

# Grant Year 3 Annual & Close Out Technical Report: Ohio Troops to Teachers Program



**SUBMITTED FOR THE OHIO DEPARTMENT OF EDUCATION BY  
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# Table of Contents

<b>Executive Summary</b> .....	<b>3</b>
<b>Introduction</b> .....	<b>3</b>
<b>Achievement of Milestones by Program Goal</b> .....	<b>4</b>
<b>Table 1a. Activities</b> .....	<b>5</b>
<b>Table 1b. Activities (Continued)</b> .....	<b>8</b>
<b>Table 1c. Activities (Continued)</b> .....	<b>9</b>
<b>Table 2. Participant Pipeline</b> .....	<b>11</b>
<b>Table 2.1. Annual Participant Pipeline</b> .....	<b>13</b>
<b>Future Initiatives</b> .....	<b>14</b>
<b>Narrative/Comments</b> .....	<b>15</b>

## Executive Summary

This report covers three quarters (1 Oct 2020— 30 Jun 2021) and two weeks (1 – 14 Jul 2021) of the Ohio Troops to Teachers (TTT) Program. Due to the U.S. Department of Defense’s Defense-Wide Review, resources from the National Troops To Teachers Program have been reallocated to higher priority projects. The national program stopped taking applications and ended financial benefits on 1 Oct 2020. State grantees were notified their programs would sunset based on the date of their grant awards. The Ohio national grant-based program sunset on 14 July 2021. The state of Ohio accepted the no-cost extension that moved the expiration date to 14 July 2022 or sooner if the residual funds are expended.

During this period the Ohio TTT Program Coordinator:

1. Generated 139 leads resulting in 261 emails and numerous phone conversations.
  - a. Presented at the Transition Assistance Program (TAP) at Wright-Patterson Air Force Base resulting in 491 contacts.
  - b. Attended six RecruitMilitary virtual career events resulting in 13,206 contacts.
2. Held two virtual meetings with the Ohio Troops to Teachers Advisory Council providing programmatic updates and soliciting expertise on the transition of the program from a national grant-based program to an Ohio program.
3. Hired three area coordinators that were responsible for the northeast, northwest and central regions of the state to further the program’s outreach.
4. Contracted with the Education Service Center of Northeast Ohio (ESCNEO) to develop a guide entitled, “School District Guide to Hiring and Supporting Military Veterans and Transitioning Active-Duty Service Members and Currently Serving Reservists as Teachers in the State of Ohio.”
5. Contracted with WestEd to conduct an external evaluation of the Ohio Troops to Teachers program. A copy of the external evaluation is provided as a separate document.
6. Served on the [Purple Star Designated School](#) selection committee.
7. Served on [Ohio’s Military Interstate Children’s Compact Commission \(MIC3\)](#) state council.

The Ohio Department of Education will continue to support transitioning active-duty and reserve component service members and military veterans interested in a career in education. In the continuance of this mission, the Program Coordinator has discussed ideas with the Office of Communication and Outreach on a rebranding strategy for the TTT program.

## Introduction

This report serves as both the annual and close-out report for the Ohio Troops to Teachers Program.

Due to the pandemic, face-to-face meetings and large gatherings were curtailed during the last two years of the program. The TTT Program coordinator continued to present the program at virtual Wright-Patterson Air Force Base Transition Assistance Program (TAP) workshops. The Program Coordinator also continued to attend Virtual Career Fairs hosted by RecruitMilitary.

The TTT Program Coordinator held two virtual meetings with the Ohio Troops to Teachers Advisory Council providing programmatic updates and soliciting their expertise on the transition of the program from a national grant-based program to an Ohio program.

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

To further educate and support schools and school districts in Ohio, the Program Coordinator contracted with the Education Service Center of Northeast Ohio (ESCNEO) to develop a toolkit entitled "School District Guide to Hiring and Supporting Military Veterans and Transitioning Active-Duty Service Members and Currently Serving Reservists as Teachers in the State of Ohio".

To receive a third-party evaluation of Ohio's TTT Program the Program Coordinator contracted WestEd to conduct an external evaluation of the Ohio Troops to Teachers program. A copy of this evaluation will be provided as a separate document.

The TTT Program Coordinator serves on the [Purple Star Designated School](#) selection committee. This committee reviews applications submitted by Ohio's schools and awardees are announced by Ohio's State Superintendent for Public Education.

