

The Federal Role in Educator Recruitment and Retention

Grounding Our Conversation

- ▶ Teacher certification, experience, and stability matter for student achievement.
- ▶ Preparation matters for teacher retention.
- ▶ Students of color and students from low-income families are disproportionately taught by underprepared and inexperienced teachers.



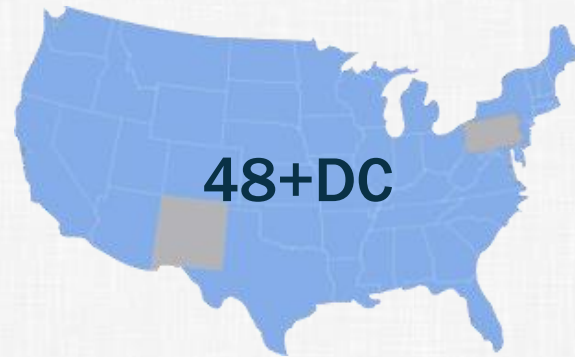
Inequitable Opportunity to Learn

Student Access to Certified and Experienced Teachers

Jessica Cardichon, Linda Darling-Hammond, Man Yang, Caitlin Scott, Patrick M. Shields, and Dion Burns

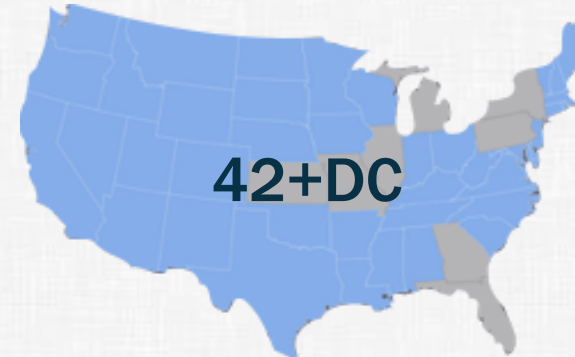
Pre-COVID: Widespread Shortages

Special Education

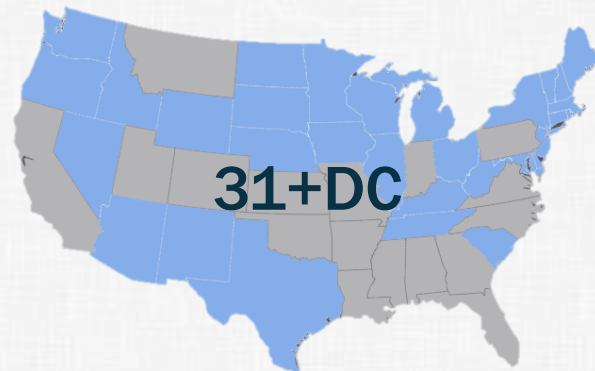


42+DC

Mathematics

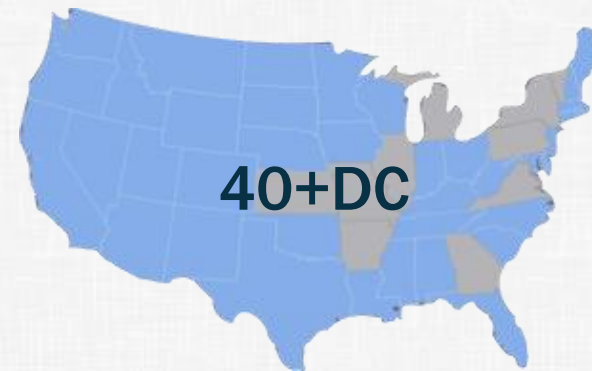


English Learners



40+DC

Science

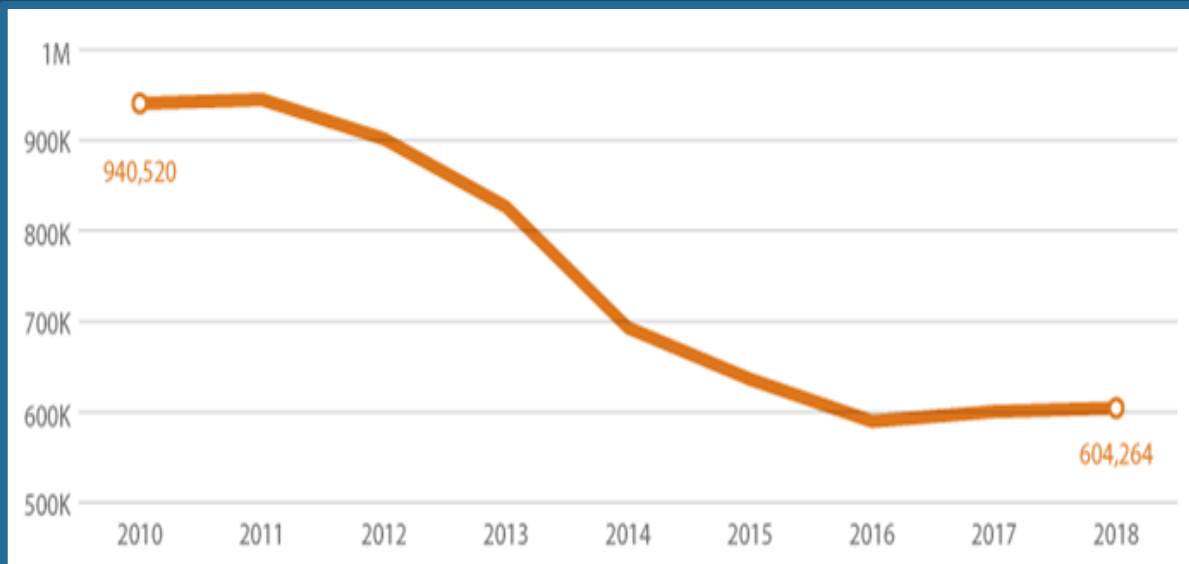


Reported Shortages

No Shortages

Shrinking Pipeline, High Turnover, & Low Pay

