state workers on work from home status effective 13 March 2020. He also cancelled all travel and face-to-face meetings. The Ohio Troops To Teachers Program Coordinator complied with these orders and cancelled all face-to-face meetings. Efforts have been made to continue meeting with individuals and stakeholders through virtual formats, for example the Wright-Patterson AFB initiated a virtual Transition Assistance Program format on 16 June 2020.

Goal attainment –
- Grant Year 2 (1 Jul 2019 – 30 June 2020) - The Ohio Troops to Teachers Program Coordinator made 513 contacts producing 255 leads resulting in over 515 emails and telephonic communications. Additionally, the Program Coordinator had the opportunity to present and meet with the following organizations:
  - Attended 17 Transition Assistance Program (TAP) In-Person and Virtual Workshops hosted by the Airman & Family Readiness Center, 88th Family Support Squadron, Wright Patterson Air Force Base
  - Attended the Education Fair hosted by Wright-Patterson AFB Education Center at the National Museum of the US Air Force.
  - Visited the Ohio National Guard Unit (220 Engineering Installation Squadron).
  - Met with the Veteran Service Officers at Franklin County Veteran Service Commission Office.
  - Met with the Navy Talent Acquisition and Onboarding Center, Columbus, OH.
  - Met with Dayton Public City Schools, Human Resource Department.
  - Attended the Orange High School, Olentangy School District Military Appreciation Night.
  - Met with Superintendent of the Buckeye United School District, Ohio Department of Youth Services.
  - Virtually spoke with veteran representatives from Bluffton University, The Ohio State University, Wright State University and The American Board to discuss their Alternative Resident Educator Institute and availability of Veterans Administration (VA) reimbursement.
  - Had 26 TTT participants hired in Grant Year 2 – 23 teachers, 2 substitutes & 1 Educational Aide.
    - 17 New hires
    - 9 Changed positions

- Grant Year 2 Transition Period (1 Jul – 30 Sep 2020) - The Ohio Troops to Teachers Program Coordinator made 502 contacts generating 69 leads resulting in over 101 communications via email

or phone conversations. Additionally, the Program Coordinator had the opportunity to present and meet with the following organizations:

- o Through daily activity produced though the National and State websites, emails and phone calls produced 50 contacts and 50 leads.
- o Attended 6 Transition Assistance Program (TAP) Virtual Workshops hosted by the Airman & Family Readiness Center, 88th Family Support Squadron, Wright Patterson Air Force Base resulting in 212 contacts and 2 leads.
- o Attended RecruitMilitary® Ohio Virtual Career Fair on 3 September - 240 contacts and 17 leads that entered our TTT room.

Achievement of proposed milestones and initiatives –

- ■ Grant Year 2 (1 Jul 2019 – 30 June 2020) –The Ohio Troops to Teachers Program Coordinator:
  - o Reached out to the 37 schools and districts that have hired and placed Troops to Teacher participants and continues to contact other schools and districts throughout the state to enlist them as partners in the program.
  - o Produced and released 2 videos highlighting Ohio's Troops to Teachers in education settings. These videos are used on the Ohio Troops to Teachers website to market the program.
  - o Piloted advertising on Facebook targeting veterans to increase our exposure. The Covid-19 crisis interrupted this project but anticipate that it will be started again in grant year 3.
  - o Finalized the Ohio Troops to Teachers Area Coordinators job announcement. Further detail is provided in Section 3, Table 1c.
  - o Finalized the Troops to Teachers/Military Veteran Toolkit solicitation for a Request for Proposal. Further detail is provided in Section 3, Table 1c.
- ■ Grant Year 2 Transition Period (1 Jul – 30 Sep 2020)
  - o Selected 4 individuals to fill positions as Troops to Teachers Area Coordinators. The Office of Legal Counsel will draft contracts and offers will be made 1st Quarter, Grant Year 3.
  - o Attended the Florida TTT Program Coordinator's, Ron Burton, "Teaching as a Second Career" virtual orientation to get ideas on how to improve Ohio's program.
  - o Finalized the Request for Proposal solicitation for the Ohio Troops to Teachers/Military Veteran Toolkit. The RFP was released 2 Oct 2020.

Key lessons learned – Ohio's military veteran population of 680,310 makes up 7.5% of the total population and are aging – 69.6% of the population is 55 or older. Also, the unemployment rate for veterans in Ohio is 3.6% (Pre Covid-19 figure). (Source: 2018 American Community Survey (Ohio), U. S. Census - https://data.census.gov/cedsci/table?q=S21&d=ACS%201-Year%20Estimates%20Subject%20Tables&g=0400000US39&tid=ACSST1Y2018.S2101&hidePreview=true)

Future initiatives based on lessons learned – The release of the third Ohio Troops to Teachers video that was planned to take place during the 4th quarter of GY2 has been placed on hold due to the Covid-19 crisis' Ohio school-building closures.

The Ohio Troops to Teachers Program Coordinator will schedule meetings with Higher Education faculty and college administrators to promote the Troops to Teachers Program and to expand the Alternative Resident Educator Institute programs offered by these colleges to make them more accessible for military veterans to attend. Ohio has over 50 colleges that offer teacher preparation programs. These meetings may be held virtually due to the Covid-19 crisis during grant year 3.

The Program Coordinator will on-board the new Ohio Troops to Teachers Area Coordinators and program mentors in upcoming months. The Troops to Teachers Area Coordinator Job Announcement was released to the public on 8 July 2020.

