

# Teacher Shortages:

Why Shortages Matters and What We Can Do About them



**LEARNING POLICY INSTITUTE**

Research. Action. Impact.

**Stephen Kostyo**  
@LPI\_Learning

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# Overview

- **What is the Teacher Shortage?**
- **Why Do Shortages Matter?**
- **What Can We Do About It?**

# National Teacher Shortage Headlines

BARTOW, Fla. - Only the  
still looking for

**Teacher shortages affecting  
every state as 2017-18 school  
year begins**

ol starts and Polk County is

**Teacher shortages  
crisis in rural towns**

Bay Area districts still seeking teachers

**Oklahoma Teacher Short-**

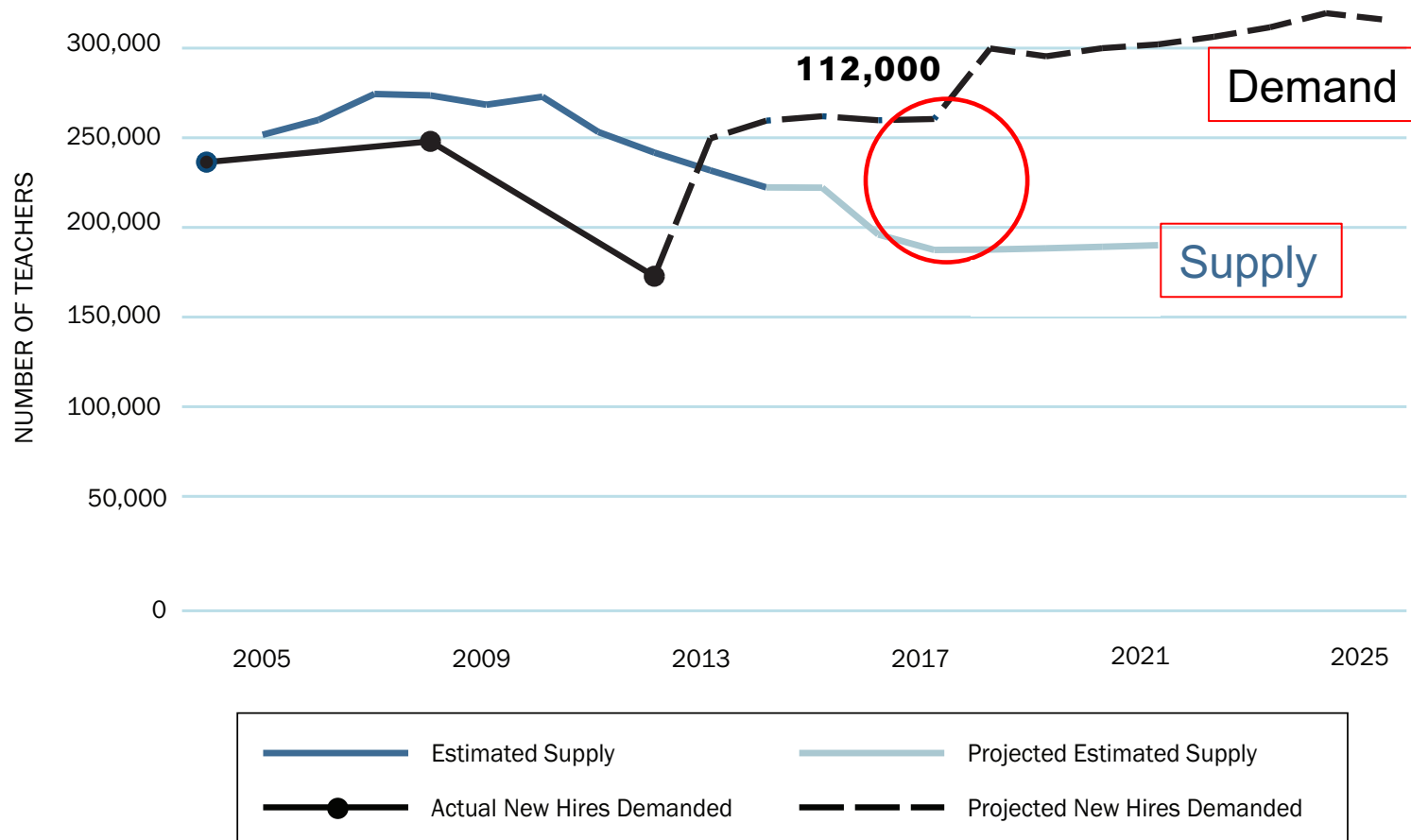
**Administrators**

**Metro Students Have To Take  
Online Courses Due To Teacher  
shortage**

**Teacher shortage looms over Detroit**

lan

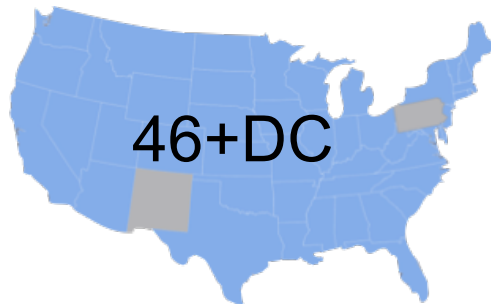
# National Supply and Demand Imbalance



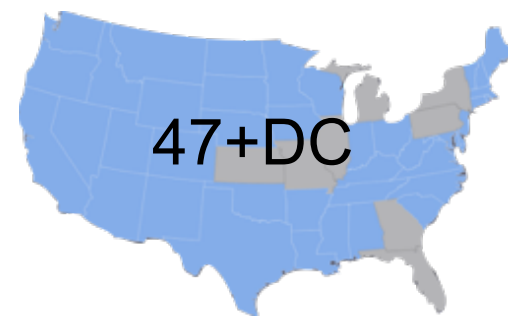
Source: Sutchter, L., Darling-Hammond, L., and Carver-Thomas, D. (2016). *A Coming Crisis in Teaching? Teacher Supply, Demand, and Shortages in the U.S.* Palo Alto, CA: Learning Policy Institute.

