Teacher Shortage

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Is There a Teacher Shortage

Washington Post – The National Teacher Shortage is a Myth... (December 2016)

Forbes – “Is There Really A Teacher Shortage?”

US News – “The Exaggerated Teacher Shortage”

EdWeek - “Is There a Teacher Shortage? – That Depends How You Frame It?”

US News – “Cries About National Teacher Shortages Might Be Overblown”
Why are we here?

1. Declining enrollment in teacher training programs
   • Between the 2008-2009 and 2012-2013 school years, enrollment in teacher preparation programs decreased by more than 30% (Special Education, Math, Science...)
   • Disconnect between training and districts’ needs

2. Declining Interest in the profession
   • From 2010 to 2014, the number of ACT-tested high school graduates interested in education majors or professions decreased by more than 16%, while the number of all graduates who took the ACT increased by nearly 18%
Developed by researchers as UCLA over five decades to survey of the nation’s incoming freshmen class.

<table>
<thead>
<tr>
<th>Year</th>
<th>Probable field of study (Education)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1973</td>
<td>13.2%</td>
</tr>
<tr>
<td>1983</td>
<td>6.5%</td>
</tr>
<tr>
<td>1993</td>
<td>9.9%</td>
</tr>
<tr>
<td>2003</td>
<td>10.01%</td>
</tr>
<tr>
<td>2013</td>
<td>5.2%</td>
</tr>
<tr>
<td>2015</td>
<td>4.2%</td>
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</tbody>
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http://chronicle.com/interactives/freshmen-survey

• Between 40 and 50 percent of new teachers leave the occupation within their first five years, and turnover was highest among minority teachers.
• 8 percent of teachers leave every year/less than a third of them are leaving for retirement.
• Ninety-one percent of Millennials expect to stay in a job for less than three years. That means they would have 15 – 20 jobs over the course of their working lives.
• Working Conditions...

4. Teacher Pay - If only we could..

• What do Gen Y-ers Want?: “Market research shows that only 10 to 18 percent of top-third students say teaching offers a competitive starting salary, pays appropriately for the skills and effort they would bring, or offers a salary that would increase substantially over the next seven to 10 years. Only one in three think teaching pays enough to support a family, and more than half believe they could earn more as a garbage collector.” -- McKinsey’s & Company Research (2011)
## 2016’s Best and Worst

### Highest Annual Salaries (Adjusted for Cost of Living)
1. Michigan
2. Illinois
3. Pennsylvania
4. Wyoming
5. Ohio

### Lowest Annual Salaries (Adjusted for Cost of Living)
47. Arizona
48. West Virginia
49. Maine
50. South Dakota
51. Hawaii

### Highest Public School Spending per Student
1. Vermont
2. New York
3. New Jersey
4. Alaska
5. Rhode Island

### Lowest Public School Spending per Student
47. North Dakota
48. Oklahoma
49. Utah
50. Arizona
51. Indiana

[Source](https://wallethub.com/edu/best-and-worst-states-for-teachers/7159/#main-findings)
Why are we here?

2008 – 45,000 people were enrolled in teacher preparation programs in California

2008 Recession – Massive Layoffs for Teachers

2010 -Teachers who typically would have retired instead stayed on the job due to the uncertain economy and their ability to make ends meet. Now as the economy recovers, teachers are retiring at a high rate.

2013 – Fewer than 20,000 people were enrolled in teacher preparation programs in California

2016 – After years of teacher layoffs during the recession, some districts have money again, which is increasing the demands for teachers

For Other states (mineral/gas/oil) there is a huge funding shortage and they are in bigger trouble.
What I have seen - Legislation

Oklahoma

- Planned to add $400 million to raise teacher pay $10,000 annually
- 4-Day school week in some districts (Last Year)
- Still planning for pay increases even with a 1.3 billion deficit for 2017
- Considering a bill that would allow retired teachers to return to the classroom, earn $18,000 a year without losing their retirement benefits
What I have seen - Legislation

Colorado
- Bill in Senate to waive tuition for teachers who work in rural areas.
- State Equity Plan to address the Teacher Shortage
- Funding for Rural School Recruiters at Colorado Colleges.