The Program Coordinator finalized and will release the solicitation for a Request for Proposal to develop guidance documents for districts and schools related to recruiting, hiring and supporting military veterans and reservists as teachers. This guidance will be added to an existing on-line Ohio Human Capital Resource Center. The Covid-19 crisis has delayed this effort due to the Ohio Governor placing a freeze on release of new contacts.

The Program Coordinator piloted an advertisement program promoting teaching as a second career and using social media (i.e., Facebook) to target military veterans in Ohio. The Covid-19 crisis interrupted this advertisement program, but the numbers of the pilot were very promising. The Ohio Department of Education, Office of Communications is designing a graphic for the advertisement to be rerun. As soon as feasible, this advertisement program using social media will be reinstated.

The Ohio Troops to Teachers Program Coordinator continues to reach-out to neighboring states seeking ideas on how to improve the program in Ohio. One such idea is to incorporate attending more RecruitMilitary® events to further expand our out-reach with veterans transitioning into civilian careers.

Section 2: Introduction

Program (Grant) background – The 5-year Department of Defense (DOD), Defense Activity for Nontraditional Education Support (DANTES) grant (2018-2023) was awarded to the Ohio Department of Education on 15 July 2018. This report covers the fourth quarter of the second grant year.

Over the past 20 years, Ohio has participated in the Troops to Teachers program with the same goal to recruit and facilitate the employment of transitioning military service members and veterans into subsequent careers as teachers. The Ohio Program Coordinator recruits, counsels, and assists these individuals through Ohio's preparation, licensing and hiring processes. The coordinator also networks with school districts and other agencies that hire teachers to consider placing veterans into their open teaching positions.

Ohio is engaged in addressing its statewide need for qualified, competent, and caring teachers in content areas such as special education, mathematics, science, world languages and career-technical education. There is also a need to increase the number of teachers representing the gender and cultural diversity of our rural and urban communities.

The Ohio Troops to Teachers program does not participate in a consortium of states, nor does it have any Grant sub-recipients.

State specific statistics requirement:

■ *Population of potential participants* (Defense Manpower Data Center (DMDC) - https://www.dmdc.osd.mil/appj/dwp/dwp_reports.jsp (March 2020))
- *Active Duty (March 31, 2020)* = **7048**: Army = 535; Marine Corps = 293; Navy = 259; Air Force =5561; Coast Guard = 400.
- *Reserve Duty (March 31, 2020)* = **28116**: Army = 5518; Army National Guard = 11489; Navy =1298; Air Force = 3561; Air National Guard = 5066; Marine Corps = 965; Coast Guard = 219

■ *Veterans* (2018 ACS (Ohio) - https://data.census.gov/cedsci/table?q=S21&d=ACS%201-Year%20Estimates%20Subject%20Tables&g=0400000US39&tid=ACSST1Y2018.S2101&hidePreview=true) = 680,310 (Male = 628,488/Female = 51,822): 65+ = 51.8%; 55–64 = 17.8%; 35-54 = 22.3%; 18-34 = 8%

■ *Unemployment rate for Veterans* = 3.6% unemployment rate. (Source: 2018 ACS (Ohio))

■ *Active Duty Bases:* The state of Ohio is home to two Active Duty Bases, Wright-Patterson Air Force Base (U.S. Air Force) and the Integrated Support Cleveland (U.S. Coast Guard).
- Wright-Patterson Air Force Base is located close to the city of Dayton, OH and spreads over two counties – Montgomery and Greene. Wright-Patterson Air Force Base is currently the largest military base operated by the Air Force in the United States territory. Dozens of units are located at the Wright-Patterson Air Force Base, but the largest and most important base is the 88-th Air Force Wing, responsible for the overall operations of the base. Other units include the Aeronautical Systems Center, the Air Force Materiel Command and the Air Force Security Assistance Center. It is worth mentioning that the base hosts dozens of tenant and associate units, too.
- Integrated Support Cleveland is one of the multitudes of similar installations operated by the U.S. Coast Guard. This center is responsible for the units and divisions deployed to Ohio only.

■ *The Ohio National Guard has the following units*:
- Army National Guard
  - State Headquarters, Ohio National Guard – Columbus, OH
  - Camp Perry Joint Training Site – Port Clinton, OH
  - Camp Ravenna Joint Military Training Site – Newton Falls, OH
  - Camp Sherman Joint Training Site – Chillicothe, OH
  - Recruiting Command – Columbus, OH
  - 16th Engineer Brigade – Columbus, OH
  - 19th Special Forces Group, 2nd Battalion, 1 SF Company B – Columbus, OH
  - 37th Infantry Brigade Team – Columbus, OH
  - 73rd Troops Command – Columbus, OH
  - 112th Engineer Bn – Brook Park, OH
  - 112th Transportation – North Canton, OH
  - 122nd Army Band – Columbus, OH
  - 128th Support Bn – Hamilton, OH
  - 1-134th FA Rgt Bn – Columbus, OH
  - 135th MP Company – Chagrin Falls, OH
  - 137th AV Rgt – Columbus, OH
  - 1-145 AR Rgt – Stow, OH
  - 147 Rgt Regional Training Institute (RTI) – Columbus, OH
  - 1-147th Rgt (RTI) – Newton Falls, OH
  - 1-148th IN Rgt – Walbridge, OH
  - 155th Chemical BN – Kettering, OH