# Shortages Vary by Subject Area

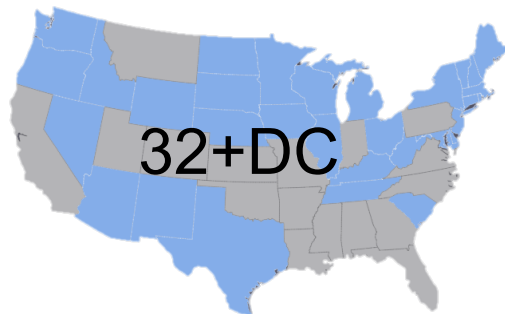
Special Education



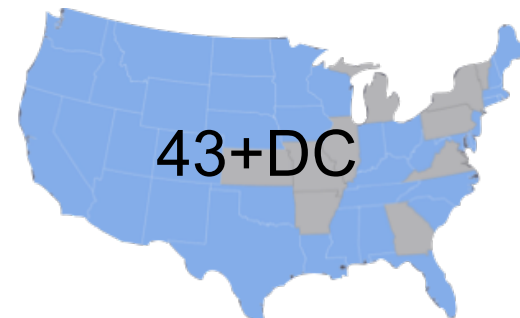
Mathematics



English Learners



Science

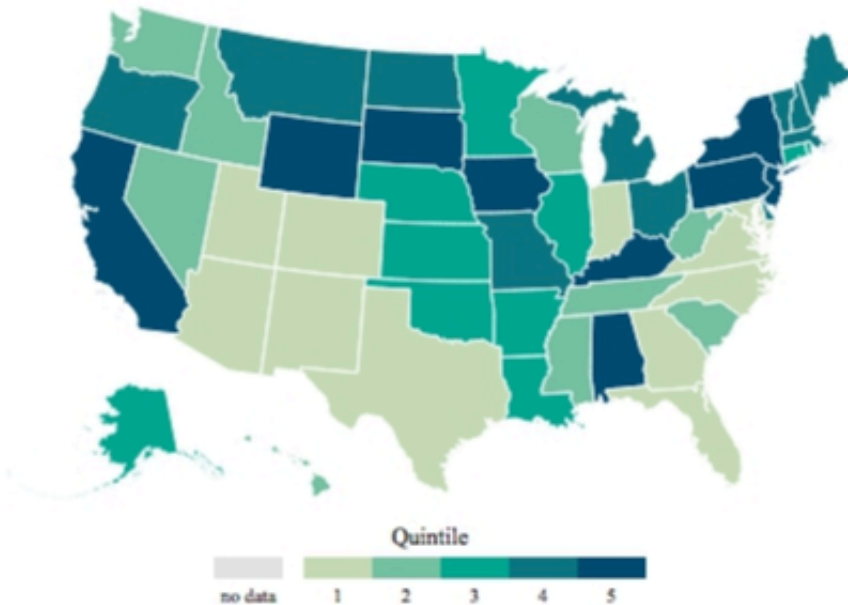


■ Reported Shortages ■ No Shortages

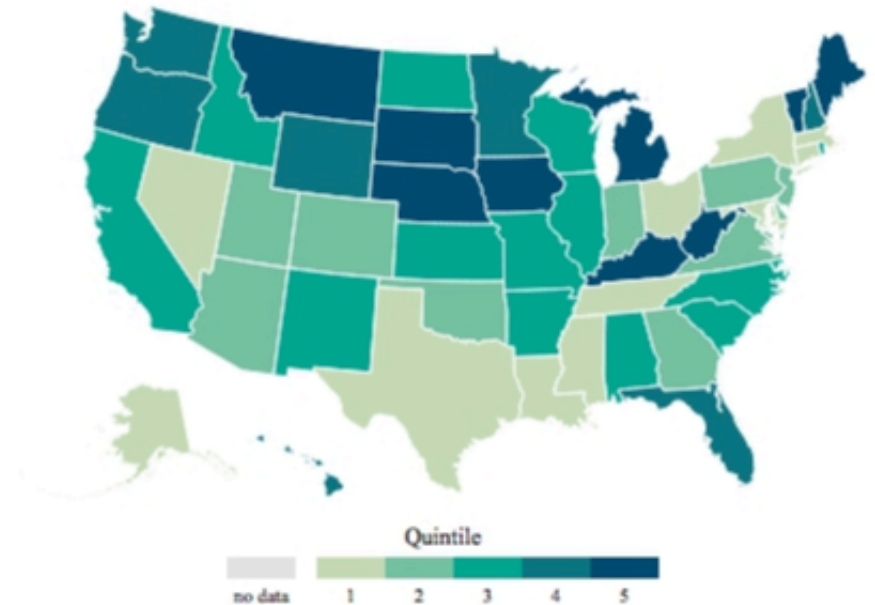
