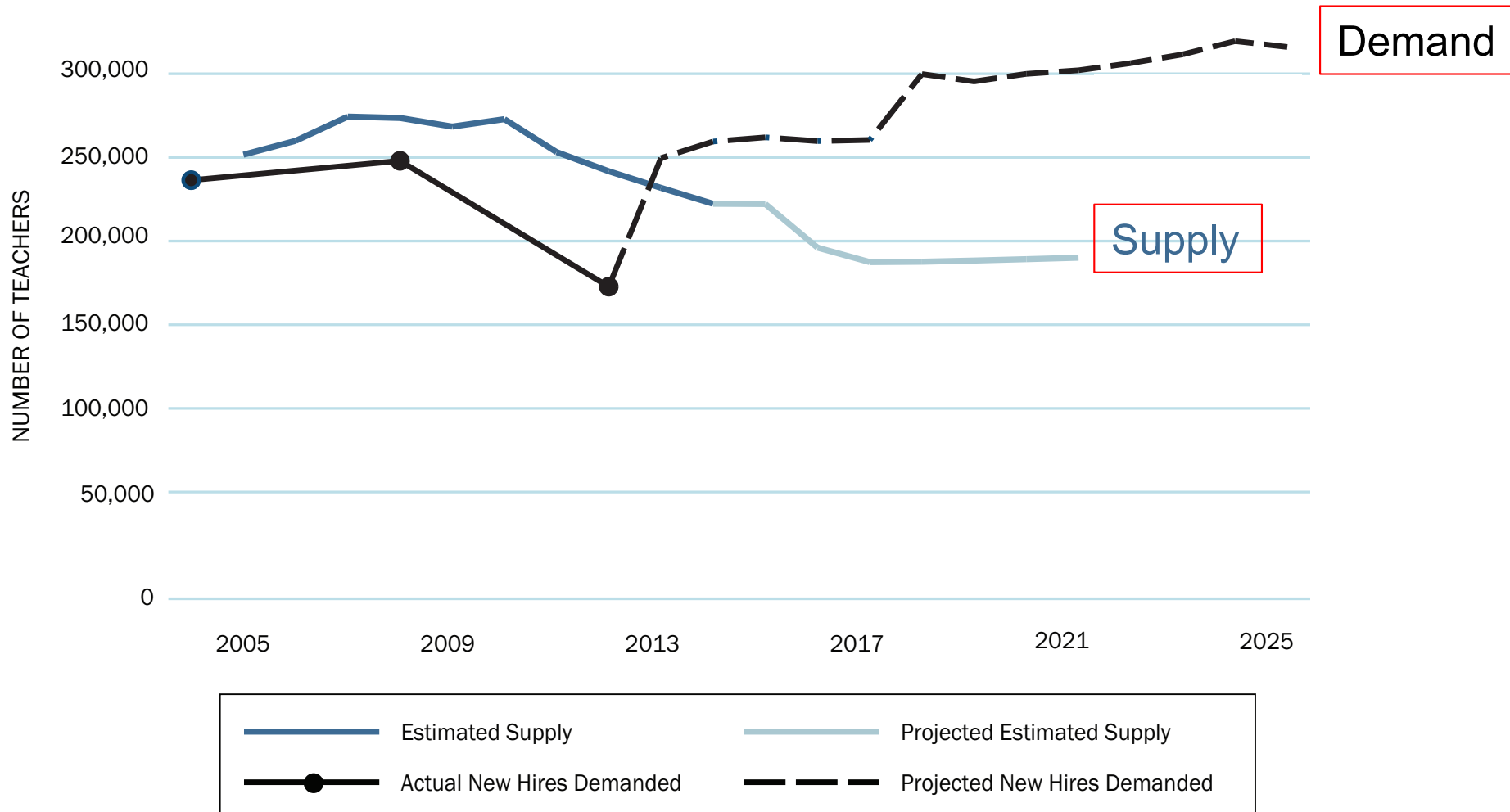


Addressing Teacher Shortages and Diversifying the Profession

Martens Roc and Jessica Cardichon
May 7, 2018

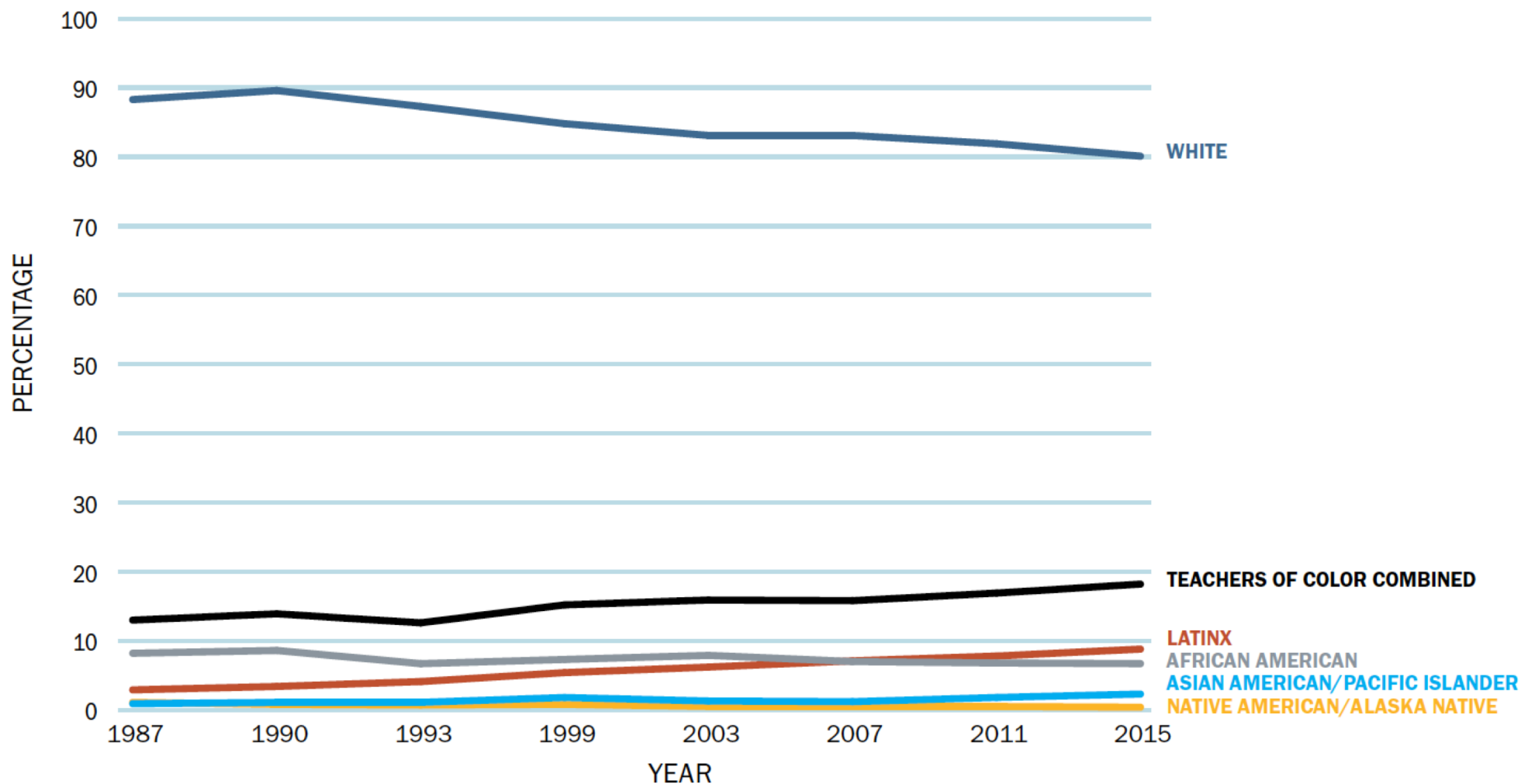


Teacher Supply and Demand Imbalance



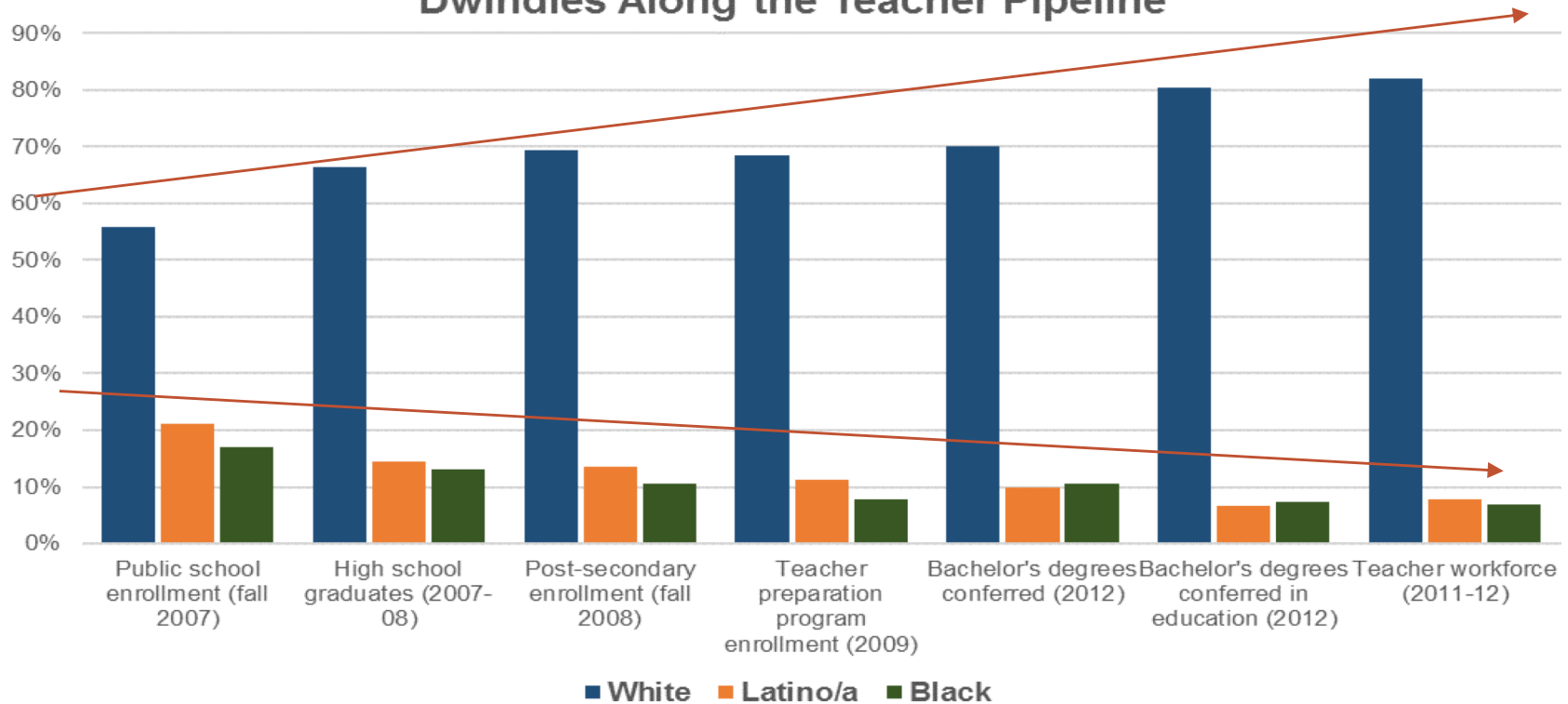
The Share of Teachers of Color in the Teacher Workforce

1987-2015



Note: Analysis by Learning Policy Institute. See the appendix for full source information.

Exhibit 1: The Pool of Potential Black and Latina/o Teachers Dwindles Along the Teacher Pipeline



Sources for Public school enrollment; High school graduates; Post-secondary enrollment: NCES. (2009). Percentage distribution of enrollment in public elementary and secondary schools, by race/ethnicity and state or jurisdiction: Fall 1997 and Fall 2007. https://nces.ed.gov/programs/digest/d09/tables/dt09_041.asp

Sources for Teacher preparation program enrollment: U.S. Department of Education. (2017). 2016 Title II Reports, National Teacher Preparation Data. <https://title2.ed.gov/Public/DataTools/Tables.aspx>

Sources for Bachelor's degrees conferred; Bachelor's degrees conferred in education: NCES. (2014). Bachelor's degrees conferred by postsecondary institutions, by race/ethnicity and field of study: 2011-12 and 2012-13. https://nces.ed.gov/programs/digest/d14/tables/dt14_322.30.asp

Sources for Teacher workforce: Learning Policy Institute analysis of Schools and Staffing Survey 2011-12.