- 174th Air Defense Artillery Brigade – Columbus, OH
- 196th Mobile Public Affairs Det – Columbus, OH
- 204th EN Det – Columbus, OH
- 2—107th CAV Rgt – Lebanon, OH
- 211th Maintenance Company – Newark, OH
- 212th Maintenance Company – Medina, OH
- 216 EN Bn – Woodlawn, OH
- 2-174th ADA Rgt – McConnelsville, OH
- 237th Brigade Spt Bn (BSB) – Cleveland, OH
- 237th BSB, Co B – Youngstown, OH
- 237th BSB, Co E – Lima, OH
- 237th BSB, Co G – Medina, OH
- 285th Med Co – Columbus, OH
- 290th EN Det – Newton Falls, OH
- 291st EN Det – Newton Falls, OH
- 295th EN Det Firefighter Team (FFT) – Mansfield, OH
- 296th EN Det Firefighter Team (FFT) – Mansfield, OH
- 323rd MP Company (Combat Support (Cbt Spt)) – Toledo, OH
- 324th MP Company (Cbt Spt) – Middletown, OH
- 3-238th AV Rgt, Co B (-) – North Canton, OH
- 371st Sustainment Brigade – Springfield, OH
- 1-376th AV Rgt, Co D, Det 1 – North Canton, OH
- 437th MP Bn – Columbus, OH
- 583rd MP Company – North Canton, OH
- 585th MP Company – Marysville, OH
- 637th Chemical Company – Kettering, OH
- 638th Aviation Spt Bn (ASB), Company B (-) – North Canton, OH
- 684th Med Company – Columbus, OH
- 737th Support Company (Forward Spt Company (FSB)) – Stow, OH
- 811th EN Company (Sapper) – Amanda, OH
- 812th EN Company – Wooster, OH
- 837th EN Company – Lorain, OH
- 838th MP Company (Cbt Spt) – Youngstown, OH
- 945th EN Company – Norwalk, OH
- 1191st EN Company – Portsmouth, OH
- 1192nd EN Company – Newton Falls, OH
- 1194th EN Company – Chillicothe, OH
- 1484th Transportation Company (-) (MdmTrk/Cntr Cargo) – Walbridge, OH
- 1485th Transportation Company (-) (LtMdmTr) – Coshocton, OH
- 1485th Transportation Company (-) (LtMdmTr) Det 1 – Dover, OH
- 1486th Trans Co (-) MdmTrk/Cntr Cgo) – Mansfield OH
- 1487th Trans Co (MdmTrk/Cntr Cgo) – Piqua, OH
- 5694th EN Det – Mansfield, OH
- Special Troops Command - Columbus, OH
  - Ohio Air National Guard
    - State Headquarters, Ohio Air National Guard – Columbus, OH
    - 121st Air Refueling Wing – Columbus, OH
    - 178th Fighter Wing – Springfield, OH

- 179th Air Lift Wing – Mansfield, OH
- 180th Fighter Wing – Swanton, OH
  - Subordinate Geographically Separated Units (GSU)
    - 123rd Air Control Squadron – Cincinnati, OH
    - 164th Weather Flight – Columbus, OH
    - 200th Red Horse Squadron – Port Clinton, OH
    - 220th Engineering and Installation Squadron – Zanesville, OH
    - 251st Cyberspace Engineering Installation Group – Springfield, OH
    - 269th Combat Communications Squadron – Springfield, OH

- *U.S. Army Reserve*:
  - U.S. Army Reserve Centers
    - 2 in Columbus, OH
    - Delaware, OH
    - Chillicothe, OH
    - Rickenbacker Air National Guard Base
    - Lima, OH
    - Trenton, OH
    - Whitehall, OH
    - Sharonville, OH

- *U.S. Marine Reserve*:
  - Cincinnati, OH
  - Akron, OH
  - Perrysburg, OH

- *U.S. Navy Reserve*:
  - Navy Operational Support Center (NOSC) – Rickenbacker Air National Guard Base
  - NOSC – Youngstown, OH
  - NOSC – Cincinnati, OH
  - NOSC – Akron, OH
  - NOSC – Toledo, OH
  - Navy Reserve – Whitehall, OH

- *U.S. Air Force Reserve*:
  - Rickenbacker Air National Guard Base
  - 445th Airlift Wing, Wright-Patterson AFB
  - 910th Airlift Wing, Youngstown-Warren Air Reserve Station.

- *Scope of need in the state*:
  - Number of K-12 school districts in Ohio: 610 traditional K-12 school districts.
  - Teacher openings and projected teacher openings: The state of Ohio is a local control state, meaning that local school districts are responsible for the hiring of teachers and the posting of teacher openings is very decentralized. The Department of Education provides a centralized system that districts can use to advertise vacancies; however, the use of this system is not mandated. Each of the 610 traditional districts develop their own strategy for posting and advertising vacancies. Greater Cincinnati, Greater Dayton, and Olentangy Local Schools have their own systems for posting job announcements that require the creation of separate accounts for each system. Not having a mandated centralized system to post vacancies is a barrier for veterans in Ohio.
  - New teachers certified: http://education.ohio.gov/Media/Facts-and-Figures
    - Ohio has a total of 97 TTT members teaching in Ohio. Of these 97 the number of new teachers receiving an initial teaching license (i.e., Resident Educator License, Alternative Resident