The 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 during the past three years:

1. 1 Jul 2018 – 30 June 2019: 2,908 individuals - 3,527 credentials
2. 1 Jul 2019 – 30 June 2020: 2,609 individuals - 3,170 credentials
3. 1 Jul 2020 – 30 June 2021: 2,240 individuals - 2,667 credentials

NOTE: There was a corresponding reduction in the total number of credentials between the periods of 1 Jul 2019 – 30 June 2020 and 1 Jul 2020 – 30 June 2021.

## Achievement 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

	Activity 1	Activity 2	Activity 3	Activity 4
Activity Description	<p>Attended five virtual Wright-Patterson Transition Assistance Program (TAP) Workshops</p> <p>Dates: 20 Apr 21 11 May 21 8 Jun 21 22 Jun 21 13 July 21</p> <p>Attended 17 TAPs for the annual period 1 Oct 20 – 14 July 21.</p>	Troops to Teachers/ Military Veteran Toolkit Request for Proposal.	Three individuals serve as Troops to Teachers area coordinators.	External review of Ohio's TTT program.
Troops to Teachers Goal Alignment (goals supported)	1	2 and 5	1-6	1-6
State Milestone	1	2 and 5	1-6	1-6

<p>Narrative of Activity</p>	<p>Presented the Troops to Teachers Program to service members separating from active-duty or reserve component service.</p>	<p>The Troops to Teachers/ Military Veteran Toolkit was informed by the US Department of Labor “Employer Guide to Hiring Veterans” document and is incorporated into Ohio’s “Human Capital Resource Center.” This toolkit provides guidance on how to integrate and sustain military veterans in Ohio’s classroom.</p>	<p>TTT area coordinators were assigned geographic regions of Ohio (northeast, northwest and central). There were no applicants for the southwest or southeast regions. The area coordinators extended program outreach and mentorship.</p>	<p>The Ohio Troops to Teachers Technical Proposal included a requirement to conduct an external evaluation of the program. Three bids were received in response to the RFP, and WestEd was selected. This evaluation provided an external objective evaluation of the program.</p>
<p>Status</p>	<p>Ongoing. Workshops are scheduled twice per month. The Wright-Patterson Air Force Base TAPs transitioned to virtual events in June 2020.</p>	<p>The Education Service Center of Northeast Ohio delivered the Troops to Teachers/Military Veteran Toolkit on 30 June 2021.</p>	<p>The area coordinator contracts ended at the conclusion of fiscal year 2021 on 30 June 21. Extensions have been submitted to enable the area coordinators to use unexpended funds.</p>	<p>The WestEd team delivered a draft on 30 June 21 and provided a final document after the Ohio TTT team reviewed.</p>
<p>Successes</p>	<p>TAPs are mandatory for service members to attend. Troops to Teachers presents along with other veteran service organizations.</p>	<p>This toolkit provides a guidance document to assist schools and school districts in hiring, onboarding and sustaining military veterans as educators.</p>	<p>The area coordinators increased the number of veterans and organizations reached with information on Ohio TTT.  The area coordinators reached out to more than 36 county Veterans Services Offices as well as to RecruitMilitary participants.</p>	<p>The program evaluation by WestEd provided an independent external review of Ohio’s TTT program.</p>
<p>Challenges</p>	<p>Since the TAPs went virtual,</p>	<p>Because of emphasis on local</p>	<p>There were no applications from the</p>	<p>The pandemic has created several</p>



	inquiries and the number of leads have declined.	control of schools in Ohio, the toolkit may not be utilized.	southeast and southwest regions of the state, so those positions were not filled.	obstacles to the TTT program.
Resource Cost	Virtual events are \$0.	\$20,000	\$4,541.69	\$9,179.45
Number of service members or veterans reached overall	1 April – 14 July = 93 contacts and 0 leads  Annual = 491 contacts and 10 leads.  Attendees of the 22 June 21 and 13 Jul 21 TAPs were not counted.	N/A	The area coordinators reached out to 234 participants from RecruitMilitary’s national and Ohio events.	N/A
Number of service member or veteran leads (interested in TTT)	0	N/A	13	N/A
Number of service members or veterans that applied to and enrolled in TTT as a result of the event (see weekly report)	0	N/A	0	N/A

Table 1b. Activities (Continued)