Source: Sutchter, L., Darling-Hammond, L., and Carver-Thomas, D. (2016). *A Coming Crisis in Teaching? Teacher Supply, Demand, and Shortages in the U.S.* Palo Alto, CA: Learning Policy Institute.

# Turnover varies across the country

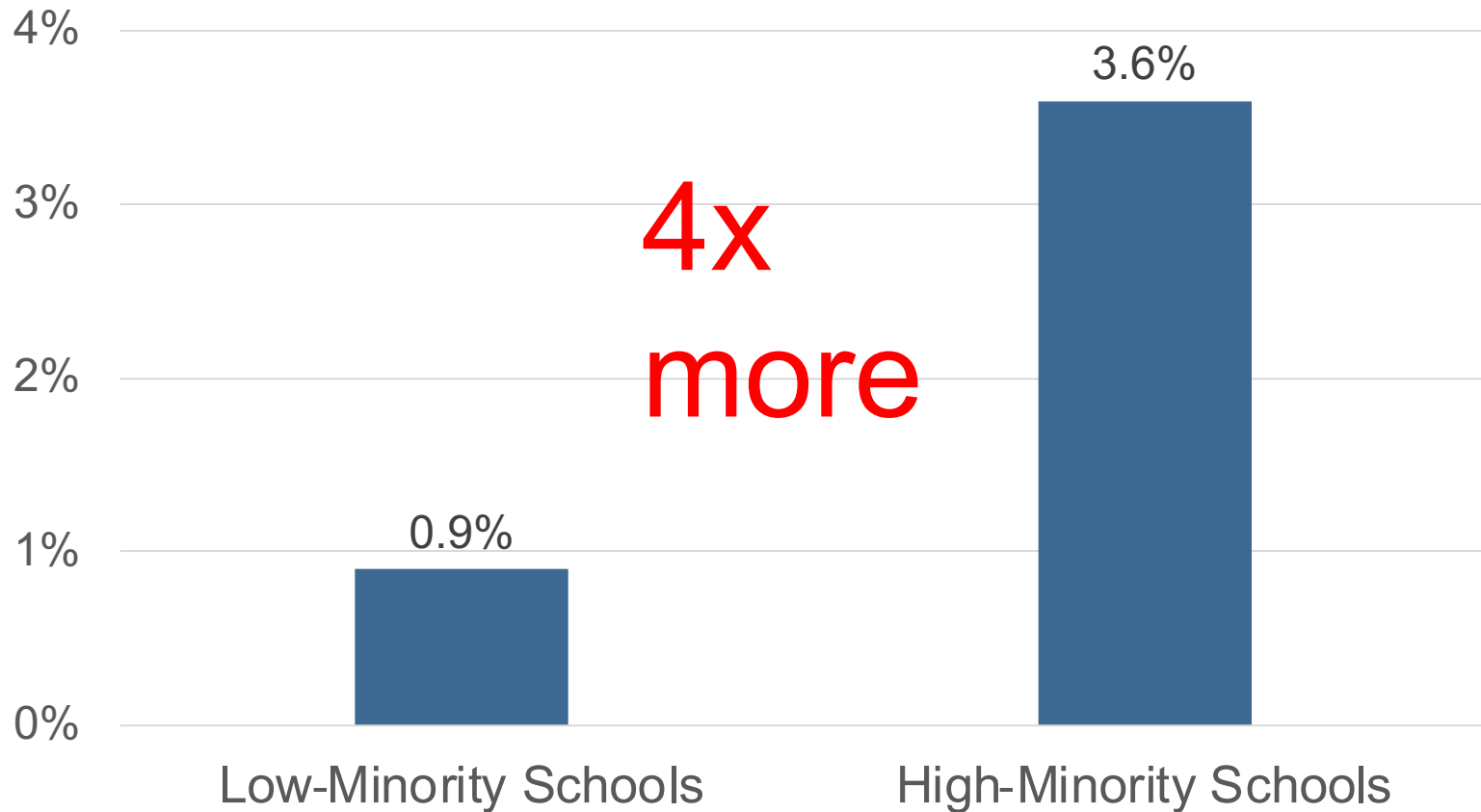
Teaching Attractiveness Rating:



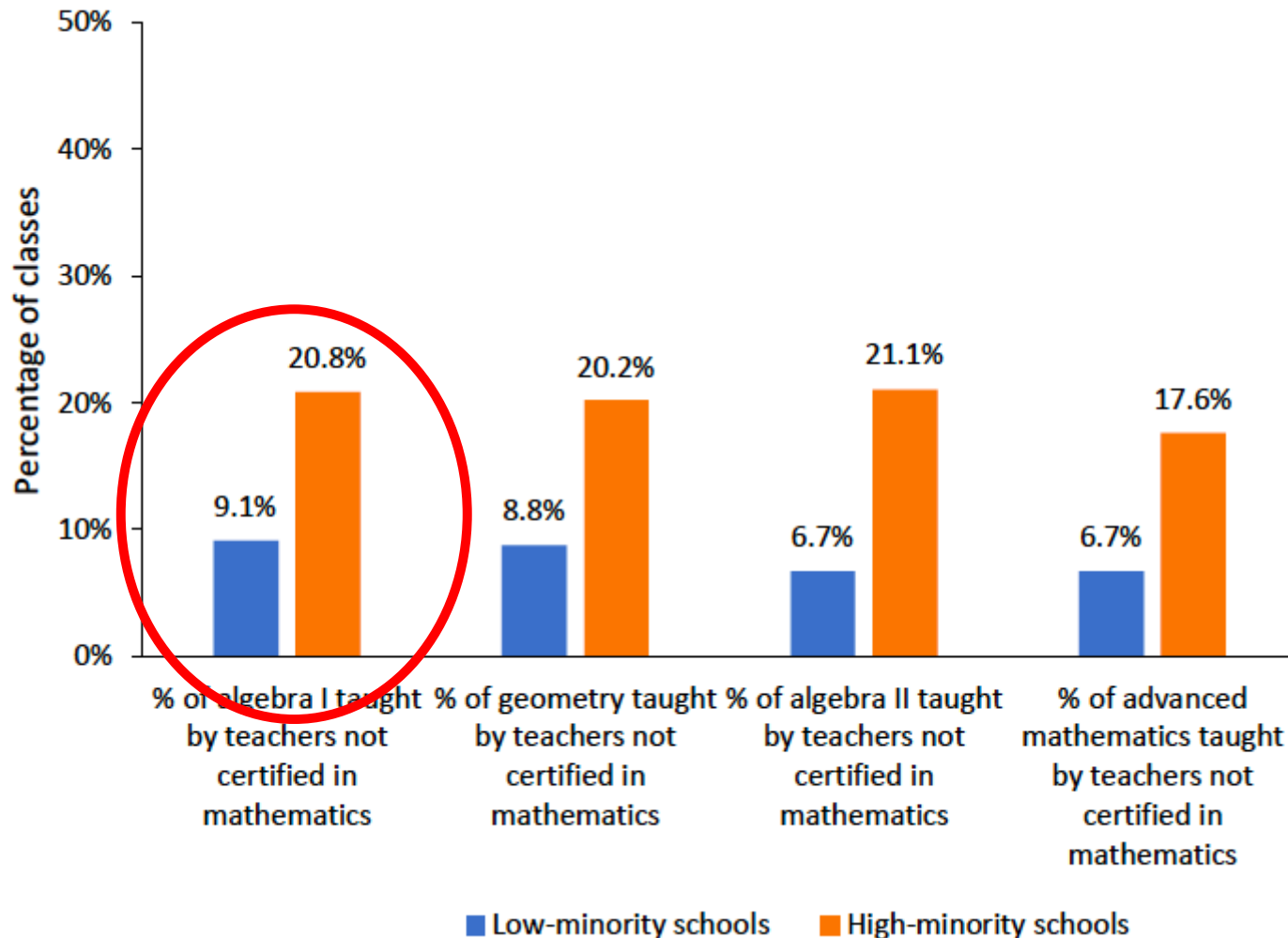
Teacher Equity Rating:



# Equity Concerns: Uncertified Teachers

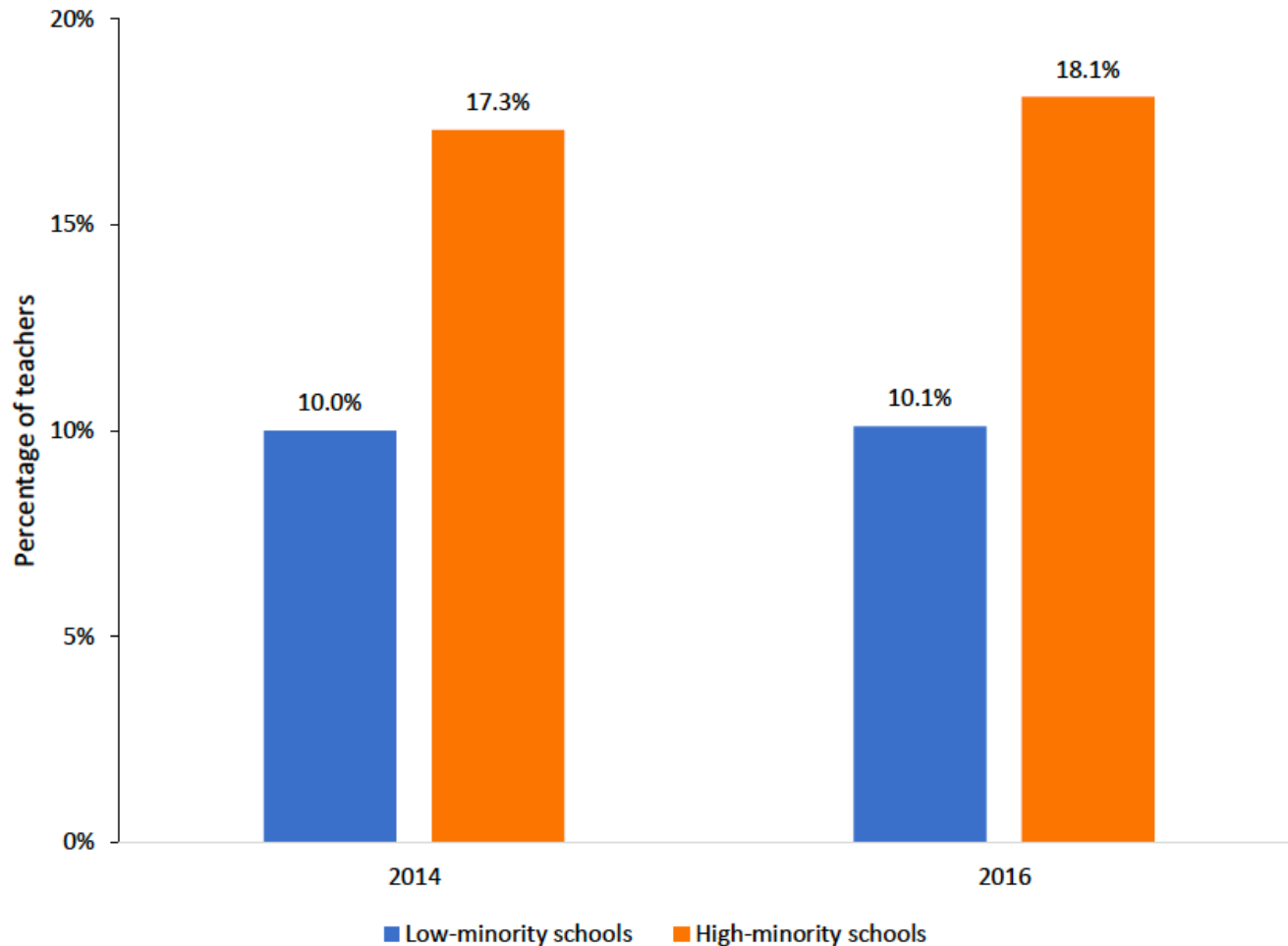


# Percentage of Mathematics Courses Taught by Uncertified Educators

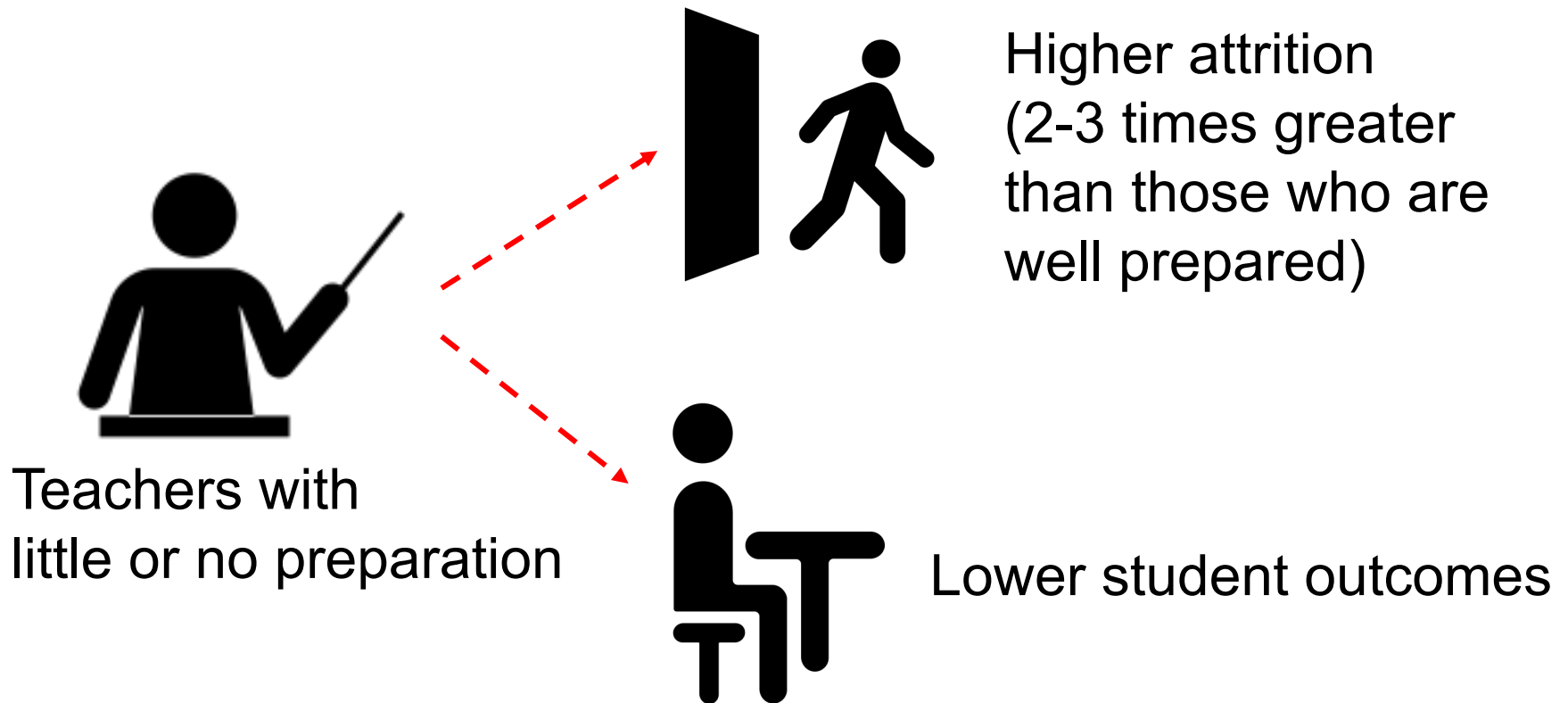




# Percentage of Teachers in their 1<sup>st</sup> and 2<sup>nd</sup> Year of Teaching



# Shortages undermine teacher quality and student achievement.



# What Causes Teacher Turnover

## Why Do Teachers Leave?



# What can we do about shortages?

## Better compensation packages:

- Competitive, equitable salaries
- Service scholarships & loan forgiveness
- Financial incentives
  - ✓ Housing
  - ✓ Child care