Educator License or substitute) was 17. 9 TTT members changed positions. The breakdown: 23 Teachers, 2 Substitutes, and 1 Educational Aide. See the map at Enclosure 1.
- New Initial Licenses Issued - not limited to veterans:
  - GY1 - SY 2017/2018: 18,461
  - GY1/2 - SY 2018/2019: 17,345
- Number of Military Fee Waivers issued – All veterans:
  - GY1 - SY 2017/2018: 243
  - GY1/2 - SY 2018/2019: 868
  - GY2 – SY 2019/2020: 485
- Students in teacher preparatory programs: The number of teacher candidates enrolled in teacher preparation programs at Ohio colleges is reported to the Ohio Department of Higher Education. As of 7/31/2020 there are 190 veterans enrolled in Education Programs in Ohio's Public Colleges and Universities. There is a decreasing trend in the numbers since 2017.

Table A. Number of Military and Veteran Students Enrolled in Education Programs at Ohio's Public Colleges and Universities:

US Armed Forces Status Codes	Status Description	Academic Year 2017	Academic Year 2018	Academic Year 2019	Academic Year 2020 As of 7/31/20
01	Currently Serving	30	40	39	43
02	Previously Served	38	64	79	69
05	Legacy – Currently Served or Previously Served	196	139	104	78
Total		264	243	222	190

NOTE: These are veterans that would include TTT participants. All TTT are veterans, but not all veterans are enrolled in the TTT program.

- Unfilled Positions by subject: The Ohio Department of Education does not keep data on current unfilled positions.
  - High need subject areas identified by the Ohio Department of Education – Mathematics, Science, World Languages, Special Education and Career Technical Education.
- Demographics of civilian teacher population:
  - Table B. Age of teachers in Ohio:

Age	2018/2019	2019/2020
30 and younger	15,149	14,659
31-40	28,101	27,145
41-50	30,513	30,570
51-60	20,026	20,914
61-70	57,476	59,284
71 +	255	415
Total	151,520	152,987

- Ethnicity
  - American Indian or Alaskan Native (N=53): <0.05%

- Asian or Pacific Islander (N=517): 0.48%
- Black, Non-Hispanic (N=4,431): 4.12%
- Hispanic (N=732): 0.68%
- White, Non-Hispanic (N=101,720): 94.47%
- Multiracial (N=224): 0.21%
- Not Specified (N=50): 0.05%

Source - Each Child Our Future - Ohio Strategic Plan for Education: 2019 – 2024. (Based on Ohio SY2018-2019 data) http://education.ohio.gov/Media/Facts-and-Figures

- *N=107,677 Ohio Public School Teachers; 6,246 Ohio School Administrators; 24,605 Ohio Student Support Services.*
  - Table C. Education level:

Degree	2017/2018	2018/2019	2019/2020
Bachelor's	35,771	35,566	35,041
Master's	60,010	61,746	61,853
PhD	327	365	383
Ed Specialist	569	631	600

  - Educators in Early-Career Mentoring: 18,969 (This is a total number and not limited to veterans.)
- *Student achievement areas of concern:*
  - State education ranking: 20 of 53 - Ohio scored 241 which is above the national average of 239 and was not significantly different from the national public average. (Source: National Assessment of Education Progress, NAEP)
  - High Need districts/organizations (2019/2020): 3,066
  - Areas and grade levels of low student achievement on standardized test scores (shown here as tests with low percentage of test-takers performing at least proficient):
    - *HS Mathematics I: 43.6% (9,486 Tested)
    - *HS Mathematics II: 35.8% (9,889 Tested)
    - HS Geometry: 50.1% (134,199 Tested)
    - G8 Math: 57.3% (101,497 Tested)
    - G7 Math: 57.5% (124,858 Tested)
    - G8 ELA: 58.3% (126,063 Tested)
    - G6 ELA: 56.1% (131,258 Tested)

      *Mathematics I & II are classes taken in lieu of Algebra 1 and Geometry.

  - Behavior/classroom management/school-to-prison pipeline: The Ohio Department of Education has developed a 5-year strategic plan. The strategic plan, Each Child Our Future, which has been approved by the State Board of Education has as one of its four learning domains, Social-Emotional Learning. The Department is developing the standards to be approved by the State Board for implementation. This domain is to address behavior issues and improve the school environment. The Ohio Department of Education does not keep data on a metric called student-to-prison pipeline.
  - Equity and diversity concerns: The Ohio Department of Education, Office of Educator Effectiveness has developed equity training and currently fielding the "Train-the-Trainer" modules.
- *TTTP Pipeline*
  - Number of current program participants by education level:
    - GY2: (Based on TTTP database 7/9/2020)