	Activity 5	Activity 6	Activity 7	Activity 8
Activity Description	Attended the Transitioning Army & Army Spouse Virtual Career Fair hosted by RecruitMilitary.  9 Dec 2020	Attended the National Virtual Career Fair hosted by RecruitMilitary.  16 Feb 2021	Attended the Transitioning Army & Army Spouse Virtual Career Fair hosted by RecruitMilitary.  23 Mar 2021	Attended the National Virtual Career Fair hosted by RecruitMilitary.  18 May 2021
Troops to Teachers Goal Alignment (goals supported)	1	1	1	1
State Milestone	1	1	1	1
Narrative of Activity	This virtual career fair allowed transitioning Army active-duty service members and Army spouses from around the world to interview and receive information on employment opportunities in the U.S.	This virtual career fair allowed transitioning active-duty, currently serving reserve-component service members and military veterans from around the world to interview and receive information on employment opportunities in the U.S.	This virtual career fair allowed transitioning Army active-duty service members and Army spouses from around the world to interview and receive information on employment opportunities in the U.S.	This virtual career fair allowed transitioning active-duty, currently serving reserve-component service members and military veterans from around the world to interview and receive information on employment opportunities in the U.S.
Status	Event complete.	Event complete.	Event complete.	Event complete.
Successes	Ohio TTT was able to reach out to a global audience.	Ohio TTT was able to reach out to a global audience.	Ohio TTT was able to reach out to a global audience.	Ohio TTT was able to reach out to a global audience.
Challenges	The Ohio TTT Program is competing with national companies	The Ohio TTT Program is competing with national companies	The Ohio TTT Program is competing with national companies	The Ohio TTT Program is competing with national companies for the talents of military veterans.



	for the talents of military veterans.	for the talents of military veterans.	for the talents of military veterans.	
Resource Cost	\$595	\$595	\$595	\$595
Number of service members or veterans reached overall	738	4895	738	4345
Number of service member or veteran leads (interested in TTT)	11	14	11	9
Number of service members or veterans that applied to and enrolled in TTT as a result of the event (see weekly report)	0	0	0	0

## Table 1c. Activities (Continued)

	Activity 9	Activity 10		
Activity Description	Attended the Ohio Virtual Career Fair hosted by RecruitMilitary. 27 May 2021	Attended the National Virtual Career Fair hosted by RecruitMilitary. 6 July 2021		
Troops to Teachers Goal Alignment (goals supported)	1	1		
State Milestone	1	1		

Narrative of Activity	This virtual career fair allowed transitioning active-duty, currently serving reserve-component service members and military veterans from around the world to interview and receive information on employment opportunities in Ohio.	This virtual career fair allowed transitioning active-duty, currently serving reserve-component service members and military veterans from around the world to interview and receive information on employment opportunities in the U.S.		
Status	Event complete.	Event complete.		
Successes	Ohio TTT was able to reach out to a global audience.	Ohio TTT was able to reach out to a global audience.		
Challenges	This event originally was advertised as a face-to-face event in Cincinnati. When the decision was made to make it virtual, it was changed to a statewide event. The Ohio TTT Program is competing with other Ohio companies for the talents of military veterans.	The Ohio TTT Program is competing with national companies for the talents of military veterans.		
Resource Cost	\$595	\$595		
Number of service members or veterans reached overall	85	2405		
Number of service member or veteran leads (interested in TTT)	4	4		

Number of service members or veterans that applied to and enrolled in TTT as a result of the event (see weekly report)	0	0		
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## Table 2. Participant Pipeline

( 1 Apr – 30 Jun) + (1 – 14 Jul)	
Number of contacts generated this quarter	6988 4345 -National Virtual Career Fair (VCF) (18 May) 85 - Ohio VCF (27 May) 2405 – National VCF (6 Jul) 93 - TAP 60 - Ohio Log
Number of leads generated this quarter	77 9 -National VCF (18 May) 4 - Ohio VCF (27 May) 4 – National VCF (6 Jul) 0 - TAP 60 - Ohio Log
Number of service members or veterans that applied for Troops to Teachers this quarter <sup>1</sup>	251
Number of participants that received counseling and referral services this quarter	60

<p>Number of participants that started educator preparation program this quarter<sup>2, 3</sup></p>	<p>Ohio TTT was unable to provide this figure. The Ohio Department of Higher Education has been notified this data will be needed for future reports. An attempt will be made to include the number in the annual report.</p>
<p>Number of participants that completed the educator preparation program this quarter</p>	<p>Data not centrally captured.</p>
<p>Number of participants helped through employment facilitation</p>	<p>Ohio TTT aids and counsels all participants in the program. However, Ohio has a decentralized employment system for educators. Therefore, it is difficult to provide a definite number.</p>
<p>Number of participants hired as paraeducators, substitutes and in similar roles this quarter</p>	<p>Ohio TTT was unable to acquire the number for this report. The Department's data team has been notified this will be needed for future reports. This will be included in the annual report.</p>
<p>Number of participants hired as full-time teachers this quarter</p>	<p>Ohio TTT was unable to acquire for this report. The Department's data team has been notified this will be needed for the annual report.</p>

<sup>1</sup> The National Troops to Teachers program began accepting “Program Interest” forms effective 1 Oct 2020. This data is extracted from the “Grantee Resource” Program Interest Report published 12 Aug 2021.