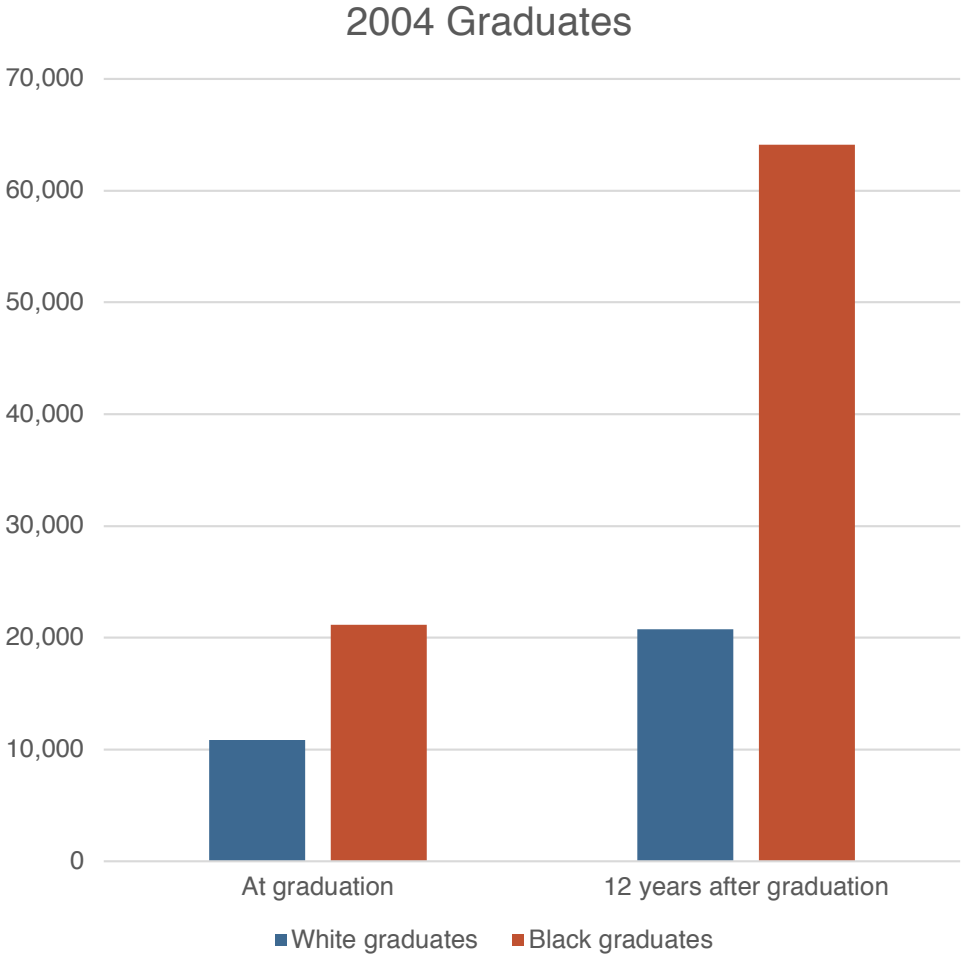
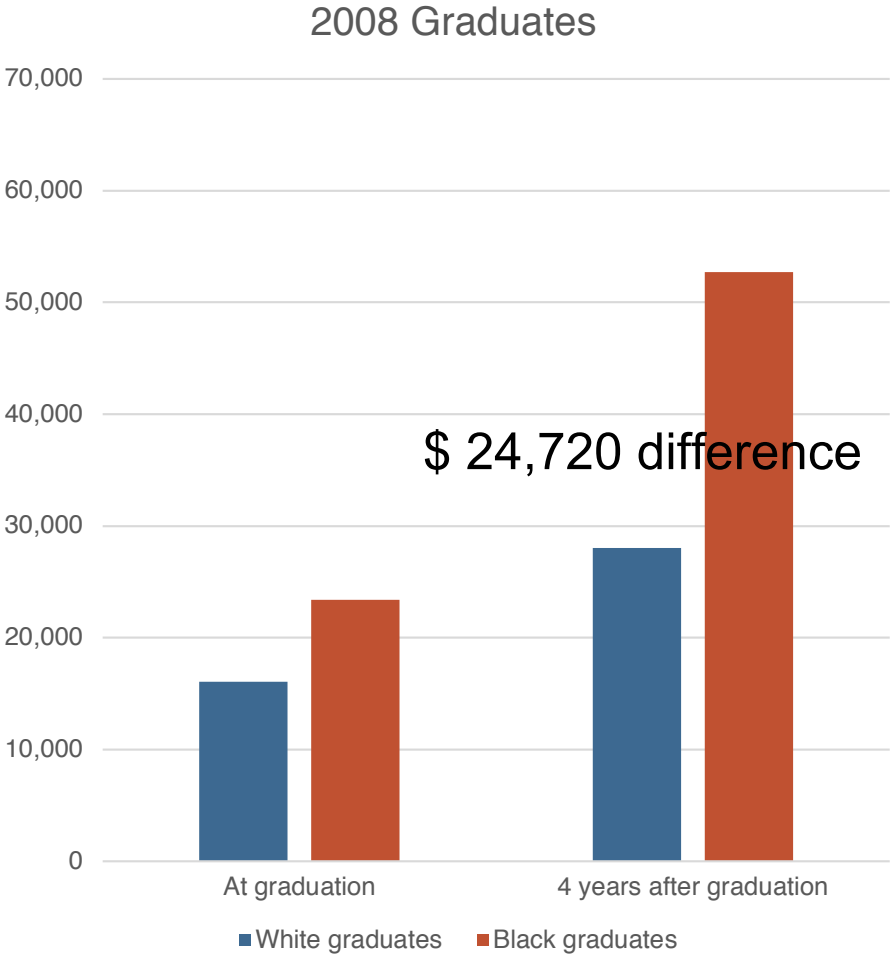
All Students Benefit from a Racially Diverse Teacher Workforce