- 27 with no degree
- 62 with associate degrees
- 379 with bachelor's degrees
- 227 with graduate degrees.
  - Transition period: (Based on TTTP database 10/15/2020)
    - 7 with no degree
    - 1 with associate degrees
    - 12 with bachelor's degrees
    - 13 with graduate degrees.
  - New eligible applicants by education level: The Ohio Program Coordinator did not capture this information locally. This will be added to the to the Ohio contact log for Grant Year 3.
  - Participants actively pursuing education: The Ohio licensure process provides multiple pathways to licensure without requiring the service member or veteran to pursue additional education. The pathways are:
    - Transfer an Out-of-State Educator's License: Ohio will transfer current or expired licenses from another state.
    - Alternative Resident Educator License: If the service member or veteran has a bachelor's degree with a 2.5 GPA or graduate degree with a 3.0 GPA in any field, they are eligible to apply for the 4-year Alternative Resident Educator License. Their evidence of content mastery is the passage of the applicable Ohio Assessment for Educators.
    - Provisional License for Career Technical Workforce Development: If the service member or veteran has a high school diploma and can show 5-years of work experience, or 2-years of work experience with a bachelor's degree in an applicable field, they are eligible for the 2-year Provisional License for Career Technical Workforce Development.
    - Participants actively pursuing certification/licensure: The Ohio Troops to Teachers Program Coordinator does not record participants actively pursuing alternative certification/licensure. All participants are working within their schedule, ability and financial resources.
  - Percentage of participant certification/licensure exam pass rate: Neither the Ohio Department of Higher Education, nor Ohio Department of Education report the results of the Ohio Assessment for Educators at the individual level, so we are unable to determine the pass rate for Ohio TTT participants.
- *TTTP* alumni network
  - Number of previous participants (Source – Ohio Contact logs): 277 from Grant Year 1 and 95 from Grant Year 2, Q1; 66 from Grant Year 2, Q2; 88 from Grant Year 2, Q3; 60 from Grant Year 2, Q4 for a total of 586.
  - Previous participants currently teaching:
    - 71 TTT participants teaching in Ohio prior to Grant Year 2.
    - 26 participants hired in grant year 2.
    - 97 TTT total participants.
  - Participants in the active program pipeline: 818 participants from the national TTT database (dated - 4/9/2020) and 60 from Ohio's GY2, Q4 (a.k.a. Transition Period) contact log for a total of 878. *Source – TTT Database dated 7/9/2020 & Ohio Contact Log GY2.*

Section 3: Achievement of Milestones by Program Goal

Grant Year 2 (1 Jul 2019 – 30 June 2020)

Table 1.1a. Activities

State Name: Ohio	Attended 17 Wright-Patterson Transition Assistance Program (TAP) Workshops Date: Twice/month	Visit to 220 Engineering Installation Date: 13 Jul 2019	Met with the Franklin County Veteran Service Commission Officers Date: 27 Aug 2019	Met with U.S. Navy Talent Acquisition and Onboarding Center Date: 05 Sept 2020	Met with Dayton Public City Schools, Human Resource Department. Date: 19 Aug 2019
Troops to Teachers Goal Alignment (goal this supports)	1	1	1	1	5, 6
State Milestone	1	1	1	1	5, 6
Narrative of Activity	Presented the Troops to Teachers Program to the service members separating from service.	Introduced myself and the TTT program at morning formation and setup an information table.	Went to the Franklin County Veteran Service Commission to educate them on the Troops to Teachers Program in Ohio and the support I can help them with.	Went to the U.S. Navy Acquisition and Onboarding Office in Columbus, OH to speak with the Senior Officer about the Troops to Teachers Program.	Met with Dayton Public City Schools, HR personnel to discuss the Troops to Teachers Program in Ohio and opportunities for veterans.
Status	Ongoing. Workshops are scheduled twice per month. The WPAFB TAPs transitioned to virtual events in June 2020.	Completed	Complete	Complete	Complete
Successes	The TAPs are mandatory for service members to attend and I present along with the other veteran service organizations.	Met with the unit leadership and airmen.	Met with the Director of the office.	Met with the senior officer.	Met with senior members of the HR staff.

Challenges	Since the TAP has gone virtual questions, the number of leads dropped off.	None	None	None	None
Resource Cost	Face-Face events cost $26 for use of a state car. Virtual events are $0.	$26	$0	$0	$0
# of service members or veterans reached overall	619	60	0	1	0
# of service member or veteran leads (interested in TTT)	28	13	0	1	0
# of service members or veterans applied to and enrolled in TTT (as a result of the event; see weekly report)	2	2	0	0	0

Table 1.1b. Activities (Continued)

| State Name:

Ohio | Education Fair hosted by Wright-Patterson AFB Education Center.

Date: 24 Oct 2019 | Military Appreciation Night, Orange High School, Olentangy Local School District.

Date: 13 Sep 2019 | Met with Superintendent of the Youth Services Department, Ohio Department of Education.

Date: 18 Sep 2019 | Virtually spoke with veteran representatives from Bluffton University, The Ohio State University, Wright State University and The American Board to discuss their Alternative Resident Educator Institute and availability of Veterans Administration (VA) reimbursement. | The TTT program coordinator held an in-person meeting, 21 Nov 2019, with the Ohio Troops to Teachers Advisory Board. The second meeting was cancelled due to the Covid-19 crisis. Our next meeting scheduled for 19 Nov 2020 will be conducted virtually. |
|---|---|---|---|---|---|
| Troops to Teachers Goal Alignment (goal this supports) | 1 | 1, 5 | 5 | 2 | 2 |
| State Milestone | 1 | 1, 5 | 5 | 2 | 2 |
| Narrative of Activity | The WPAFB Education Center invited me to attend their Education Fair to setup a table, make a presentation and answer questions. | Orange HS, Olentangy Local School District is one of the Ohio Purple Star Designated Schools and held a Military Appreciation Night at a Football Game. | Met with Superintendent James Brady to discuss ways that the TTT program can help fill vacancies. | Virtually spoke with veteran representatives from the subject school/ universities to determine if their programs were VA reimbursable. The only program VA reimbursable was Bluffton University's. | The Ohio Troops to Teachers team meets with the Troops to Teachers Advisory Counsel meet to discuss the actions of the TTT program coordinator and improvements that could be made. We also discuss barriers to military veterans. |
| Status | Complete | Complete | Complete | On-going | On-going |
| Successes | Had one individual attend the presentation with several attendees visiting the table. | Was able to speak with school and district leadership as well as area recruiters and family members. | I have referred several TTT participants to the Department of Youth Services and the TTT program has participants that have/had taught for DYS. | This is an on-going conversation with Higher Education Institutions to remove this barrier. | The Advisory Counsel brings a diverse set of experiences to discuss improvements to the program and discuss barriers to military veterans. The make-up of the Advisory Counsel is discussed in Section 5. |

