
California Teacher Shortages Legislative Briefing

January 26, 2017

#TeacherShortagesCA

Agenda

- Welcome
- Research Presentation
- Panel
- Q & A

Survey sample

- Surveyed CSBA Delegate Assembly representing 244 unique districts
- 84% response rate (211/244 unique districts responded)
- 1/5 of districts (211/1,025 districts)
- Demographically representative

Anecdotal evidence of teacher shortages

Principals say state teacher shortage now a crisis

Bay Area schools face teacher shortage

SD schools face teacher shortage in more subject areas

State finds teacher shortage in more subject areas

Teacher shortage in special ed

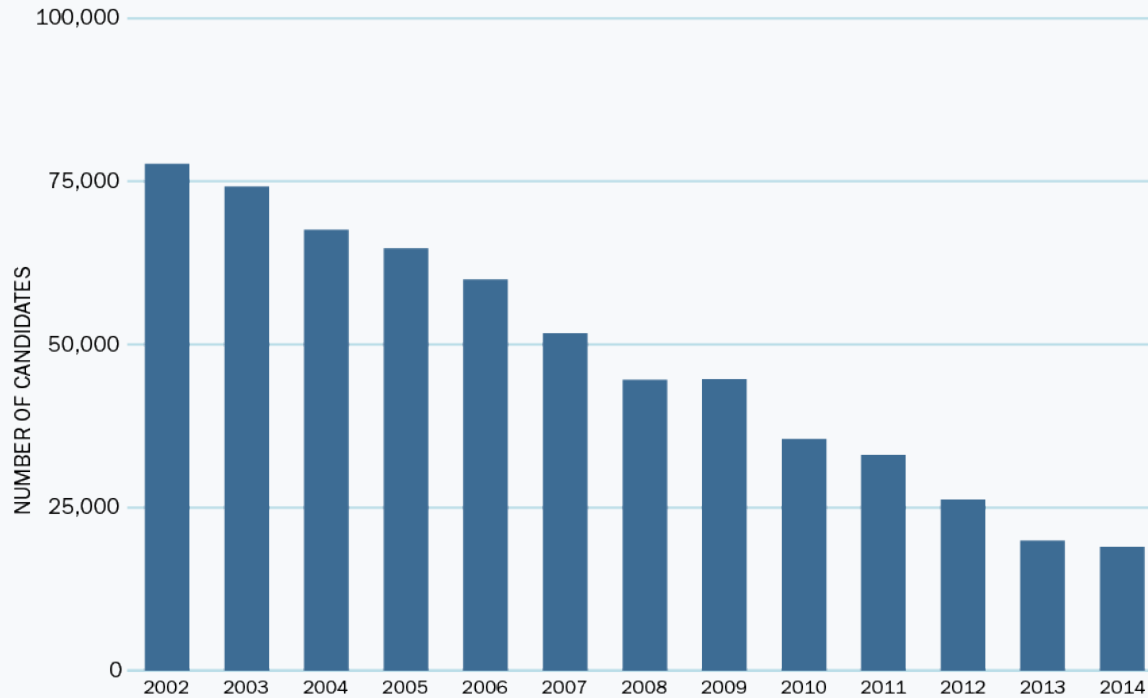
SHORTAGE OF TEACHERS IN CALIFORNIA AFFECTS LOCAL SCHOOL CLASSROOM SIZES

Teacher Shortage - Worse

SLO County school districts feeling impacts of teacher shortages

Monterey County dealing with teacher shortage

Teacher preparation enrollments down 76%

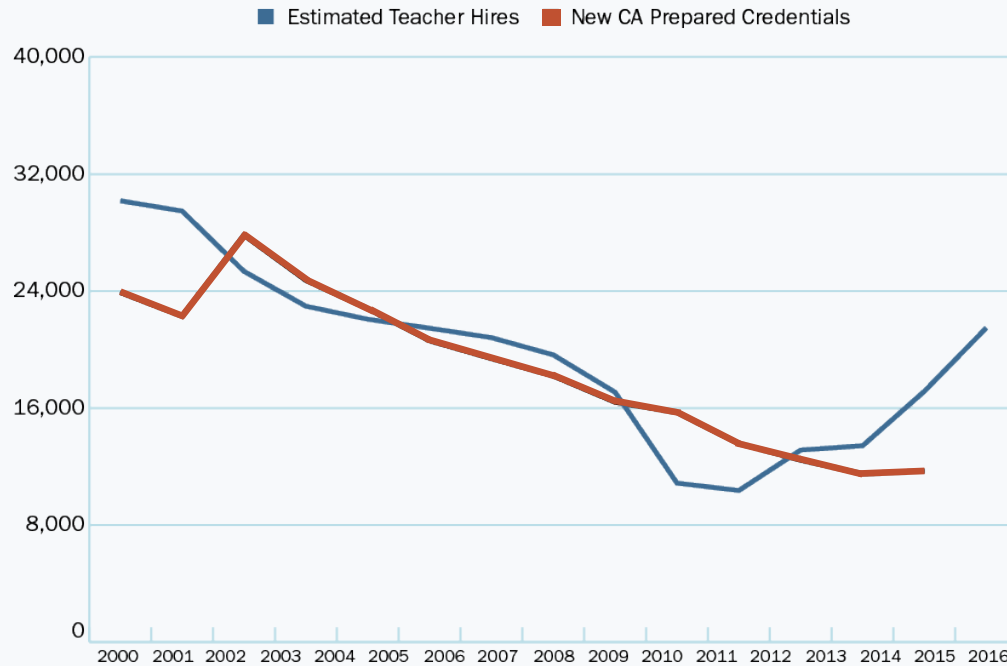


Number of candidates enrolled in California teacher preparation programs, 2001-02 to 2013-14

Source: California Commission on Teacher Credentialing, 2002-2014. Teacher Supply in California: A Report to the Legislature. Data available at <http://www.ctc.ca.gov/reports/all-reports.html>; 2014 Title II State Program Information. Data available at <https://title2.ed.gov/Public/Report/StateHome.aspx>.