U.S. Teacher Preparation Program Enrollment by Year 2010–2018

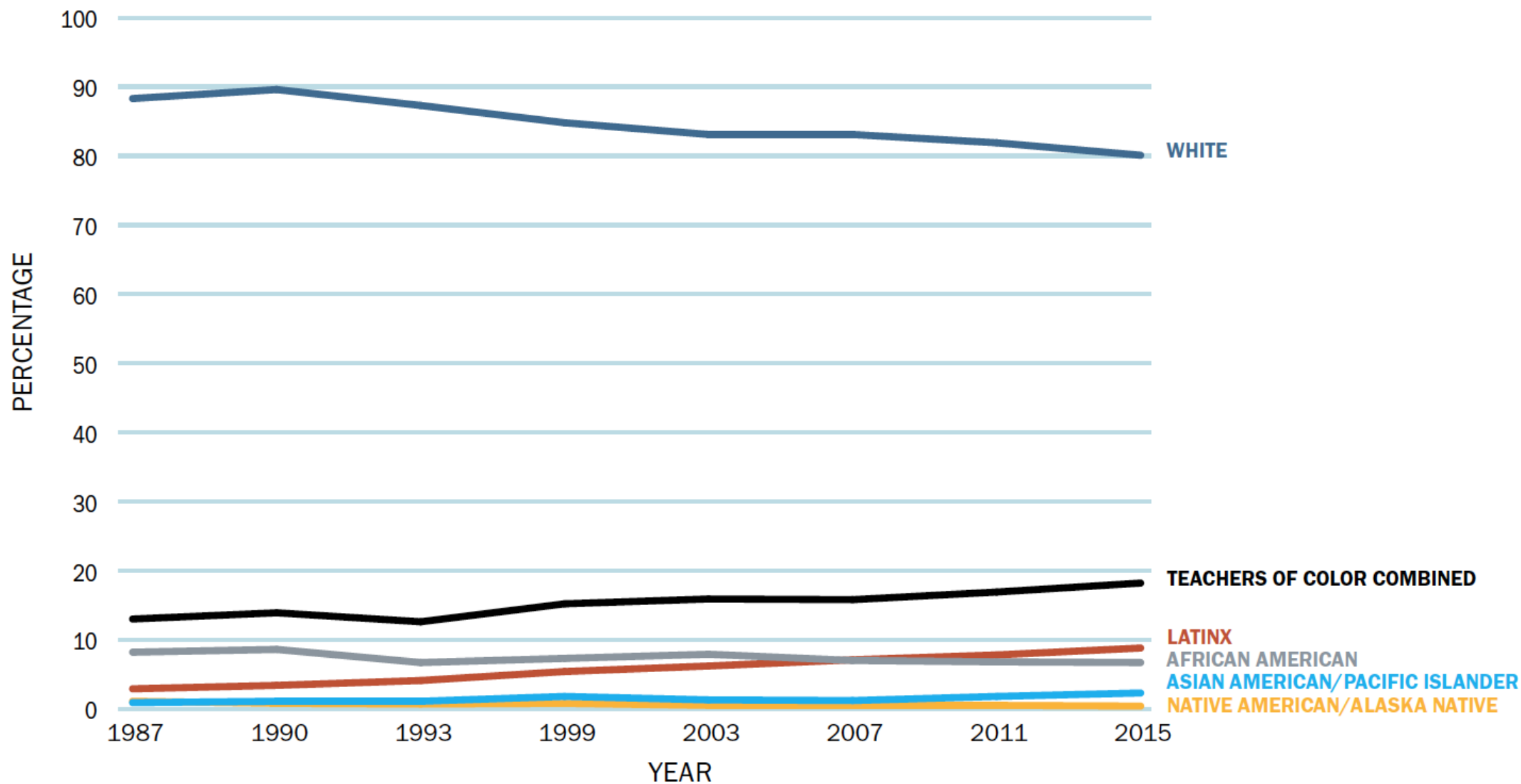


Source: [Center for American Progress](#)

- ▷ 2X teacher attrition rates
- ▷ Earn 20% less than similarly educated workers

The Share of Teachers of Color in the Teacher Workforce

1987–2015



COVID's Impact on the Educator Workforce

- ▷ All states have shortages: 48 states special education; 46 science; and 44 math
- ▷ Nearly 200,000 teaching positions vacant or held by underqualified teachers
- ▷ 55% plan to leave the profession earlier than planned
- ▷ Twice as many educators reported job-related stress as compared to other working adults
- ▷ Higher burnout and mental health challenges, and less resilience

Reasons for Dwindling Supply and High Attrition

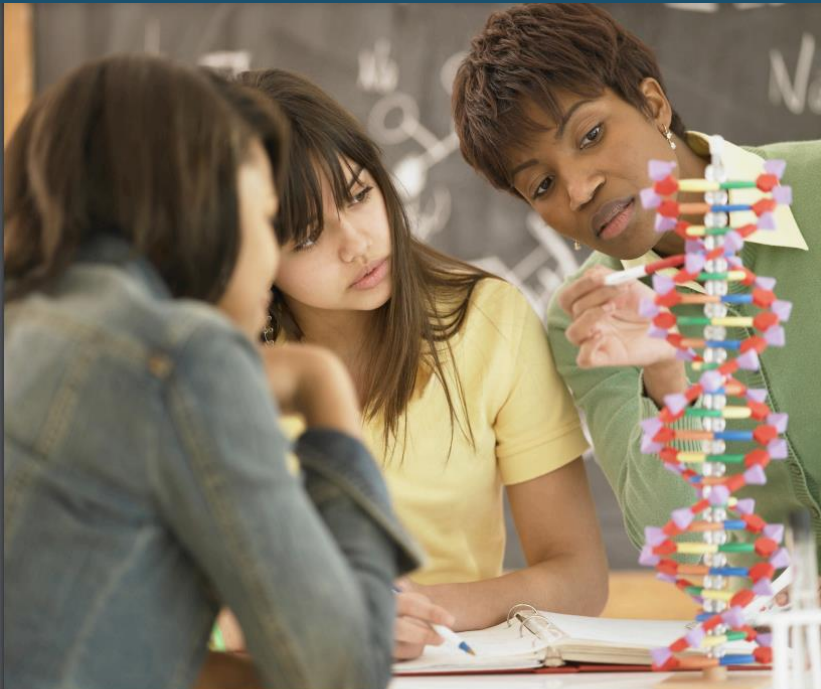
- Trauma and stress, including student trauma
- Low salaries
- Poor working conditions
 - Pupil load; lack of planning time; lack of supports (supplies to specialists)
 - Lack of time for collaboration
 - Lack of involvement in decision making; punitive accountability
- Few opportunities for career advancement and sharing expertise
- School leadership quality
- Lack of respect for the profession



Teacher Turnover: Why It Matters and What We Can Do About It

Desiree Carver-Thomas and Linda Darling-Hammond

Preparation and Mentoring Also Matter



Solving the Teacher Shortage

*How to Attract and
Retain Excellent Educators*

Anne Podolsky, Tara Kini, Joseph Bishop, and Linda Darling-Hammond



SEPTEMBER 2016

Preparation and mentoring strongly influence teacher effectiveness and retention

- Teachers who are unprepared leave within a year at 2-3 times the rates of those who are comprehensively prepared.
- Those who receive high-quality mentoring and induction stay at twice the rate of those who receive little.
- Underrepresented teachers of color are least likely to get access to either.