Teachers of color:

- **Often fill hard-to-staff positions**
- **Can boost academic performance, attendance rates, and school climate**
- **May improve satisfaction and decrease turnover for other teachers of color**
- **Offer benefits to all students, and especially to students of color**

Barriers to Recruiting and Retaining Teachers of Color

The cost of college



Source: Scott-Clayton, J. & Li, J. (2016); Scott-Clayton, J. (2018).

Insufficient preparation

- **1 in 4 teachers of color enter through alternative certification pathways**
- **Alternative certification is associated with 25% higher turnover rates**

Challenging teaching conditions

- **Accountability pressures**
- **Lack of resources and support**
- **Lack of classroom autonomy & school influence**
- **Racial discrimination & stereotyping**
- **Job assignments or workload**

Promising Practices

The background is a solid blue color. In the bottom right corner, there are several overlapping, semi-transparent geometric shapes in shades of blue, teal, and reddish-brown, creating a modern, abstract design.

Increase access to high-retention pathways into teaching

- **Service scholarships & loan forgiveness**
- **Teacher residencies**
- **Grow Your Own programs**
- **Inclusive admissions policies**
- **Course articulation agreements**
- **Ongoing mentorship & support**

Other recruitment and retention policies

- **Data & licensure policies**
 - Monitor teacher preparation program diversity data
 - Use performance assessments for teacher licensure
- **Proactive hiring and induction strategies**
 - Partner with HBCUs
 - Offer comprehensive induction
- **Improve school teaching conditions**
 - 3% Title II set-aside, 7% Title I set-aside, Title IV Student Support and Academic Enrichment Grants

[Talking About the Teacher Shortage](#)[Explore by State](#)[How to Solve It](#)[Find Resources](#)

Tools for Solving the Teacher Shortage



The Teacher Shortage


To give every child a quality education, we need a quality teacher in every classroom. But severe teacher shortages in communities across the country deprive many children of the opportunities they need to prepare for college, a career, and civic participation.

In 2017, more than 100,000 teaching positions were filled by teachers with inadequate training. Because they are underprepared for the challenges of the classroom, these teachers are less effective and more likely to leave the profession. At the same time, uncompetitive compensation, high student debt, and poor teaching conditions can drive out even talented and well-prepared teachers.


[↓ Read More](#)




How to Solve It

A woman with dark hair is sitting at a desk, looking down at a book or document. She is holding a blue pen. A laptop is open in front of her.


Service Scholarships & Student
Loan Forgiveness

A man with a beard and short dark hair is smiling. He is wearing a light blue dress shirt and a dark tie. He has his arms crossed.


Effective Training & Support for
New Teachers

A man and a woman are sitting at a desk, looking at a document together. The man is on the left, smiling, and the woman is on the right, also smiling.


