Educator Recruitment, Retention, and Shortages

A National Perspective
Pre-COVID: Widespread Shortages

**Special Education**
- 48+DC

**Mathematics**
- 42+DC

**English Learners**
- 31+DC

**Science**
- 40+DC

Shortages in the News

Teachers are leaving and few people want to join the field. Experts are sounding the alarm.

COVID-19 creates dire US shortage of teachers, school staff
By JOCelyn GECKER September 22, 2021

AP News
National Guard deploys for new emergency: Teacher shortages

Daily Herald
'SWe are losing good teachers and staff every single day': Report reiterates pandemic shortages

Substitute Teachers Never Got Much Respect, but Now They Are in Demand
Because of staff shortages, some school districts are canceling classes. Others are lowering their hiring standards. The result can be a chaotic classroom.

NBC4 MONTANA
Montana teacher shortage 'crisis' escalates

National teacher shortage causes local concern

School & District Management
Staff Shortages Affect Students, Too. Here’s Where Schools Are Shutting Down
US ED Data: 2021-22

▷ Special Education Shortages
  ○ 49 states (including DC)

▷ Math Shortages
  ○ 44 states (including DC)

▷ Science Shortages
  ○ 42 states (including DC)

Source: LPI Analysis of US ED data: https://tsa.ed.gov/#/reports
Education Week: Fall 2021 Survey Data:
How much of a problem are staffing shortages at your school/district this school year?

Teacher Preparation Program Enrollment Declined by 35% from 2010 to 2018

Source: Center for American Progress
Drivers of Dwindling Supply, High Attrition

▷ Low salaries
▷ Insufficient preparation, induction
  ○ Increased debt loads
  ○ Higher teacher turnover for teachers who enter underprepared
  ○ Induction availability is uneven
▷ Poor working conditions
  ○ Limited decision-making
  ○ Punitive accountability
  ○ Few career ladder options
  ○ Stress and burnout
▷ Lack of respect for the profession
Almost half of teachers who voluntarily stopped teaching in public schools after March 2020 and before their scheduled retirement left because of the COVID-19 pandemic.

Stress

Work more hours

Remote teaching + frequent technical problems

2nd jobs
So, what can states do?

1. Provide broad access to high quality preparation
2. Offer competitive compensation
3. Support, develop and retain the existing workforce
Broad Access to High-Quality Preparation

- High-Retention Pathways into Teaching
  - Teacher Residencies (WV, TX, CA, MS, NM, PA)
  - Grow-Your-Own Programs (TN, HI, MN, NM, CA, WA)

- Service Scholarships/Loan Forgiveness (NC, OR, IN, CA)

- Mentoring and Induction for Novice Teachers (IL, IA, NM)

Reduce barriers to accessing high-quality preparation, not standards
Competitive Compensation

- Overall increases (NM)
- Increases for leadership roles/expertise (e.g., NBCTs)
- Increases for high-need fields/schools
- Loan forgiveness as a strategy to boost compensation
- Bonuses/stipends can be a strategy, including with federal funds (FL, GA)
- Bonuses can be used to attract adequate staffing (e.g., subs)
- Can leverage federal recovery funds (ESSER, SLFRF, GEER)
Support, Develop and Retain the Existing Workforce

• Hire additional staff to make the workload more manageable
• Support student and educator mental health (OK, NV, VT, CA)
• Invest in mentoring, professional learning, and feedback
• Cultivate teacher leadership, including through National Board Certification
• Develop supportive school leaders
• Redesign schools for strong relationships and collaboration
• Use staff climate and conditions surveys (KY, OH, OR, NC)
• Focus accountability and continuous improvement systems on support, not sanctions
Federal Recovery Act Funds Can Be Leveraged to Support Educator Recruitment & Retention

Elementary and Secondary School Emergency Relief Fund (ESSER)

$189 Billion

Governor’s Emergency Education Relief Fund (GEER)

$4.3 Billion

Higher Education Emergency Relief Fund (HEERF)

$75.5 Billion

State and Local Fiscal Relief Fund (SLFRF)

$350 Billion
### ESSER Supports
- Comprehensive educator preparation programs
- Ongoing recruiting, hiring, and retention of diverse school staff
- Creating/maintaining loan forgiveness and service scholarship programs
- Educator licensure costs in high-need areas
- Increased compensation
- Hiring additional educators and school staff

(any ESSER uses are allowable under GEER)

### SLFRF Supports
- Premium pay to teachers and other educational staff (must be in person)
- Rehiring staff to prepandemic levels
- Providing assistance to disproportionately impacted schools
- Providing government services, including educational services (required loss of revenue)

### HEERF Supports
- IHE COVID responses and emergency grants to students

States and districts *could* work with IHEs to direct funding toward:
- expanding comprehensive educator preparation programs
- providing financial aid to support educator candidates
Federal Resources

US Department of Education

- Using American Rescue Plan Funds and Other Federal Resources to Address Teacher Shortages
- Using American Rescue Plan Funds and Other Federal Supports to Address Staff Shortages
- ED December 2021 ESSER & GEER FAQ
- ED December 2021 Dear Colleague Letter on Staffing Shortages
- ED May 2021 FAQ on ESSER & GEER

US Treasury Department

- State and Local Fiscal Recovery Fund Website
- Overview of the Final SLFRF Rule
- Coronavirus-related relief for retirement plans and IRAs FAQs

US Department of Education & US Treasury Department

- Webinar Part 1: Using ARP Funds and Other Federal Supports to Address State and Local Teacher Shortages
- Webinar Part 2: Using American Rescue Plan Funds and Other Federal Supports to Address State and Local School Staff Labor Shortages
Resources

Blog Series:
https://learningpolicyinstitute.org/blog/teacher-shortage-series
Thank You!

Contact

Tara Kini
tkini@learningpolicyinstitute.org

Learning Policy Institute
learningpolicyinstitute.org

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