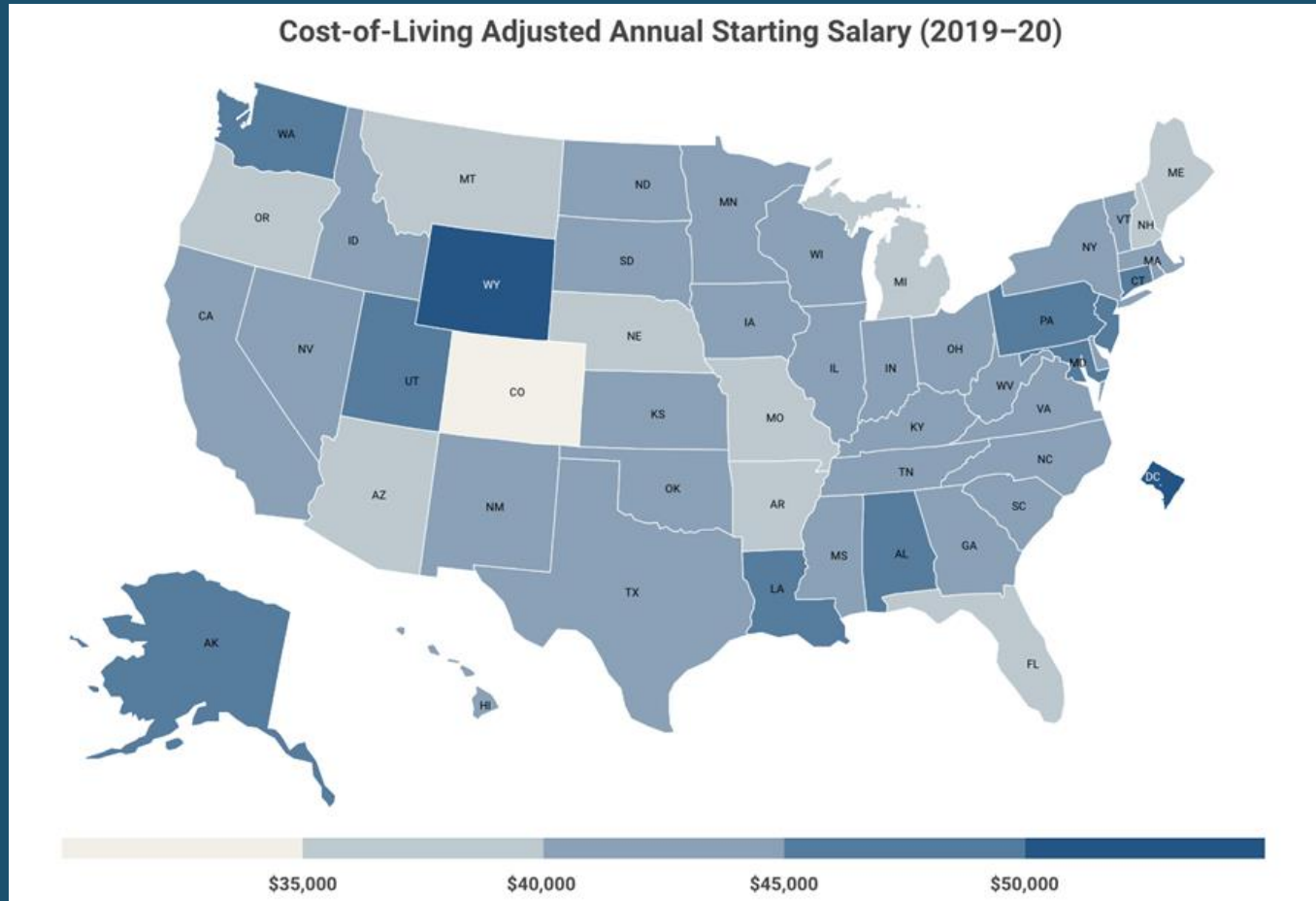
Funding for both is insufficient

- The debt load for preparation has increased.
- Only about 2/3 of teachers receive preparation before entering.