Teaching Conditions &
Supportive Leadership

A green piggy bank is sitting on a desk next to a white calculator. The background is slightly blurred.


Competitive Compensation



Service Scholarships & Student Loan Forgiveness



Effective Training & Support for New Teachers



Service Scholarships & Student Loan Forgiveness

Smart, caring people who would make great teachers avoid the profession due to the high cost of college and low salaries—and those who do pursue a career in the classroom begin with an average debt of \$20,000 for a bachelor's degree and \$50,000 for a master's. Some begin teaching before receiving adequate education and training because they cannot afford to go without pay.

[Service scholarships and loan forgiveness programs](#) help aspiring teachers cover the cost of education when they commit to teaching in schools or subjects with the highest need. These measures go a long way toward making teaching a financially viable career choice. Research shows that service scholarships and loan forgiveness effectively attract and keep quality, diverse teachers in the schools that need them most.

Talking Points

Q&A

[See all related resources](#)



Service Scholarships & Student
Loan Forgiveness

Effective Training & Support for
New Teachers

Effective Training & Support for New Teachers

Effective training and support for new teachers makes them more likely to stay in their jobs—and helps their students improve measurably in critical areas such as math and reading. Despite the proven benefits, a growing number of teachers are entering classrooms without any preparation beyond earning a college degree and receiving little or no support after they arrive.


Policymakers can fund teacher residencies, along with other mentorship and training programs shown by research to both accelerate students' learning and keep teachers in the profession. Residencies allow teacher candidates to work alongside an expert educator for a year, earning both an income and credentials if they commit to teaching in the district after their residency. These programs are smart, long-term investments. New teachers who complete residencies are more prepared to succeed when they take charge of a classroom, while districts develop quality educators committed to teaching in schools with the most severe shortages.

Talking Points


Q&A

[See all related resources](#)





Teaching Conditions & Supportive Leadership



Competitive Compensation



Teaching Conditions & Supportive Leadership


Teaching conditions for educators are learning conditions for students. Teachers say that several key factors allow them to do their jobs well and keep them returning to the classroom every year: working on a team with a shared purpose, feeling supported by administrators, and having input into decisions that affect their work.

Principals play a key role in teachers' work environments and job satisfaction. To ensure school leaders are equipped to create positive teaching environments, [policymakers can invest](#) in the recruitment, preparation, and training of [high-quality, supportive school leaders](#) who involve teachers in decisions and foster a culture of collaboration.


Talking Points

Q&A

[See all related resources](#)



Teaching Conditions &
Supportive Leadership



Competitive Compensation

Competitive Compensation

✕

Low salaries combined with rising costs of living leave many teachers unable to build good lives for their families and deter passionate students from becoming educators. Teachers who work in districts with lower wages are also [more likely to leave](#), which measurably harms students' academic achievement. Every year, taxpayers spend roughly \$8.5 billion to replace them.

[Low-income communities](#) can least afford to pay competitive salaries, meaning students in those communities are often taught by poorly prepared teachers who frequently leave. To recruit and retain [diverse, quality teachers](#)—especially in lower-income districts—policymakers can fund increases in salaries and work to equalize them across districts. They can also offer other forms of compensation, such as housing benefits, that allow teachers to live in the communities they serve.

Talking Points

Q&A

[See all related resources](#)

Service Scholarships & Student Loan Forgiveness

SOLUTION TOOLKIT
Teacher Shortage

TALKING POINTS

These talking points will help you advance key arguments for service scholarships and student loan forgiveness with a variety of audiences, including policymakers and nonexperts.