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California's teacher shortage



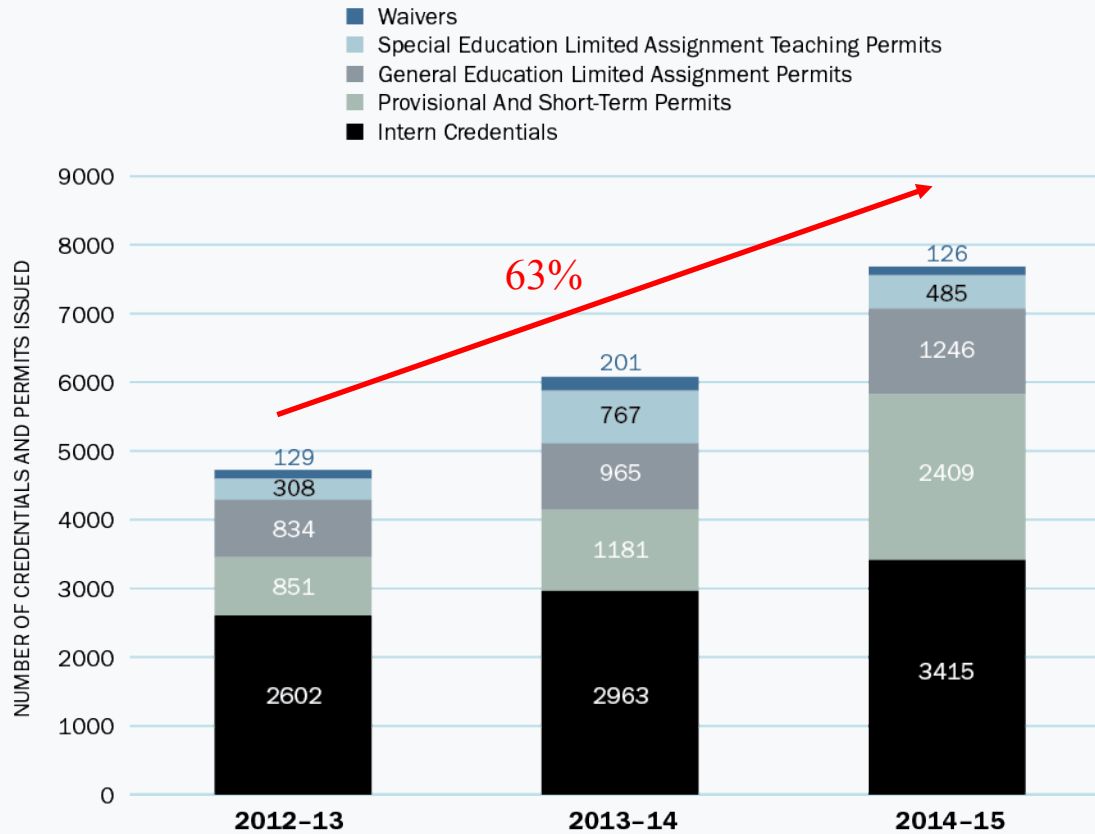
Number of preliminary new teaching credentials issued and district-estimated new hires, 1999-2000 to 2015-16

Note: Estimated teacher hires are reported annually by each California school district for the upcoming school year. New credentials are preliminary credentials issued to California-prepared teachers. 2014-15 credential data are preliminary.

Source: Estimated hires data are from California Department of Education DataQuest Web Page, at <http://data1.cde.ca.gov/dataquest/>. New credentials data were provided from the California Commission on Teacher Credentialing upon request.

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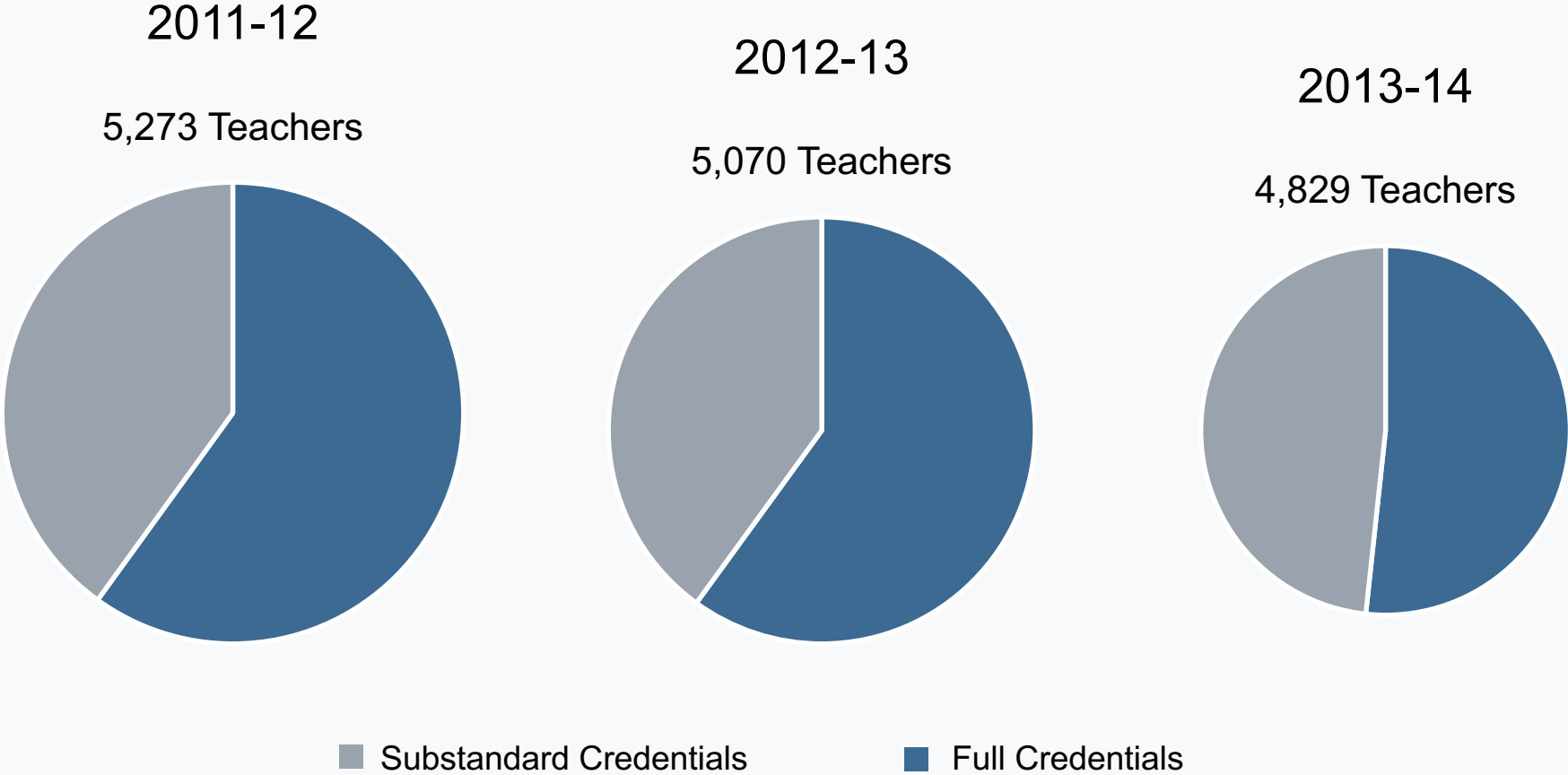
Underprepared teachers are on the rise



Note: Number of credentials issued between July 1st of each year and June 30 of the following year. (See Appendix B.)