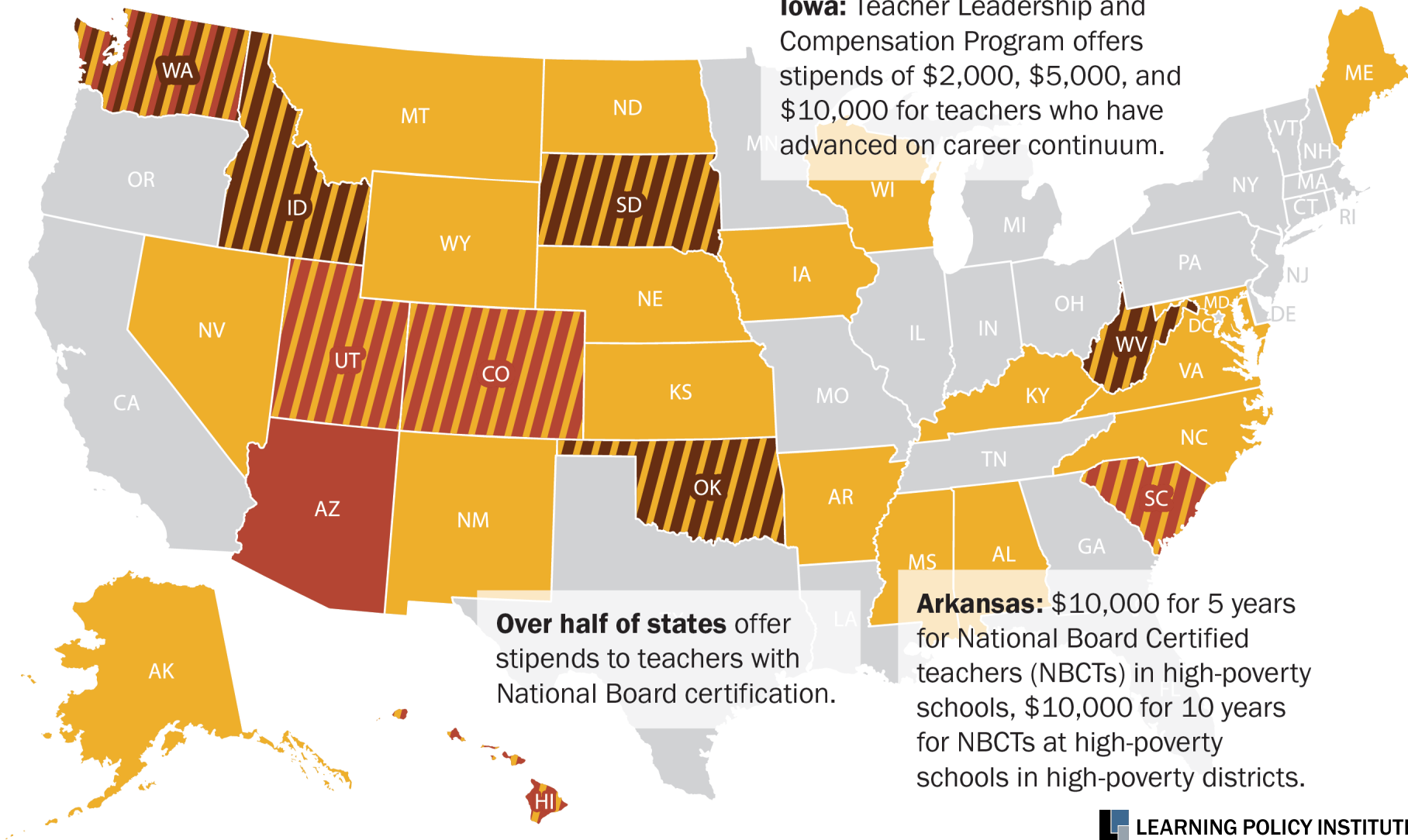
Policy  
recommendations

# Competitive Compensation

■ Overall Salary Increases ■ High-Need Subjects and/or Locations ■ Teacher Expertise and Leadership

**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.



**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?

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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.