- When students don't have high-quality teachers, they fall behind in crucial areas like math, science, and reading, leaving them unprepared for college, careers, and civic participation.
- The teaching profession is the foundation of all other professions. The shortage of teachers in science, technology, engineering, and math harms student performance, deprives businesses of the talent they need, and holds back our entire economy.
- People who would make great teachers often [don't enter the profession](#) due to the high cost of college and low expected salaries, contributing to the shortage of high-quality teachers in communities across the country.
- To truly succeed, students need a lasting supply of high-quality teachers in their classrooms rather than substitutes or inadequately prepared emergency hires. [Research shows](#) that service scholarships and student loan forgiveness encourage people to enter professions where they are needed, including teaching.
- More than two thirds of teachers have to take on [student debt](#) to enter a profession dedicated to creating opportunity for others.
- College graduates who do pursue a teaching career begin with an average debt of [\\$20,000](#) for a bachelor's degree and [\\$50,000](#) for those who go on to complete a master's degree.
- Some new teachers enter the classroom without having completed teacher training because of lack of resources for their education or pressure to pay off student debt, ultimately shortchanging students.
- Student loan debt can deter people from entering teaching because of the low pay. It can also deter new teachers from taking jobs in schools with the highest need because those same schools often have the lowest pay.
- People become teachers to help students realize their potential, not to get rich. But when crippling debt makes it difficult for teachers to support themselves and their families, even high-quality teachers are forced to [quit for jobs that pay better](#)—either at other schools or in other professions.
- Loan forgiveness programs help new teachers cover the cost of their education when they commit to teaching in schools or subjects with the highest need for a set number of years.
- Service scholarships make teaching a financially viable career choice for college students who commit to teaching after graduation, which gets more high-quality teachers to the communities that need them most.
- [Research shows](#) that service scholarships and loan forgiveness programs can attract high-quality teachers to the schools and subjects where they are needed—and make them more likely to stay.

Effective Training & Support for New Teachers

SOLUTION TOOLKIT
Teacher Shortage

Q&A

These sample questions and answers will help you answer the tough questions you're likely to face when advocating for policies that support effective training and support for new teachers.

Q: How long have residencies been around? Where's the proof that they work?

A: [Chicago Public Schools](#) began the first urban teacher residency in 2001 as a way to recruit and retain high-quality teachers. In 2003, Boston and Denver began their own residency programs. These early successes have inspired an estimated [50 programs nationwide](#), each training anywhere from 5–100 high-quality, committed teachers per year.

While teacher residencies are relatively new, studies show that students taught by teachers who complete residencies can perform better than their peers in crucial subjects. Teachers who complete residencies are also [more likely to stay in their jobs](#) year to year, providing students with the consistency shown to boost learning. In the San Francisco Teacher Residency program, for example, approximately [80 percent](#) of the program's participants are still teaching in the city after five years compared to only 38 percent of other new hires over that time span.

Q: Residency programs sound great. But given the current shortage of teachers, don't we need to put new teachers in charge of classrooms as soon as possible?

A: Simply getting more teachers into classrooms won't solve the shortage if they don't receive effective training and support. Teachers who enter the classroom without adequate training are [two to three times](#) more likely to leave, creating a revolving door of teachers. Students ultimately lose out: [Their learning stagnates](#) as districts struggle to replace teachers year after year. Moreover, underprepared teachers hired to quickly fill jobs are disproportionately concentrated in schools that serve large proportions of students living in poverty and students of color. Teacher residencies go beyond a temporary fix. They are smart, long-term investments that help districts recruit and retain high-quality teachers committed to serving in that district for the long haul, which reduces shortages in communities across the country.

Q: What factors should policymakers consider when developing a high-quality residency program?

A: While residency programs vary based on local context, high-quality programs that keep new teachers in classrooms and boost student learning have a number of [important, shared characteristics](#). Policymakers should design residency programs to carefully select highly qualified residents and mentor teachers, create strong partnerships between school districts and universities, include a year of experience in classrooms that model best practices, and provide enough financial assistance to make residencies a viable option. Residency programs typically include a commitment to teaching in the district for three to five years after the residency is complete.

Find Resources

Browse all available resources for advocating on teacher shortages.



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Q&A: Effective Training & Support for New Teachers

Feb 22, 2018

Resource type: Q&A

Effective Training & Support for New Teachers

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Teacher Shortage

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Talking About the Teacher Shortage