Source: Data provided by the California Commission on Teacher Credentialing through a special request.
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Almost 50% of entering special education teachers are underprepared

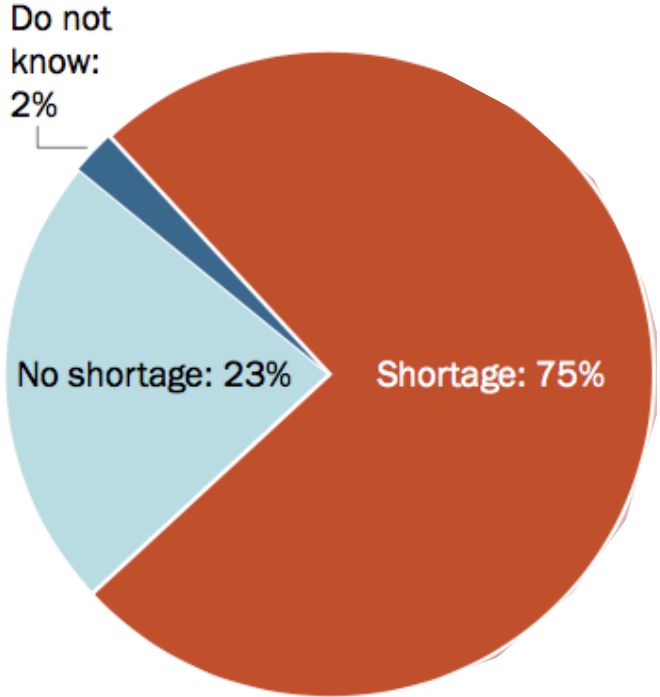


Source: Data provided by the California Commission on Teacher Credentialing through a special request.

Where do we stand in 2016-17?