Challenges	Due to Covid-19, these events are cancelled.	Due to Covid-19, these meetings are postponed.	Due to Covid-19, these meetings will be virtual.	Due to Covid-19, these meetings will be virtual.	Due to Covid-19, these meetings will be virtual.
Resource Cost	$26	$0	$0	$0	$0
# of service members or veterans reached overall	1	?	0	0	0
# of service member or veteran leads (interested in TTT)	1	?	0	0	0
# of service members or veterans applied to and enrolled in TTT (as a result of the event; see weekly report)	1	?	0	0	0

Table 1.1c. Activities (Continued)

State Name: Ohio	Contacts with Ohio Colleges/ Universities w/ teacher preparation programs Date: Kent State – 8 Nov 2019	Recruit mentors/ job coaches for Ohio's 5 Regions.	Recruit Troops to Teachers Area Coordinators	Prepare and publish a Troops to Teachers/ Military Veteran Toolkit	Discussion with Ohio hiring organizations Date: 29 Apr 2020
Troops to Teachers Goal Alignment (goal this supports)	2, 4	5	1, 3, 5, 6	2, 6	5
State Milestone	2, 4	5	1, 3, 5, 6	2, 6	5
Narrative of Activity	Discussed the possibility of creating an "Alternative Resident Educator Institute" required by the Ohio Department of Education's alternative pathway to licensure that could be VA reimbursable.	The Ohio TTT Program coordinator has been recruiting volunteers to be a mentor/job coach/resource for prospective TTT candidates.	The TTT Area Coordinator, a paid, part-time independent contractor, will be assigned a geographical region to assist the state program coordinator with recruiting, attending events, creating partnerships, counsel, and visit military units.	The toolkit will provide recruiting and retention guidance to schools/districts hiring service members separating from active duty service and currently serving members in one of the reserve components.	Spoke to Lynette Boggs, CTE Supervisor, Wayne County Career Center.
Status	On-going	On-going	On-going	On-going	Complete
Successes	Spoke with representatives from Kent State University and Bowling Green State University.	We currently have 5 mentors/ job coaches and the process continues.	The job description is being going through the approval process with in the Ohio Department of Education.	The Request for Proposal worksheet was approved and forwarded to the Office of Fiscal Services for release.	Spoke to Lynette to assist a Troops to Teachers participant to teach machining at the center. All that was available was P/T adult education.
Challenges	The Covid-19 crisis have ceased face-face meetings forcing	Teachers in this time of Covid-19 are being over extended	None	None	Available positions

	virtual meetings. The TTT program coordinator will reconnect in Grant Year 3.	with distance learning and hybrid models. Therefore, it is a challenge to get volunteers to add something else to their plate.			
Resource Cost	$0	$0	Budgeted for $6500 per individual including travel.	Budgeted for $20,000	$0
# of service members or veterans reached overall	0	0	0	0	1
# of service member or veteran leads (interested in TTT)	0	0	0	0	1
# of service members or veterans applied to and enrolled in TTT (as a result of the event; see weekly report)	0	0	0	0	1

Table 1.1d. Activities (Continued)

State Name: Ohio	Used Facebook advertisements to extend the reach of the Ohio Troops to Teachers reach.	TTT Presentation to the Cleveland Area Minority Educators Recruitment Association (CAMERA) Date: 21 Jan 2020	Presented the TTT program in a break out session during the Ohio School Improvement Institute (OSII) Conference Date 14 Nov 2020
Troops to Teachers Goal Alignment (goal this supports)	1	5	5
State Milestone	1	5	5
Narrative of Activity	Place advertisements on Facebook social media targeting veterans to extend the programs reach.	Presented the TTT program to the CAMERA board. CAMERA is comprised of 20 Northeast Ohio school districts that identify, recruit and support minority education professionals.	During the OSII Conference presented the TTT and Purple Star programs to a break out session.
Status	This advertising pilot was interrupted due to the freezing of state and federal expenditures due to the Ohio's and the Department's Covid-19 response.	Complete	Complete
Successes	This was our first venture into advertising on social media.	Provided program information to all district	Provided district representatives

	And we reached an impressive number of individuals.	representatives attending.	program information.
Challenges	Due to the budget restrictions resulting from the Covid-19 response the pilot was discontinued at end of February.	None	None
Resource Cost	$1000	$26	$0
# of service members or veterans reached overall	268 – Due to Facebook's targeting algorithms, we are unable to determine how many of these individuals are veterans or service members.	0	0
# of service member or veteran leads (interested in TTT)	147 - Due to Facebook's targeting algorithms, we are unable to determine how many of these individuals are veterans or service members.	0	0
# of service members or veterans applied to and enrolled in TTT (as a result of the event; see weekly report)	?	0	0

