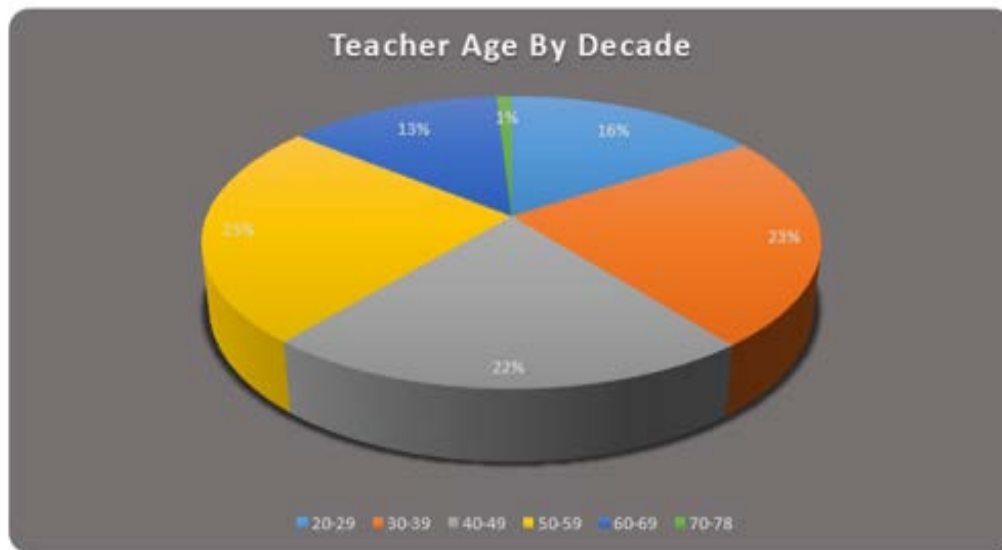


A Call for Recruitment and the Appreciation of Experienced Teachers



Teacher age

- 20-29 501
- 30-39 747
- 40-49 692
- 50-59 784
- 60-69 421
- 70-78 29

(Many of these are part-time retirement / adjunct calls at MLC)



A major responsibility of the Commission on Lutheran Schools is supporting the work of the district presidents in providing teacher Divine Call lists to congregations. Some patterns have emerged over the first two months of the current calling season. Congregations often request workers in the experience level of four to ten years or five to fifteen years. That level represents a very narrow window of the WELS called worker population. The 20-29 year age group is considerably smaller than the age groups of teachers above it. There are specific areas in ministry where demand is high and the number of available workers is low.

1. When a congregation seeks an organist, the number of available workers who are able to relocate is very small. Also each younger age group has fewer highly skilled organists. The largest pool of strong organists can be found in the 40-49 and 50-59 age ranges, when more candidates entered the teaching ministry with organ skills. A solution is to consider more veteran teachers for call lists, and continuing to encourage students to become proficient in organ.
2. Spanish skills are desired. As more congregations seek to serve their communities, more are asking for fluency in Spanish. The number of experienced teachers in Spanish is limited. A

solution is encourage our high school students to become fluent in Spanish, and recruit those students to train for service as teachers.

3. Early childhood teachers and early childhood directors continue to be in demand. MLC is addressing the need with the programs in early childhood. The number of early childhood teachers able to relocate is very small. A solution is to continue to train early childhood teachers as congregations become more willing to call early childhood teachers from the field with more experience.
4. Principals are in great demand. There is a limited number of young principals, and eleven WELS schools went with an interim arrangement for 2015-16. Eight men currently serving in teaching positions are in the midst of a leadership cohort with a desire to serve as principals. Several experienced teachers who have never served as principal have expressed a willingness to consider the principal-ship. A solution is for congregations to prayerfully consider calling teachers with limited or no principal experience, especially the smaller schools of under 70 students, or to prayerfully consider seasoned principals with decades of experience.
5. Urban and outreach teachers are needed. We are thankful that MLC has included a professor of urban ministry. We are also thankful for the many undergrads who are working in summer urban teaching programs and graduates who have gained outreach experience in Asia following graduation. This is an area of growth and high need in our WELS school.

Each of these factors presents us with the opportunity to realize that there is much work to be done and workers are needed. Please pray for more of the children in our classrooms today to serve as called workers in our classrooms tomorrow.