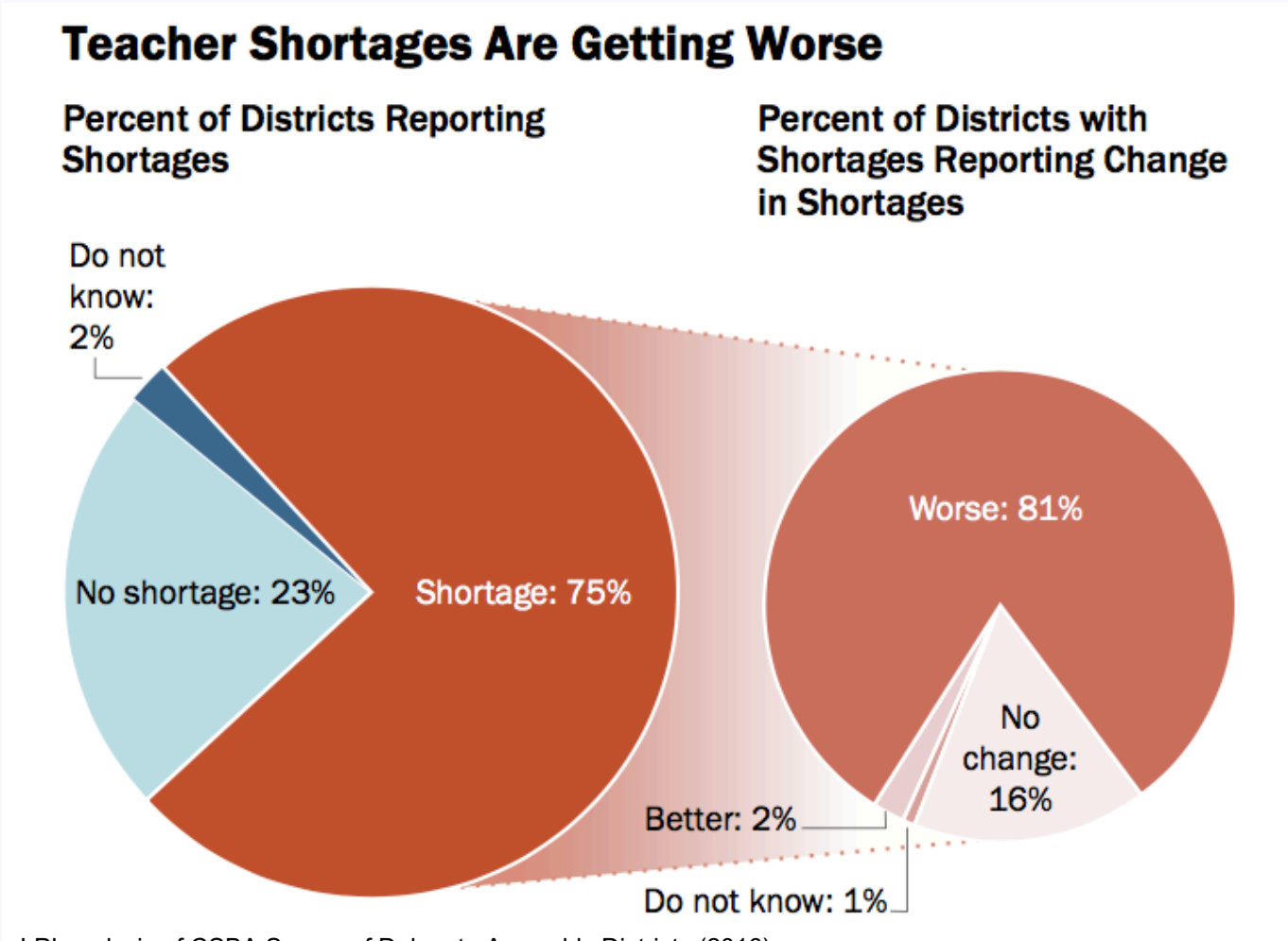
Teacher Shortages Are Getting Worse

Percent of Districts Reporting Shortages



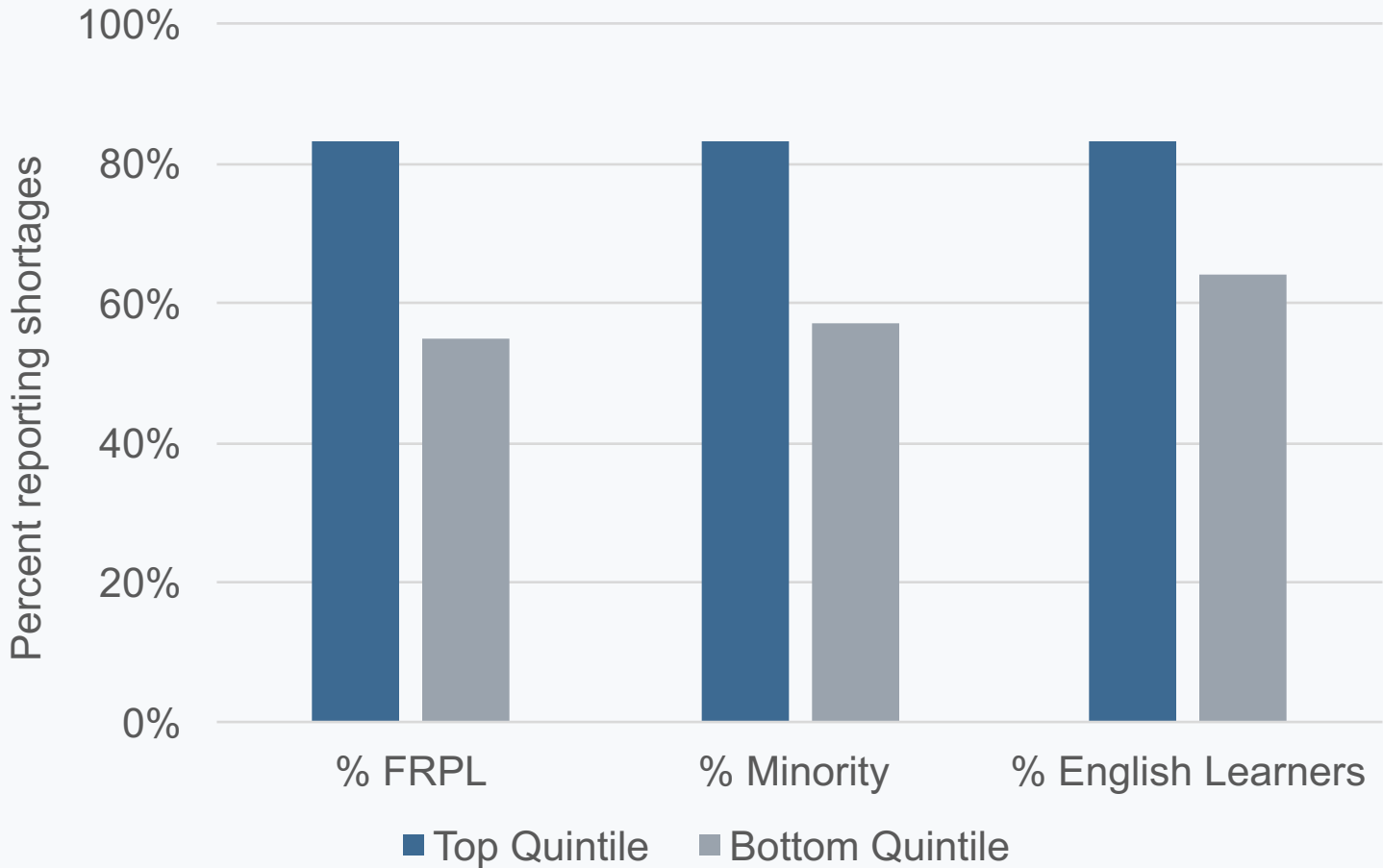
LPI analysis of CSBA Survey of Delegate Assembly Districts (2016).

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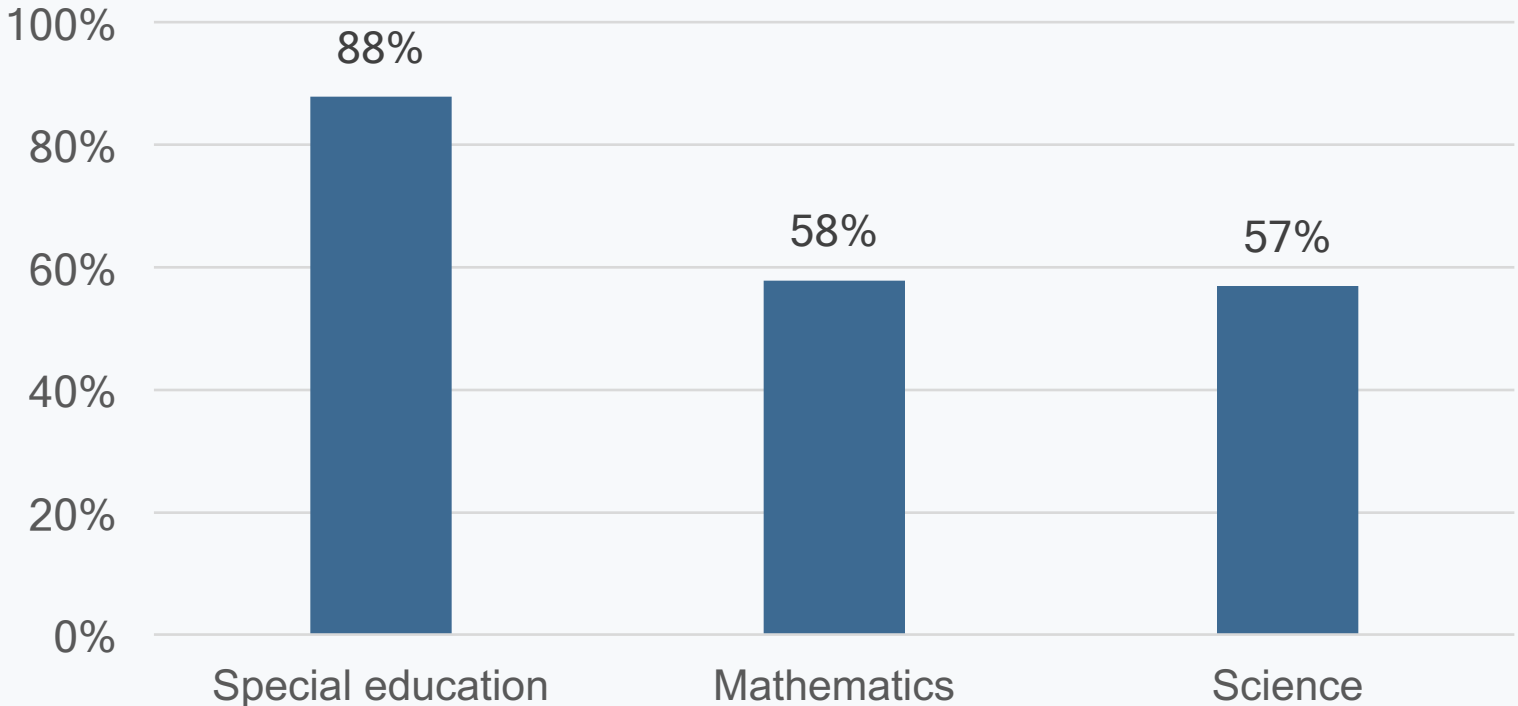
Shortages disproportionately impact our most vulnerable student populations



LPI analysis of CSBA Survey of Delegate Assembly Districts (2016).