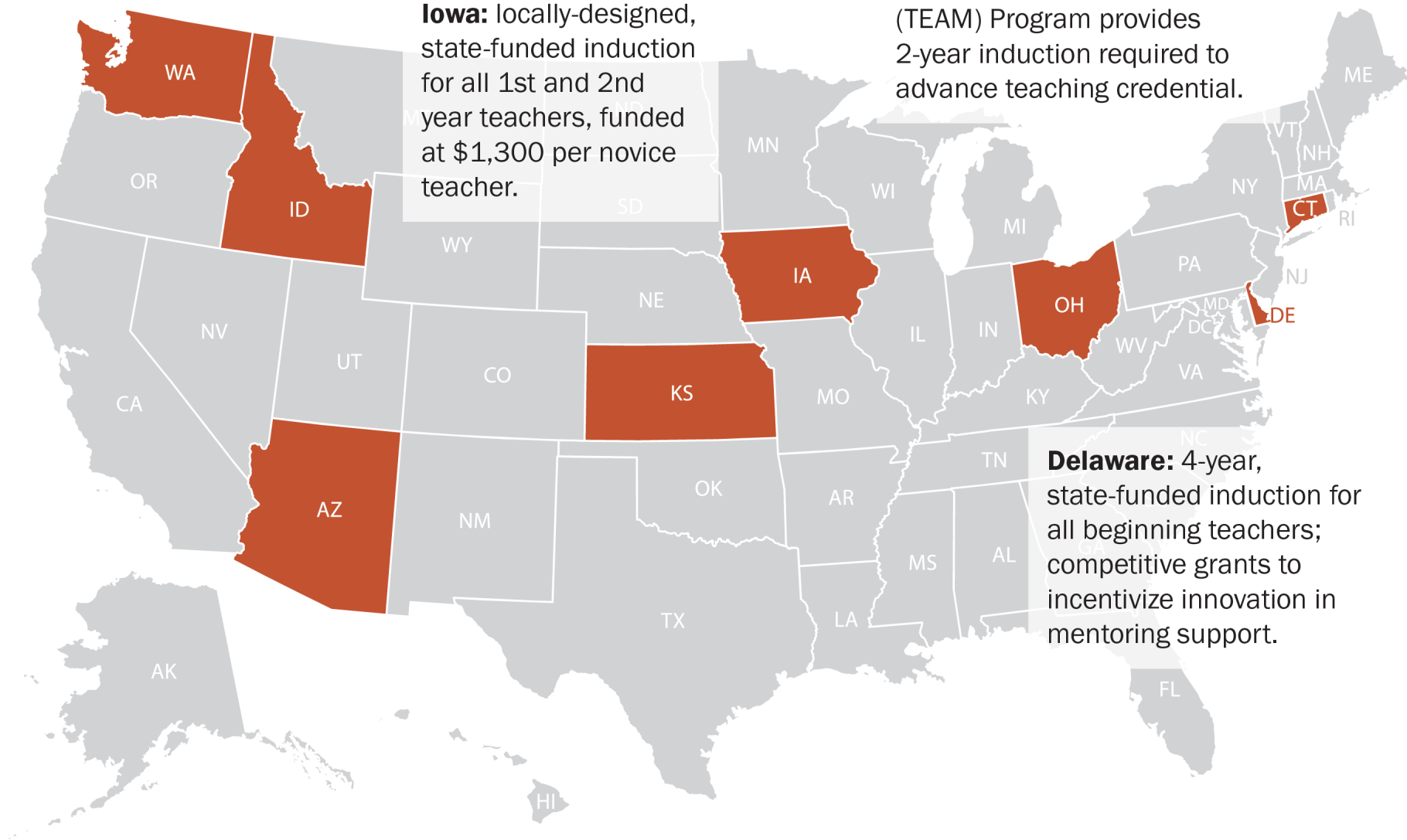


# Mentoring and Induction for Novice Teachers

**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.



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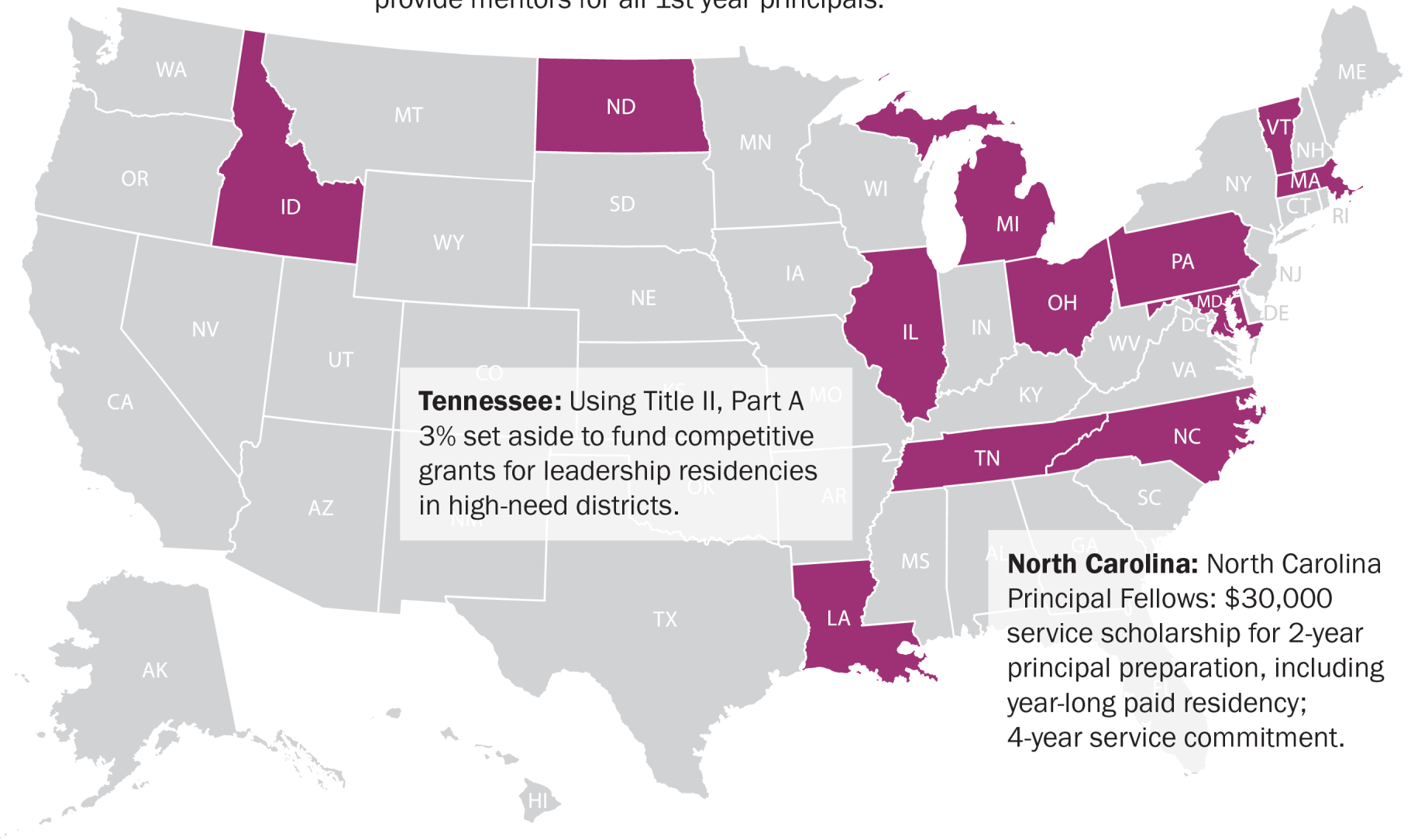
Policy  
recommendations

## Improve school leadership:

- Principals prepared to lead supportive and collegial work settings
- High-quality principal professional learning
- Leadership pipelines

# School Leadership

**North Dakota:** Using Title II, Part A 3% set aside to fund ND Leadership Academy and provide mentors for all 1st year principals.



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### Policy recommendations

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- Leadership pipelines

## Enhance mobility:

- License reciprocity

# 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 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.

[Share](#) [Embed](#) [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 \*

**\$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



## **Taking the Long View: State Efforts to Solve Teacher Shortages by Strengthening the Profession**

Daniel Espinoza, Ryan Saunders, Tara Kini, and Linda Darling-Hammond



AUGUST 2018

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[skostyo@learningpolicyinstitute.org](mailto:skostyo@learningpolicyinstitute.org)