**EARLY-CAREER**

*Pre-Service/Early*
Primary Concern: Surviving

*Middle*
Primary Concern: The task of teaching

*Late*
Primary Concern: Impact on students

**MID-CAREER**

Stabilization — Some confidence professionally, can settle into a comfortable and predictable pattern of teaching.

Experimentation — Seasoned teachers often experiment with new approaches and activities in their classrooms.

Taking Stock — Teachers with a decade or more of experience may reflect on their careers, contemplating both the worth of their past work and their plans for continued work in coming years.

**LATE-CAREER**

Serenity — Teachers with many years of experience are usually comfortable with classroom life and their role in it.

**How We Can Help**

**BEGIN professional development and networking opportunities before teacher takes first job** – build connection to the profession.

Use late-career teacher mentors to serve as a technical resource and model good work/life balance.

Broaden foundation with opportunities to explore a variety of technical and pedagogical areas. Help identify student and community needs and how to meet those needs.

**DEEPEN pedagogical and technical skills through professional development.**

Recognize achievements, help build buy-in from local decision-makers.

Develop teacher leaders and provide leadership opportunities.

Support teacher wellness and work-life balance.

**KEEP teachers motivated by helping them find new challenges, develop into mentors, and become national leaders.**

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## NAAE Areas of Focus and Related Programs

### Advocacy
- NAAE Legislative Action Center
- Advocacy Unit for Secondary Students
- National Policy Seminar
- Local, State and National Advocacy Profiles

### Professional Development
- National Agriscience Preservice Teacher Program
- Future Agriscience Teacher Symposium
- Preservice Teacher Track at NAAE Convention
- Curriculum for Agricultural Science Education (CASE) Preservice Certification Programs
- NAAE Internships
- Teachers Turn the Key Scholarship Program
- XLR8 Experienced Teacher Institute
- Curriculum for Agricultural Science Education (CASE) Institutes
- Curriculum for Agricultural Science Education (CASE) Lead Teacher Program – late early-career - late-career
- National Agriscience Teacher Ambassador Program
- NAAE Agriscience Inquiry Institutes
- Farmer to Farmer
- Virtual Book Club
- DuPont Agriscience Institutes
- NAAE Convention Learning Sessions
- Regional Conferences
- Communities of Practice Professional Networking Site

### Agriculture Teacher Recruitment and Retention
- National Teach Ag Ambassador Program
- National Teach Ag Day Collegiate Contest
- Teach Ag Signing Events
- Teach Ag Promising Practice Webinars – early-career - late-career
- Job Postings and State Certification Requirements
- National Teach Ag Campaign
- State Teach Ag Results (STAR) Program
- Agricultural Education Supply and Demand Data Collection
- National Teach Ag Day

### Member Recognition
- Upper Division Scholarship
- Outstanding Young Member
- Ideas Unlimited Award – late early-career – late-career
- Outstanding Cooperation Award – late early-career – late-career
- Agriscience Teacher of the Year
- Outstanding Teacher
- Outstanding Middle/Secondary Program Award
- Outstanding Postsecondary/Adult Program Award
- Teacher Mentor Award
- Outstanding Service Citation
- Lifetime Achievement Award

### Other
- NAAE Convention
- Agricultural Educators Relief Fund
- Professional Liability Insurance
- Leadership Opportunities via Serving on Committees and Boards