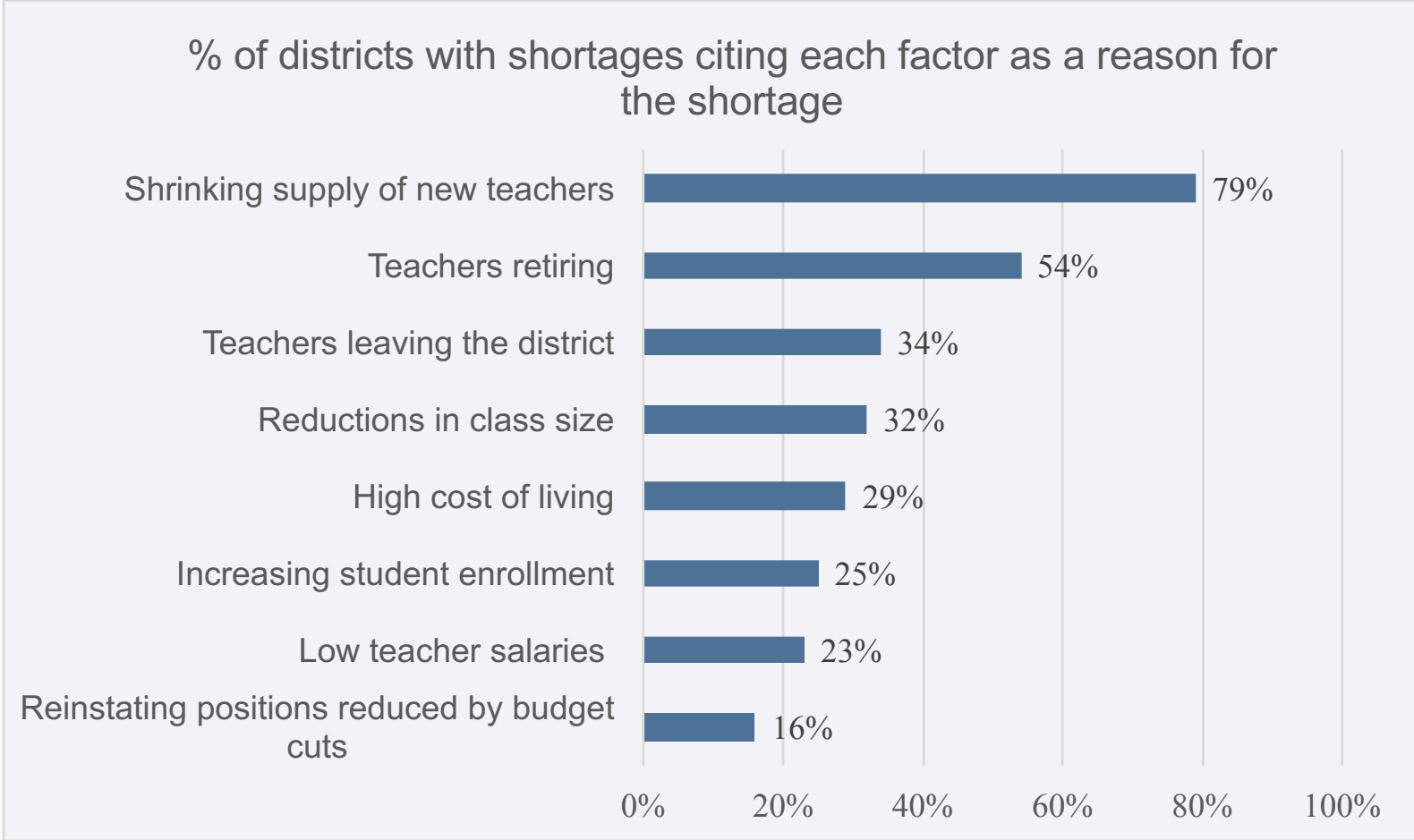
Shortages in Special Education, Math, and Science

% of districts with shortages reporting subject area(s) with a shortage of teachers



LPI analysis of CSBA Survey of Delegate Assembly Districts (2016).

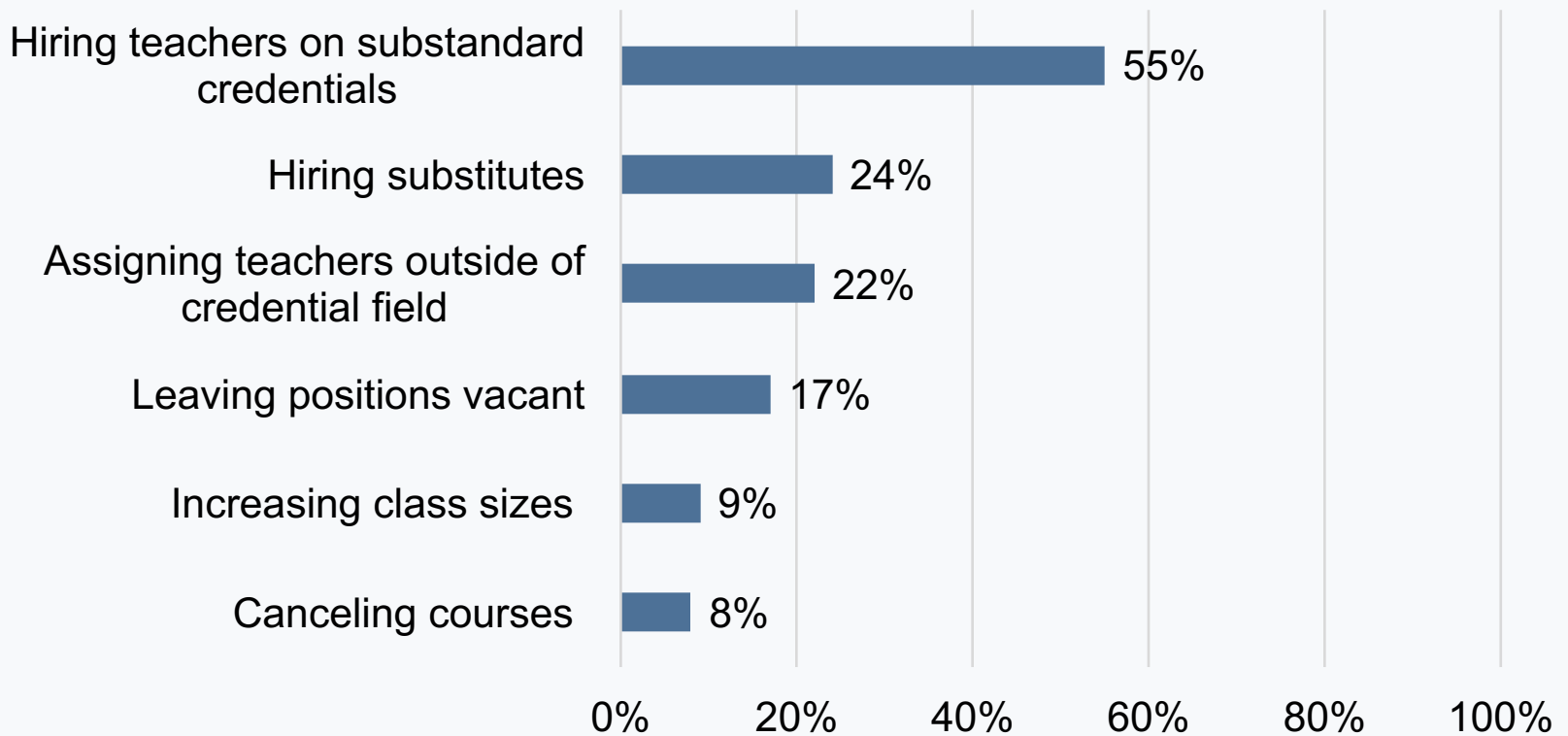
Why are districts experiencing teacher shortages?



