Teacher Shortages:
Why Shortages Matters and What We Can Do About them
Overview

- What is the Teacher Shortage?
- Why Do Shortages Matter?
- What Can We Do About It?
BARTOW, Fla. - Only the
still looking for
Teacher shortages affecting
every state as 2017-18 school year begins

Teacher shortage crisis in rural town

Oklahoma Teacher Shortage

Administrators say previous
Metro Students Have To Take
Online Courses Due To Teacher Shortage

Teacher shortage looms over Detroit
National Supply and Demand Imbalance

Shortages Vary by Subject Area

### Special Education
- **Reported Shortages**: 46+DC
- **No Shortages**: DC

### Mathematics
- **Reported Shortages**: 47+DC
- **No Shortages**: DC

### English Learners
- **Reported Shortages**: 32+DC
- **No Shortages**: DC

### Science
- **Reported Shortages**: 43+DC
- **No Shortages**: DC

Turnover varies across the country
Equity Concerns: Uncertified Teachers

- Low-Minority Schools: 0.9%
- High-Minority Schools: 3.6%

4x more
Percentage of Mathematics Courses Taught by Uncertified Educators

- % of Algebra I taught by teachers not certified in mathematics:
  - Low-minority schools: 9.1%
  - High-minority schools: 20.8%

- % of Geometry taught by teachers not certified in mathematics:
  - Low-minority schools: 8.8%
  - High-minority schools: 20.2%

- % of Algebra II taught by teachers not certified in mathematics:
  - Low-minority schools: 6.7%
  - High-minority schools: 21.1%

- % of Advanced mathematics taught by teachers not certified in mathematics:
  - Low-minority schools: 6.7%
  - High-minority schools: 17.6%
Percentage of Teachers in their 1st and 2nd Year of Teaching

- **2014**
  - Low-minority schools: 10.0%
  - High-minority schools: 17.3%

- **2016**
  - Low-minority schools: 10.1%
  - High-minority schools: 18.1%
Shortages undermine teacher quality and student achievement.

Higher attrition (2-3 times greater than those who are well prepared)

Teachers with little or no preparation

Lower student outcomes
What Causes Teacher Turnover

Why Do Teachers Leave?

- Inadequate Preparation
- Lack Of Support For New Teachers
- Challenging Working Conditions
- Dissatisfaction With Compensation
- Better Career Opportunities
- Personal Reasons
What can we do about shortages?

Better compensation packages:
- Competitive, equitable salaries
- Service scholarships & loan forgiveness
- Financial incentives
  - Housing
  - Child care

Policy recommendations
**Competitive Compensation**

- **Washington**: ~$6,000 bonus for NBCTs, plus additional $5,000 if teaching at an under-resourced school.

- **Iowa**: Teacher Leadership and Compensation Program offers stipends of $2,000, $5,000, and $10,000 for teachers who have advanced on career continuum.

- **Arkansas**: $10,000 for 5 years for National Board Certified teachers (NBCTs) in high-poverty schools, $10,000 for 10 years for NBCTs at high-poverty schools in high-poverty districts.

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**Over half of states** offer stipends to teachers with National Board certification.

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**LEARNING POLICY INSTITUTE**
Better prepared and better supported teachers are more effective when they enter the classroom and they are more likely to stay once they get there.
What can we do about shortages?

Better compensation packages:
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Build lasting teacher supply:
- Teacher residencies
- Grow Your Own programs
- Beginning teacher induction & mentoring

Policy recommendations
High-Retention Pathways Into Teaching

- **Teacher Residencies**
- **Grow Your Own Programs**

**Washington:** Offers competitive grants for Recruiting Washington Teachers programs and piloting Bilingual Educators Initiative to diversify teaching workforce.

**Minnesota:** $3 million to fund Paraprofessional Pathway to Teacher Licensure Program.

**Pennsylvania:** $2 million to fund the Innovative Teacher and Principal Residency Program.

**California:** Invested $45 million in 2016-17 to revive **Classified Staff Teacher Training Program**, up to $20,000 per candidate. Also, invested $75 million in 2018 for Teacher Residency Grant Program for special education, STEM, and bilingual shortage areas.

**Mississippi:** “2 Plus 2” programs to expand teacher preparation to rural areas through partnerships between community colleges and 4 year IHEs.
Mentoring and Induction for Novice Teachers

**Iowa:** Locally-designed, state-funded induction for all 1st and 2nd year teachers, funded at $1,300 per novice teacher.

**Connecticut:** Teacher Education and Mentoring (TEAM) Program provides 2-year induction required to advance teaching credential.

**Delaware:** 4-year, state-funded induction for all beginning teachers; competitive grants to incentivize innovation in mentoring support.
## What can we do about shortages?

### Better compensation packages:
- Competitive, equitable salaries
- Service scholarships & loan forgiveness
- Financial incentives
  - Housing
  - Child care

### Build lasting teacher supply:
- Teacher residencies
- Grow Your Own programs
- Beginning teacher induction & mentoring

### Improve school leadership:
- Principals prepared to lead supportive and collegial work settings
- High-quality principal professional learning
- Leadership pipelines
North Dakota: Using Title II, Part A 3% set aside to fund ND Leadership Academy and provide mentors for all 1st year principals.

Tennessee: Using Title II, Part A 3% set aside to fund competitive grants for leadership residencies in high-need districts.

North Carolina: North Carolina Principal Fellows: $30,000 service scholarship for 2-year principal preparation, including year-long paid residency; 4-year service commitment.
## What can we do about shortages?

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### Policy recommendations

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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 new teachers hired each year 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 expenses related to separation, 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 urban settings or that serve 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, support, and retain a high-quality teacher workforce. High-leverage strategies are highlighted below.

1. How many teachers left your school or district?

Enter the number of teachers who left last year.

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

[Enter a Number] [Let Us Help You]

791

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 *

$16,611,000

Cutting turnover in half would save

$8,305,500

* Teacher turnover is costly, and not just in dollars. Studies show that student achievement suffers in schools with high turnover.
Teacher Turnover: Why It Matters and What We Can Do About It

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Taking the Long View:
State Efforts to Solve Teacher Shortages by Strengthening the Profession
Daniel Espinoza, Ryan Saunders, Tara Kini, and Linda Darling-Hammond

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