<sup>2</sup> This is the total number of veterans that enrolled in an Ohio education preparation program. There is no way to breakout the number of TTT participants.

<sup>3</sup> In Ohio there are alternative pathways that do not require the veteran to enroll in a preparatory program.

## Table 2.1. Annual Participant Pipeline

Number of contacts generated this grant year <sup>1</sup>	13,836
Number of leads generated this grant year	206
Number of service members or veterans that applied for Troops to Teachers this grant year <sup>2</sup>	251
Number of participants that received counseling and referral services (includes multiple conversations and communications) this grant year <sup>3</sup>	261+
Number of participants that started the educator preparation program this grant year	See Note 4
Number of participants that completed the educator preparation program this grant year	Data not centrally captured
Number of participants helped through employment facilitation this grant year	139

Number of participants hired as paraeducators, substitutes or teachers this grant year	21 From 1 Jul 20 – 30 Jun 21, 2,667 credentials were issued using the military fee waiver <sup>5,6</sup>
Number of participants hired as full-time teachers this grant year	17

- <sup>1</sup> Includes numbers from the Program Coordinator’s Contact Log, the Wright-Patterson Air Force Base TAP and RecruitMilitary events.
- <sup>2</sup> This value was taken from the Program Interest Data Spreadsheet published 12 Aug 2021.
- <sup>3</sup> This value is the number of emails documented in the Program Coordinator’s Contact log. The ‘+’ accounts for numerous telephone conversations about the program and support.
- <sup>4</sup> The Ohio Department of Higher Education was unable to provide this data at the time of this report.
- <sup>5</sup> As a veteran benefit, the state of Ohio waives licensure fees for military veterans and spouses of active-duty service members seeking educator licenses. Participants in the Troops to Teachers program must be military veterans and are included in this total. The Ohio Department of Education tracks the number of licenses issued using a fee waiver but has no way to breakout the number of TTT participants. TTT participants must self-report their status.
- <sup>6</sup> 2,667 represents the number of credentials issued to 2,240 individuals.

## Future Initiatives

The Ohio Department of Education’s Office of Educator Effectiveness will continue to support active-duty, currently serving reserve-component service members as well as military veterans in transitioning to Ohio educators. The Department is in the process of rebranding the national Troops to Teachers program to a state initiative titled Ohio Military Veteran Educators Program (OhioMVEP).

A purchase order between RecruitMilitary and the Ohio Troops to Teachers program has been signed to attend three events:

1. Central Region Virtual Career Fair (VCF)      10 Aug 2021
2. Transitioning Army VCF                              28 Sep 2021
3. Columbus (Ohio) Career Fair                      10 Nov 2021

The Ohio Troops to Teachers Program Coordinator requested a “No-Cost” extension of the TTT area coordinator contracts allowing them to continue using the remainder of the amount budgeted for their compensation.

The Ohio Troops to Teachers Program plans to distribute printed copies of the Troops to Teachers/Military Veteran Toolkit, and a digital copy of the toolkit will be posted to the Human Capital Resource Center.

The Ohio Troops to Teachers Program Coordinator will continue to meet with higher education faculty and college administrators. The coordinator will promote the Troops to Teachers Program and expansion of the Alternative Resident Educator Institute programs offered by colleges with an eye on improving accessibility for military veterans. Additional meetings are planned as Ohio has more than 50 colleges that offer teacher preparation programs.

The Ohio Troops to Teachers Program plans the release of a third video to promote the racial and gender diversity that the Troops to Teachers program provides. Work on this video will move forward as accommodations can be made to film at schools.

## 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 Equal Employment Opportunity expert
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, Wright-Patterson Air Force Base
6. Mike Hebenenthal, 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 (U.S. Navy veteran), Executive Director, Ohio Budget & Management Communications
10. Chris Picha (U.S. Army veteran), Military & Veteran Community Liaison, Ohio Department of Veterans Services
11. Valerie Kunze, Purple Star Designated School Program Coordinator, Assistant Director – Vulnerable Youth, Office of Whole Child Supports, Ohio Department of Education

To enhance the TTT program's connection with K-12 schools, the Program Coordinator sits on the Military Interstate Children's Compact Commission (MIC<sup>3</sup>) Board and Ohio's Purple Star Designated School Selection Committee. The Purple Star Designated School program cites Ohio schools that show a major commitment to military-connected students and families and awards them a special Purple Star recognition to display onsite.