LPI analysis of CSBA Survey of Delegate Assembly Districts (2016).

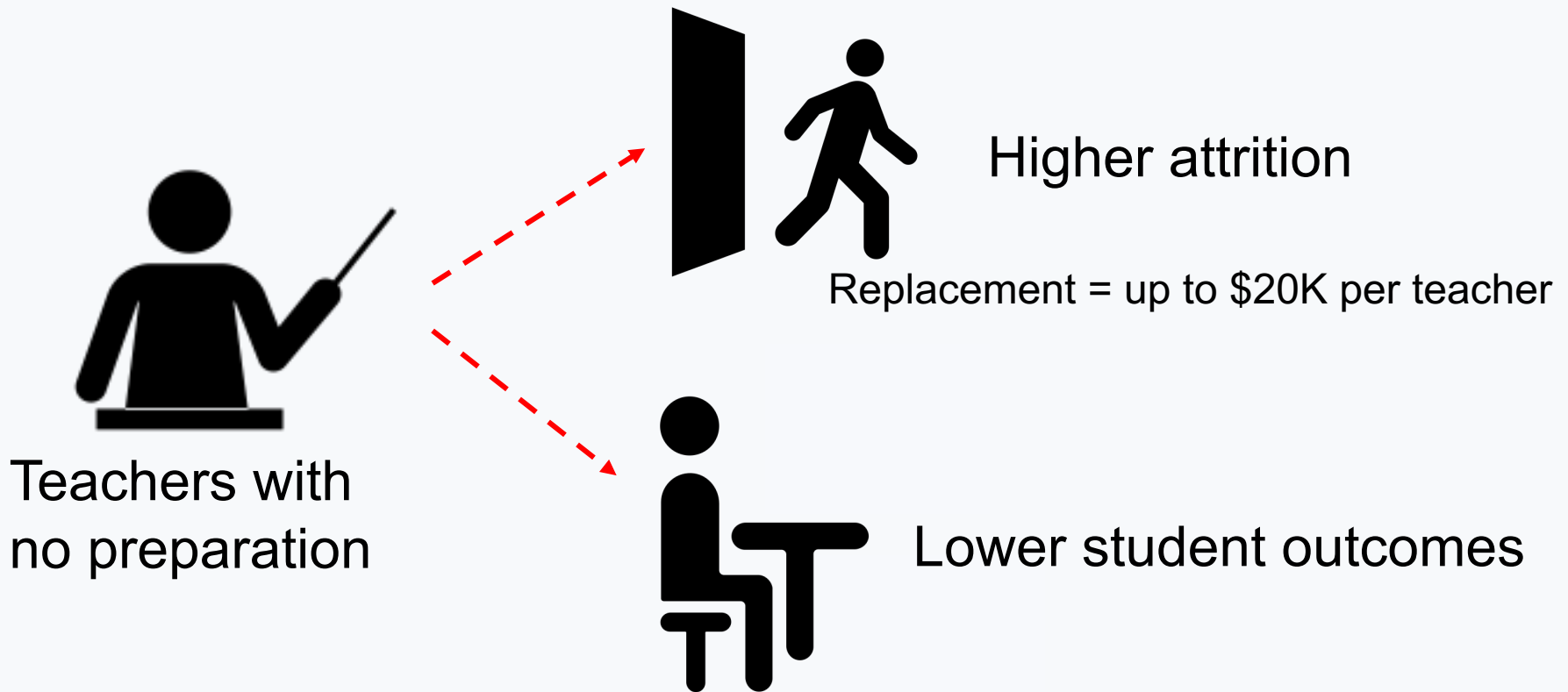
Why do shortages matter?

How Are Districts Filling Vacant Teaching Positions?
% of districts with shortages that used the staffing solution to fill vacant positions



LPI analysis of CSBA Survey of Delegate Assembly Districts (2016).

The cost of underprepared teachers



1.Preparation

2.Support for novice teachers

3.Working conditions

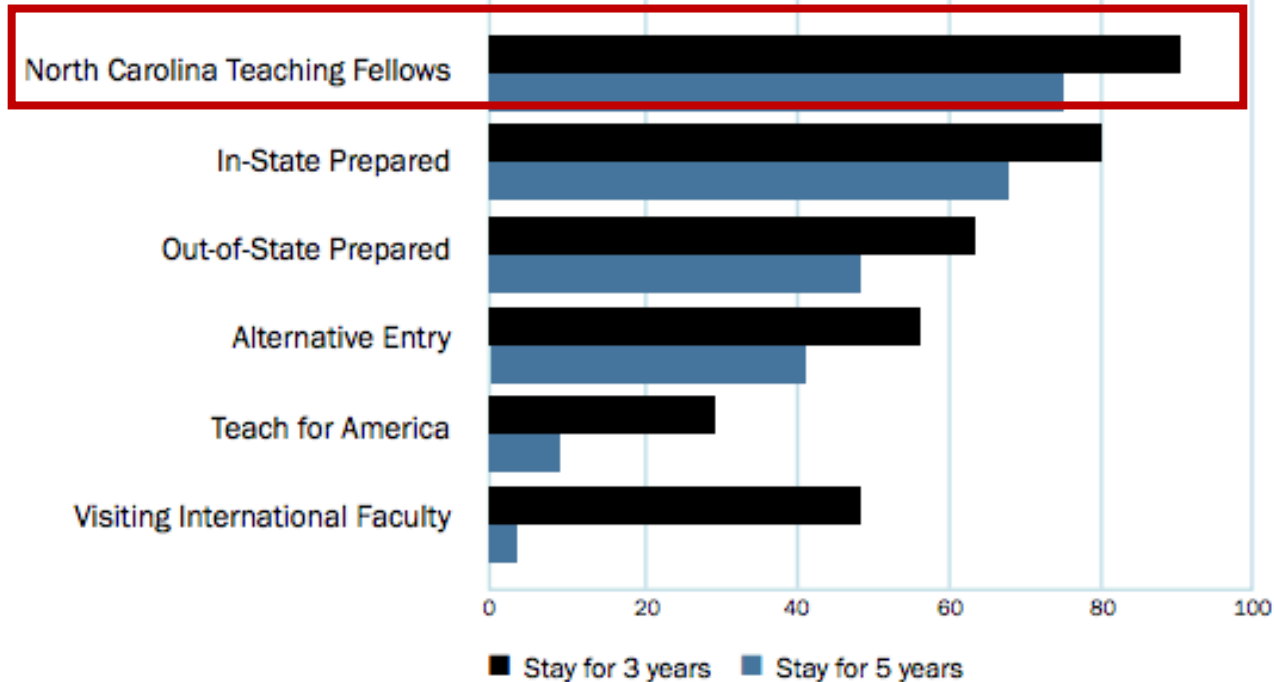
4.Compensation

Increase supply of well prepared teachers in high-need fields & schools

1. Provide service scholarships

Service scholarships increase retention

Percentage of Teachers Who Remain Teaching in North Carolina Public Schools



Note: This figure depicts the percentage of teachers who return for a third and fifth year of teaching in North Carolina public schools for three cohorts of first-year teachers, regardless of subject taught, 2004–05, 2005–06, and 2006–07.