Table 2.1. Participant Pipeline

# of contacts generated this grant year	# of leads generated this grant year	# of service members or veterans that applied for Troops to Teachers this grant year	# of participants that received counseling and referral services (includes multiple conversations and communication) this grant year	# of participants that started educator preparation program this grant year	# of participants who completed the educator preparation program this grant year	# of participant helped through employment facilitation this grant year	# of participants hired as paraeducators, substitutes or teachers this grant year	# of participants hired as full-time teachers this grant year
513	255	136	255	190*	Data not centrally captured	12	4	22

*   This is the total number of veterans who enrolled into an Ohio education preparation program. There is not a way to separate the TTT participants.

Transition Period (1 Jul 2020 – 30 Sep 2020)

Table 1.2. Activities

State Name: Ohio	Recruit Troops to Teachers Area Coordinators	Prepare and publish a Troops to Teachers/ Military Veteran Toolkit	Participated in RecruitMilitary's Ohio Virtual Career Fair Date: 3 Sept 2020	Attended 4 Wright-Patterson Transition Assistance Program (TAP) Workshops Date: Twice/month
Troops to Teachers Goal Alignment (goal this supports)	1, 3, 5, 6	2, 6	1	1
State Milestone	1, 3, 5, 6	2, 6	1	1
Narrative of Activity	The TTT Area Coordinator, a paid, part-time independent contractor, will be assigned a geographical region to assist the state program coordinator with recruiting, attending events, creating partnerships, counsel, and visit military units.	The toolkit will provide recruiting and retention guidance to schools/districts hiring service members separating from active duty service and currently serving members in one of the reserve components.	With the Covid-19 crisis forcing the cancellation of face-face events the Ohio TTT Program has had to look at virtual events like this to recruit candidates.	Presented the Troops to Teachers Program to service members separating from service.
Status	On-going	On-going	On-going	Ongoing. Workshops are scheduled twice per month. The WPAFB TAPs

				transitioned to virtual events in June 2020.
Successes	We receive 4 viable candidates and the Office of Legal Counsel is drafting offers.	The Ohio Department of Education, Office of Fiscal Services released the solicitation to Ohio's Education Service Centers for consideration.	Participating in a virtual job fair we were able to connect with individuals and have quality conversations with transitioning service members and veterans that we may not otherwise have had the opportunity.	The TAPs are mandatory for service members to attend and I present along with the other veteran service organizations.
Challenges	None	None	Learning a new virtual system.	Since the TAP has gone virtual questions, the number of leads dropped off.
Resource Cost	Budgeted for $6500 including travel.	Budgeted for $20,000	$595	Face to Face events cost $26 for use of a state car. Virtual events are $0.
# of service members or veterans reached overall	0	0	240	240
# of service member or veteran leads (interested in TTT)	0	0	17	2

# of service members or veterans applied to and enrolled in TTT (as a result of the event; see weekly report)	0	0	?	?

Table 2.2. Participant Pipeline

# of contacts generated this quarter	# of leads generated this quarter	# of service members or veterans that applied for Troops to Teachers this quarter	# of participants that received counseling and referral services this quarter	# of participants that started educator preparation program this quarter	# of participants who completed the educator preparation program this quarter	# of participant helped through employment facilitation	# of participants hired as paraeducators, substitutes, etc. hired this quarter	# of participants hired as full-time teachers this quarter
502	69	34	69	64	Data not centrally captured	4	2	2

*   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.

Section 4: Future Initiatives

The Ohio Troops to Teachers Program Coordinator will continue to meet with Higher Education faculty and college administrators to promote the Troops to Teachers 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 Troops to Teachers Program will hire up to 5 part-time area coordinators to assist the state coordinator. These part-time Troops to Teachers Area Coordinators (TTTAC) will be responsible for covering geographic regions of the state. The TTTACs will assist the TTT program coordinator with presentations and table displays at local job fairs, county fairs, veteran organizations, Yellow Ribbon events, Purple Star School events and other veteran employment and education-related venues and events. These TTTACs will also help the program coordinator establish mobile communications at these events and direct interested veterans to sign-up for the TTT program at www.proudtoserveagain.com.

The Program Coordinator released a solicitation for a Request for Proposal this grant year to develop Toolkit documents to provide Ohio school districts best practices to hire and develop military veterans and reservists as educators. These materials will be incorporated into the online Ohio Human Capital Resource Center at www.ohiohcrc.org.

The Troops to Teachers Program Coordinator will continue to develop and implement an advertisement campaign on social media and other digital media in GY3 following the success of the pilot completed in November 2019. The program will advertise on Facebook targeting veterans, reservists and veteran groups, such as, Brotherhood of Tankers.

Plan the release of the third Ohio Troops to Teachers video to promote the racial and gender diversity that the Troops to Teachers program provides the education environment.

The Ohio Troops to Teachers Program Coordinator will create and release a solicitation for a 3rd party independent evaluation of the Ohio Troops to Teachers program.