Strategies to Grow a Well-Prepared and Diverse Educator Workforce

- ▶ Competitive compensation
- ▶ High-retention pathways into profession
 - Educator residencies and Grow Your Programs
- ▶ Service scholarship and loan forgiveness programs
- ▶ Mentoring and induction for new educators
- ▶ Opportunities to learn, grow, and collaborate
- ▶ Supportive and inclusive school leadership

Boost Educator Compensation



- ▶ The Raise Act
 - Refundable tax credit for ECE and K-12 educators
 - Up to \$15,000 annually
- ▶ Educator Down Payment Assistance Act
- ▶ Addressing college costs and student loan debt barriers

FY 23: High-Retention Pathway Investments

- ▶ \$70 million for the Teacher Quality Partnership Grant Program to support comprehensive preparation
- ▶ \$115 million for the IDEA-D Personnel Preparation Program to support the comprehensive preparation of special educators
- ▶ \$15 million for the Augustus F. Hawkins Program to support comprehensive preparation at HBCUs, TCUs, and MSIs
- ▶ Could be funded at \$2 billion annually and a mandatory entitlement could be created

Funding Constraints Ahead?

CONGRESS

Parties dig in for protracted fight over debt ceiling

Speaker Kevin McCarthy has little room to maneuver; Democrats thus far aren't making it easier for him



Rep. Dan Kildee, D-Mich., is seen on the floor during speaker election votes on Jan. 6. (Tom Williams/CQ Roll Call)

- ▶ Cut spending by \$130 billion
- ▶ Possible reduction to the Department of Education of \$3.9 billion or more
- ▶ Could mean a reduction of about \$2 billion for Title I and IDEA-B, and \$38 million or more for high-retention pathways into teaching

Service Scholarships & Loan Forgiveness

- ▷ DIVERSIFY Act
 - 2X TEACH Grants; ECE Educators; removes penalty
- ▷ Educator Loan Forgiveness Act
 - Makes educator's monthly loan payments
 - Completely retires debt after 5 years
 - Includes teachers, leaders, & ECE educators

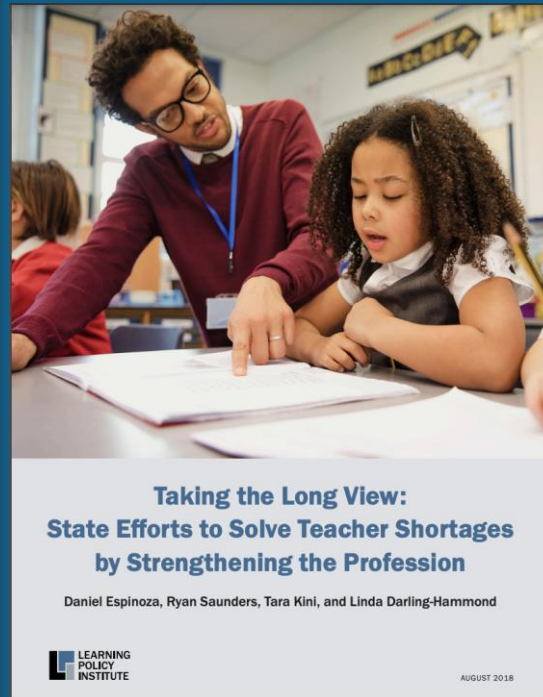


Mentoring & Educator Leadership

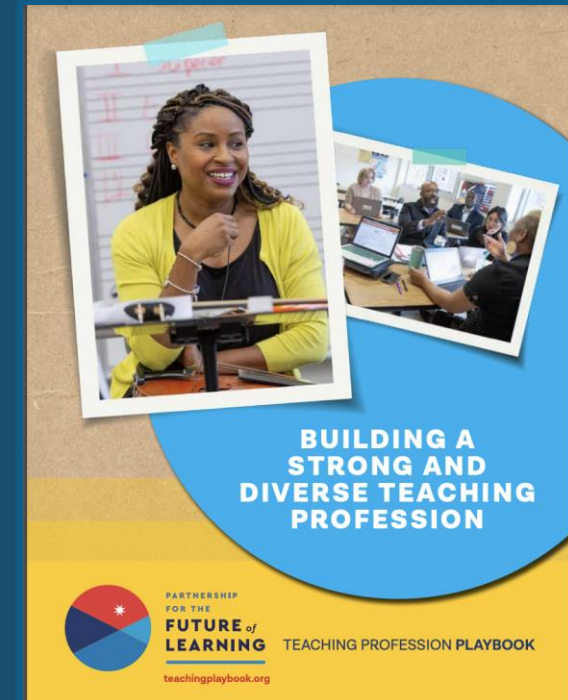


- ▷ Ensure all novice teachers receive mentoring and induction
- ▷ Support the earning of advanced and high-need credentials
- ▷ Implement recruitment incentives to attract teachers to high-needs schools

Resources



Blog Series:
<https://learningpolicyinstitute.org/blog/teacher-shortage-series>





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