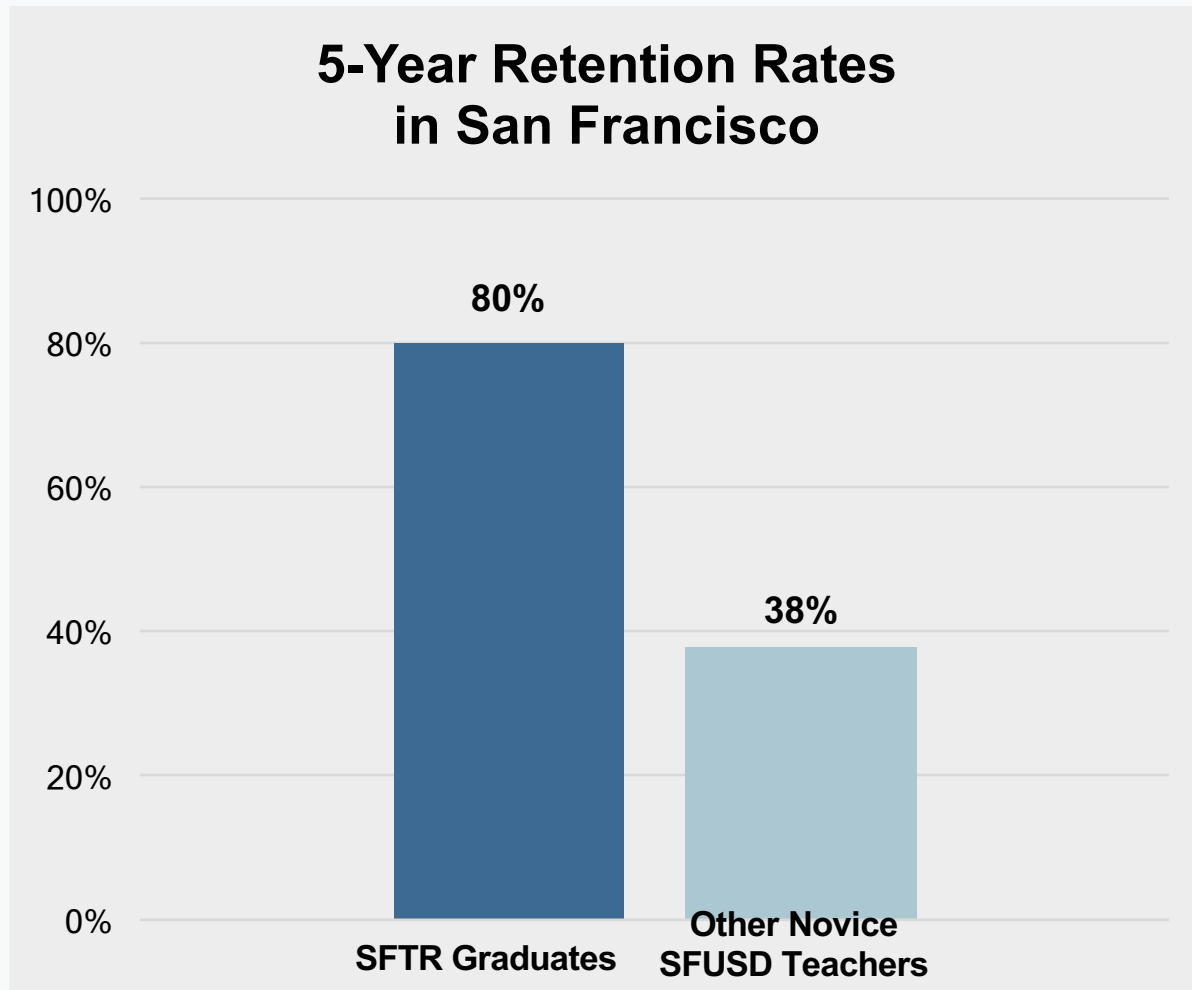
Source: Gary T. Henry, Kevin C. Bastian, and Adrienne A. Smith, "Scholarships to Recruit the 'Best and Brightest' Into Teaching: Who Is Recruited, Where Do They Teach, How Effective Are They, and How Long Do They Stay?," *Educational Researcher* 41, no. 3 (2012): 83–92.

Increase supply of well prepared teachers in high-need fields & schools

1. Provide service scholarships

2. Develop teacher residencies

Residencies improve retention



SFUSD Human Resources Department; San Francisco Teacher Residency.