Continue participation with the Tom Rutan Military Interstate Children's Compact Commission (MIC[3]) Board and the Ohio Purple Star Designated School Selection Committee.
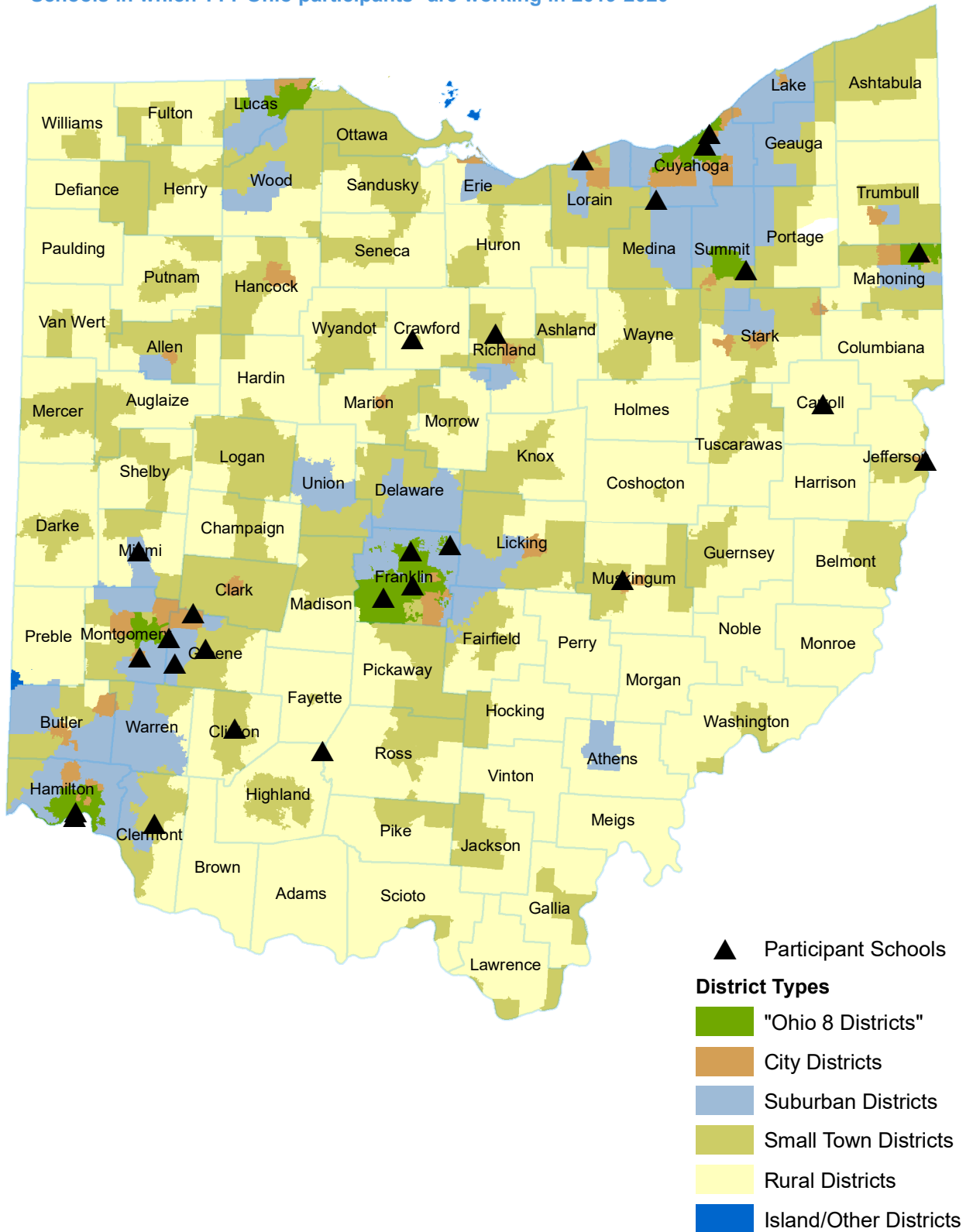
Section 5: Narrative/Comments

The Ohio Troops to Teachers Advisory Counsel is comprised of veteran service leaders, and education and human resource specialists. They are:

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. Jay E. Johnson, Col (USMC, retired), Director, Professional & Executive Education, Dublin Integrated Education Center
8. Dennis Laich, MG (USA, retired), Director, Ohio Dominican University PATRIOT's program
9. Pete LuPiba (US Navy veteran), Executive Director, Ohio Budget & Management Communications
10. Chris Picha (US Army veteran), Military & Veteran Community Liaison, Ohio Department of Veterans Services

To enhance the Ohio TTT program's connection with K-12 schools, the program coordinator is a member of the Ohio Military Interstate Children's Compact Commission (MIC[3]) Board and Ohio's Purple Star Designated School Selection Committee. The Purple Star Designated School program considers Ohio schools that show a major commitment to military-connected students and families; these schools are awarded a special Purple Star recognition to display onsite.

Troops to Teachers (TTT) Ohio
Schools in which TTT Ohio participants* are working in 2019-2020

▲ Participant Schools

District Types

- ▮ "Ohio 8 Districts"
- ▮ City Districts
- ▮ Suburban Districts
- ▮ Small Town Districts
- ▮ Rural Districts
- ▮ Island/Other Districts

*Participants mapped are those who received an educator license from 01 Jul 2019 to 30 Sep 2020 and taught during that period, but are not necessarily new educators