Explore by State

How to Solve It

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Explore by State



Understanding Teacher Shortages



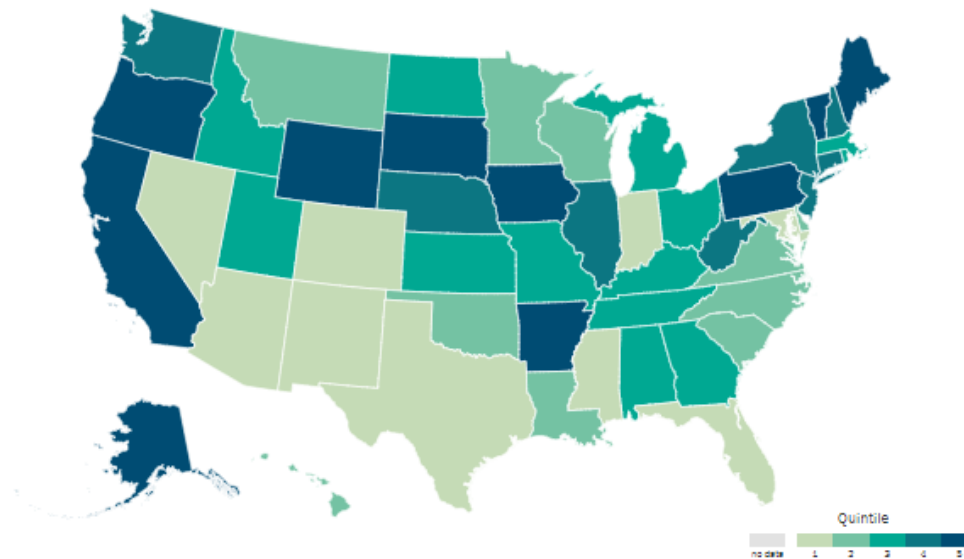
This map highlights a number of key factors that reflect and influence teacher supply and attrition and signal whether states are likely to have an adequate supply of qualified teachers to fill their classrooms. Based on these data - which treat compensation, teacher turnover, working conditions, and qualifications - each state is assigned a "teaching attractiveness rating," indicating how supportive it appears to be of teacher recruitment and retention and a "teacher equity rating", indicating the extent to which students, in particular students of color, are assigned uncertified or inexperienced teachers. Ratings are on a 1-5 scale, with 1 being the lowest and 5 being the highest.

CHOOSE AN INDICATOR

Teaching Attractiveness Rating



The average quintile rank (1-5) of each indicator in the categories compensation, teacher turnover, working conditions, and teacher qualifications.



Talking About the Teacher Shortage

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Browse all available resources for advocating on teacher shortages.



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The Role of Principals in Addressing Teacher Shortages

Feb 27, 2017

Resource type: Brief

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STATE SOLUTIONS

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Investing in Effective School Leadership: How States Are Taking Advantage of Opportunities Under ESSA

Jun 13, 2017

Resource type: Brief

ESSA

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Talking About the Teacher Shortage



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What's the Cost of Teacher Turnover?

High teacher turnover—or churn—undermines student achievement and consumes valuable staff time and resources. It also contributes to teacher shortages throughout the country, as roughly 6 of 10 are replacing colleagues who left the classroom before retirement. Research shows that urban districts can, on average, spend more than \$20,000 on each new hire, including school and district expense: recruitment, hiring, and training. These investments don't pay their full dividend when teachers leave within 1 or 2 years after being hired. Turnover rates vary by school and district, with those in rural and high percentages of student in poverty experiencing the highest rates. Use this tool to estimate the cost of teacher turnover in your school or district and to inform a local conversation about how to attract quality teacher workforce. High-leverage strategies are highlighted below.

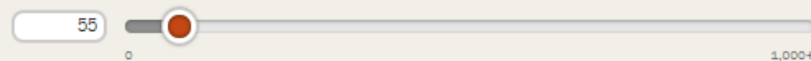
[Share](#)[Reset](#)

1. How many teachers left your school or district?

[Enter a Number](#)[Let Us Help You](#)

Enter the number of teachers who left last year

Don't know? Use the tab above to let us help you calculate an estimate.



2. What's the cost of replacing a teacher?

Use the slider to estimate the cost of replacing a teacher in YOUR school or district. As you think about the costs, remember to factor in all expenses and person hours related to processing a teacher's exit, as well as costs to recruit, hire, and train new teachers. [Read more.](#)

Enter the cost of replacing a teacher for your school or district



Don't know? Use one of our [district estimates](#):

Rural District

Suburban District

Urban District

Estimated Cost of Turnover *

\$1,155,000

Cutting turnover in half would save

\$577,500

* Teacher turnover is costly, and not just in dollars. Studies show that student achievement suffers in schools with high turnover.

[See the full interactive](#)

Please contact us if you have any questions or for follow up:

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**Jessica Cardichon –
jcardichon@learningpolicyinstitute.org**