South Carolina
- Colleges are graduating 2,000 fewer teachers than are needed.
- Bill in Senate to give Loan Forgiveness to teachers who will teach in rural and poor areas.
- $9 million for poor districts to use as one-time teacher signing or performance bonuses.
California

• Enrollment in college education programs dropped more than 70 percent over the last decade

• Bill to give loan forgiveness for new teachers who teach for four years at a school with large numbers of disadvantaged students or a rural school or a school with large numbers of emergency permits.

• Another bill would create matching grants for school districts to create or expand teacher residency programs (designed for para's earning teacher credentials)

• Bill proposed in January to give $20,000 grants to student teachers who commit to teach math, science, bilingual education or special education
What I have seen - Legislation

Indiana

• A House Bill that would let teachers of special education, science, engineering, technology and math fields negotiate contracts outside and separate from the teachers union that represents them
• They are also rewarding "current college" students who commit to teaching five years in any public school up to $30,000 off their college tuition. *Encouraging high school students
• Bills were filed to expand mentoring program
• Bill to make it easier to get licensed from other states (bachelor’s degrees in the subject areas they teach and at least a 3.0 college grade point average)
What I have seen - Legislation

Arizona

• The Arizona Association of School Personnel Administrators Survey – 7,400 teacher vacancies for 2016/2017

• They have used this data to communicate with each of their state lawmakers individually to increase pay as well as student spending.

Maine

• Legislative Bill for a minimum salary of $40,000/State will pay the gap for a period of time.
What I have seen - Legislation

Washington

• Governor proposes raising teacher salary to $40,000 per year with a minimum 1% salary adjustment each year (Classified and Administrators too)
• Governor proposes investing $5million in the Beginning Educator Support Team mentoring program.
• Service Unit Collaboration – Collectively hired one individual to recruit for the rural districts in one area.

South Dakota

• House approved a plan to raise the state sales tax to fund teacher pay increases

New Mexico

• Governor proposing a raise in entry-level teaching salaries and expanding student loan repayment and Scholarships
Wisconsin

Proposal to lawmakers to address the teacher shortage and make the teacher licensing process simpler.

- One license to teach prekindergarten through ninth grade
- Second license to teach all grades, subjects and special education
- Out-of-state candidates granted a license if they hold one in another state and have passed the edTPA
What I have seen - Legislation

Alabama

State School Board PASSED a resolution allowing districts to hire adjunct teachers without certification to work halftime. The minimum requirement is a High School Diploma/GED and a clean background check. The stipulation is they cannot teach Special Education, Early Childhood or Elementary and they are not eligible for benefits.
What I have seen

Utah

• College Partnerships – In Utah they are creating a dual credit class in high school specific for Special Education

• Utah Board of Education approved new rule allowing schools to hire anyone with:
  • Bachelor’s Degree
  • Paying Applicable Licensing Fee
  • Passing a Test
What I have seen

Boston Public Schools

• Shift hiring to building level
• Moved to teacher quality instead of seniority
• Posting earlier to internal & external candidates

* Is a challenge with state tenure law – there has been arbitration with the union but so far the district is winning.
What I have seen

California

- San Francisco is offering $4,000 to special education teachers who take a job in the city
- Pittsburg Unified School District is offering $5,000 to special education, math, science and Spanish bilingual (+ additional $5,000 if you graduated from high school from the city)
- California State University is piloting a program this fall to identify college Freshman who might make good teachers and move them through the pipeline quickly and more efficiently.
What can we do about it?

Eight Strategies for Recruitment and Hiring

1. Embrace Data
2. Culture/Employee Referrals
3. Grow Your Own Teachers and Leaders
4. Expand Online Recruiting Efforts
5. Leverage Partnerships
6. Recruitment Stipends
7. Leadership Training
8. Building and Communicating a Brand
1. Embrace Data

Data is Key - You need a system in place to identify shortage areas/district strengths
  – Market Analysis of the local labor market
  – Compensation studies with surrounding districts
  – Compensation studies with local non-teaching jobs
  – Satisfaction Surveys
  – Track what types of candidates are applying
  – Where are your teachers going (simple Exit Interview)

Data Driven Screening Systems
  o Sometimes costly / Vital to help you pick the best candidates = Good Teacher Retention

Stay informed on generational data, regional data, professional development etc.
2. Culture/Employee Referrals

Your current employees are your best commercial for your District.

• Help reach individuals who otherwise may not have applied
• Can help boost employee morale and brand recognition (this is why the social media piece is so important)
• Offer a cost-effective way to expand the talent pool overall to help increase applicant numbers and diversity.

http://talentedk12.com/tips-to-increase-employee-referral/
3. Grow Your Own Strategies

Examples:
- Tuition assistance to help paraprofessional or parent volunteers earn teaching licenses
- Help current teachers earn certifications for hard-to-fill areas (math, science, SpEd) or leadership roles (Principals)
- Utilize early graduates to serve as tutors (December graduates need something to do...)
- Incentive programs for high school students who will come back and teach at your district

*Idaho State Board of Education’s Grow Your Own Teacher Scholarship Program
http://www.boardofed.idaho.gov/scholarship/gyo.asp
*Illinois’ Grown Your Own Teacher Education Initiative
http://www.growyourownteachers.org/AboutUs/
*Shenandoah/Woodstock, VA Tuition Assistance
http://www.shenandoah.k12.va.us/departments/finance/tuition_assistance
4. Expand Online Recruiting Efforts

- Social Media - Love It/Hate It/Do It – It helps in recruiting younger generation and diverse candidates

- Separate Twitter Account for your district HR (i.e. @CarsonCitySDJobs or @HCSDJobs) *FREE

- EdWeek/TopJobs Virtual Career Fair *$$

- Go Somewhere Else - They are not at the Teacher Colleges anymore. Go where no one would think to find good quality teachers.
5. Leverage Partnerships

- Discover Your Strengths and Challenges – Engage business and community leaders
- Alternative Certification Programs (Especially if you have a Diversity Recruitment Problem)
  - Teach for America/iTeach
    - 50% identified as people of color
    - 47% were Pell grant recipients
    - 33% have previous graduate or professional experience
- Work with your benefits provider on hiring incentives, referrals, etc
- Leverage support from regional service centers
Some districts have begun offering signing bonuses to teachers willing to work in hard-to-staff schools and positions.

The U.S. Department of Housing and Urban Development’s Good Neighbor Next Door program provides financial assistance to help teachers purchase their first home:

Fairfax: http://www.fcps.edu/hr/incentives/housing.shtml
San Francisco: http://sfmohcd.org/teacher-next-door-program-tnd

California they are also subsidizing housing for new teachers. In rural districts schools are providing housing through local agreements or by creating it:

Hertford County NC: http://www.npr.org/sections/ed/2015/12/08/457994876/if-you-build-affordable-housing-for-teachers-will-they-come
7. Leadership Training

• Build your Teacher Leaders / Retention!!!

• Support your Principals as Human Capital Managers/Leaders
  • Ability to Hire Early - What are your needs going to be for next year (September)
  • Bring the data to the table
  • 24/7 Access to Application Pool
  • Stop moving your poor teachers around

• Training your HR Staff and Principals on effective recruiting and interviewing

http://www.ushcacademy.org/hrstem/site/index
8. Building and Communicating a Brand / Marketing

- Establishing a brand can help:
  - Highlight Districts Accomplishments/Increase an organization’s visibility
  - Boost recruitment efforts
  - Improve the odds of attracting a diverse and qualified pool of applicants

**The brand should help potential employees understand the organization’s culture and values**

- You ARE your district – Everything you do/Everything that comes out of your office needs to be branded with:
  - Slogan, Twitter Handle, Website

*If you are not telling your employment story, then someone else is!*
Let’s Talk Website!

- Is there a Job’s Tab on the Home Page of your Website?
- Do you share a mission statement or vision statement?
- Do you clearly list job openings? Are they easy to apply for?
- Do you have a checklist of other application needed items?
- Do you share information about the community/directions?
- Do you share housing information?
- Do you share the salary schedule?
- Are your key people easy to reach?
- Do you share testimonials?

- Find internal champions that can help reinforce the brand. For example, asking high-performing employees to:
  - Represent the organization at job fairs
  - Be available to answer applicants’ questions
  - Open up their classrooms for potential new hires to visit

http://jobs.phxschools.org

Other things to consider

Hire Early!

Teachers hired earlier tend to be more effective!

*Tulsa Public Schools – Reviewed current and historical data to make projections & offered incentives for teachers who provide early notice of their retirement.

Don’t forget about Retention

Mentoring Programs

Professional Learning/Support / Collaboration