Increase supply of well prepared teachers in high-need fields & schools

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2. Develop residencies

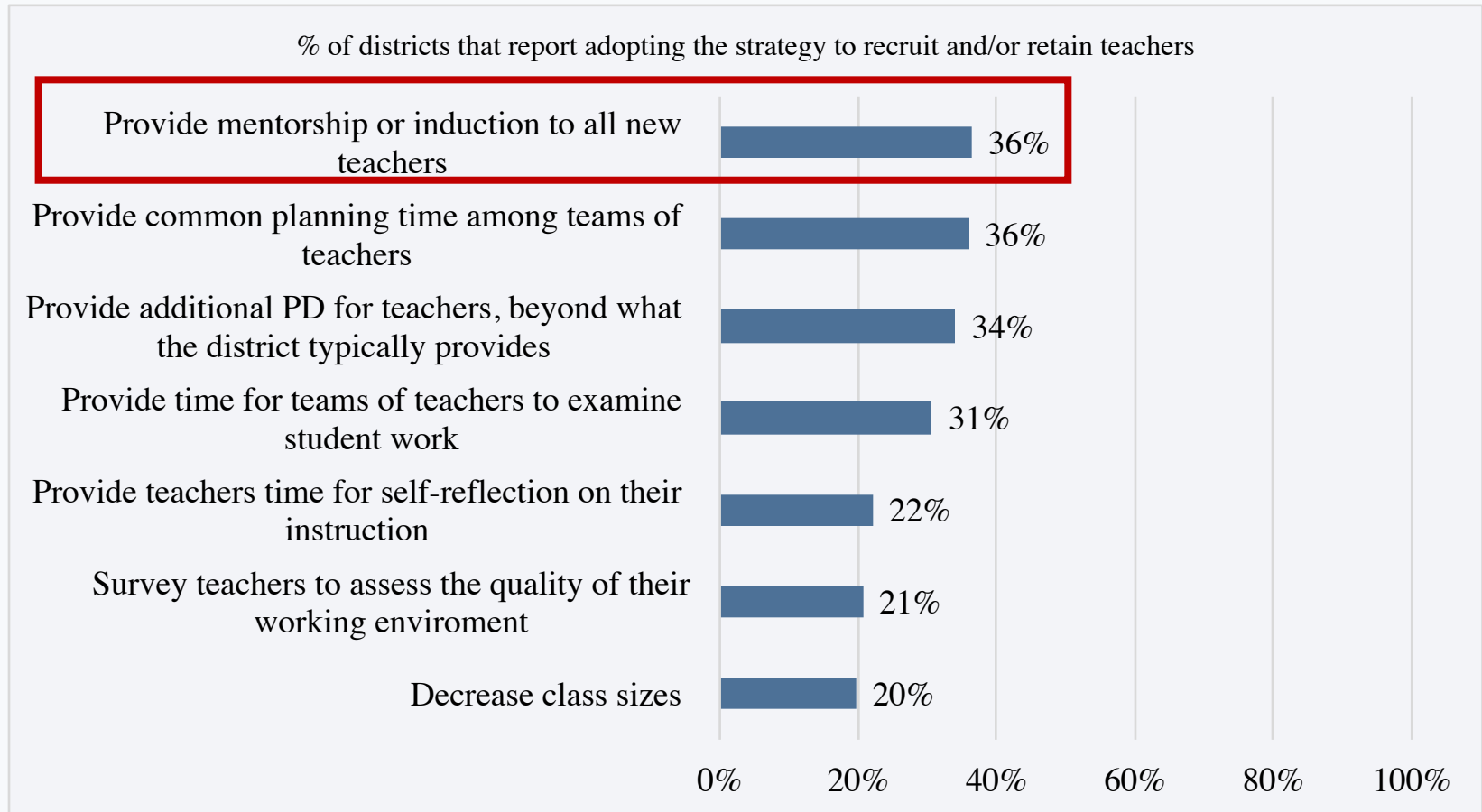
3. Create Grow Your Own programs

Provide support to beginning teachers

1. Invest in quality mentoring & induction programs

65% return on investment

Teacher retention strategies



LPI analysis of CSBA Survey of Delegate Assembly Districts (2016).

Improve teachers' working conditions

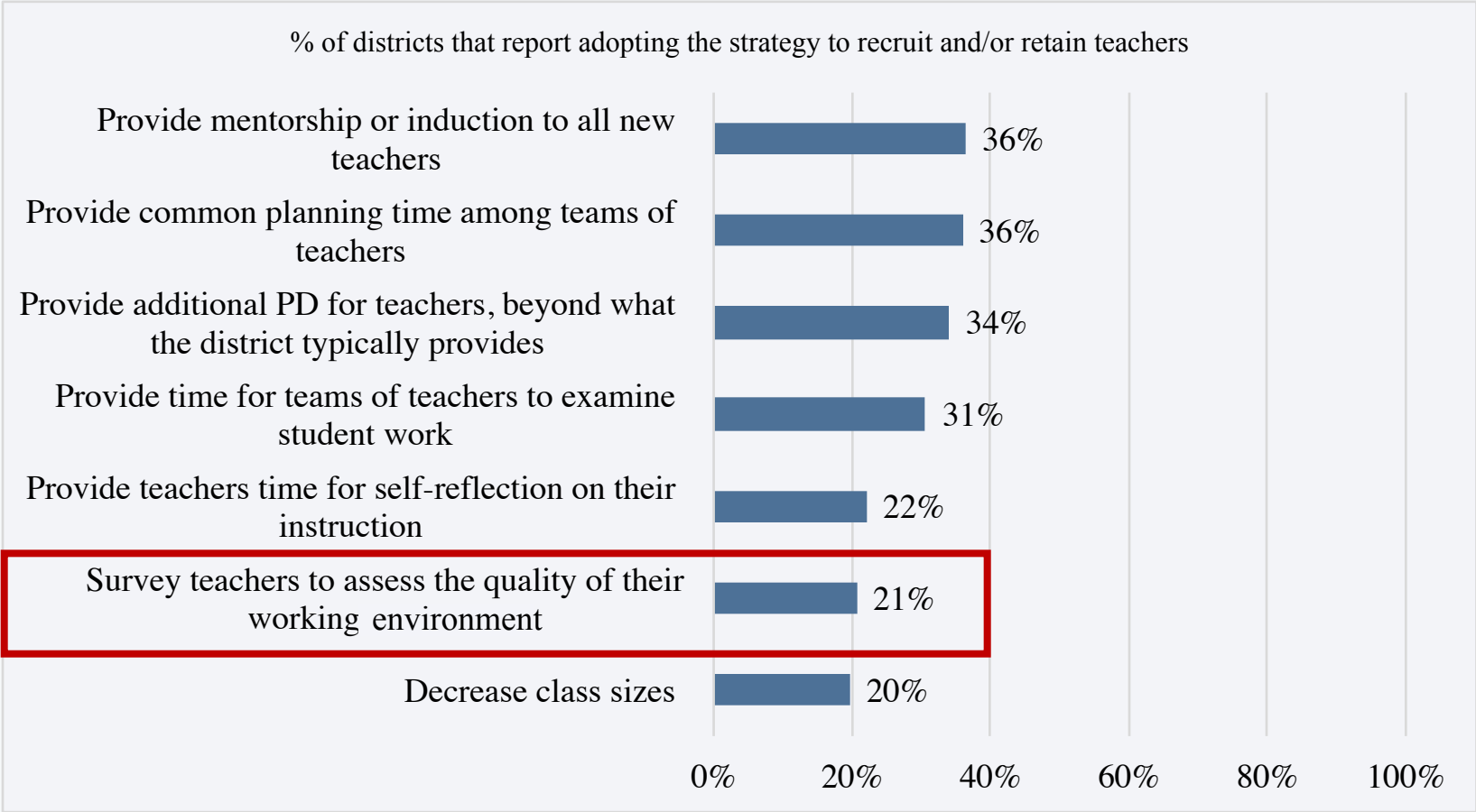
1. Invest in high-quality principals

Improve teachers' working conditions

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2. Survey teachers

Working conditions strategies



LPI analysis of CSBA Survey of Delegate Assembly Districts (2016).

Increase teacher compensation

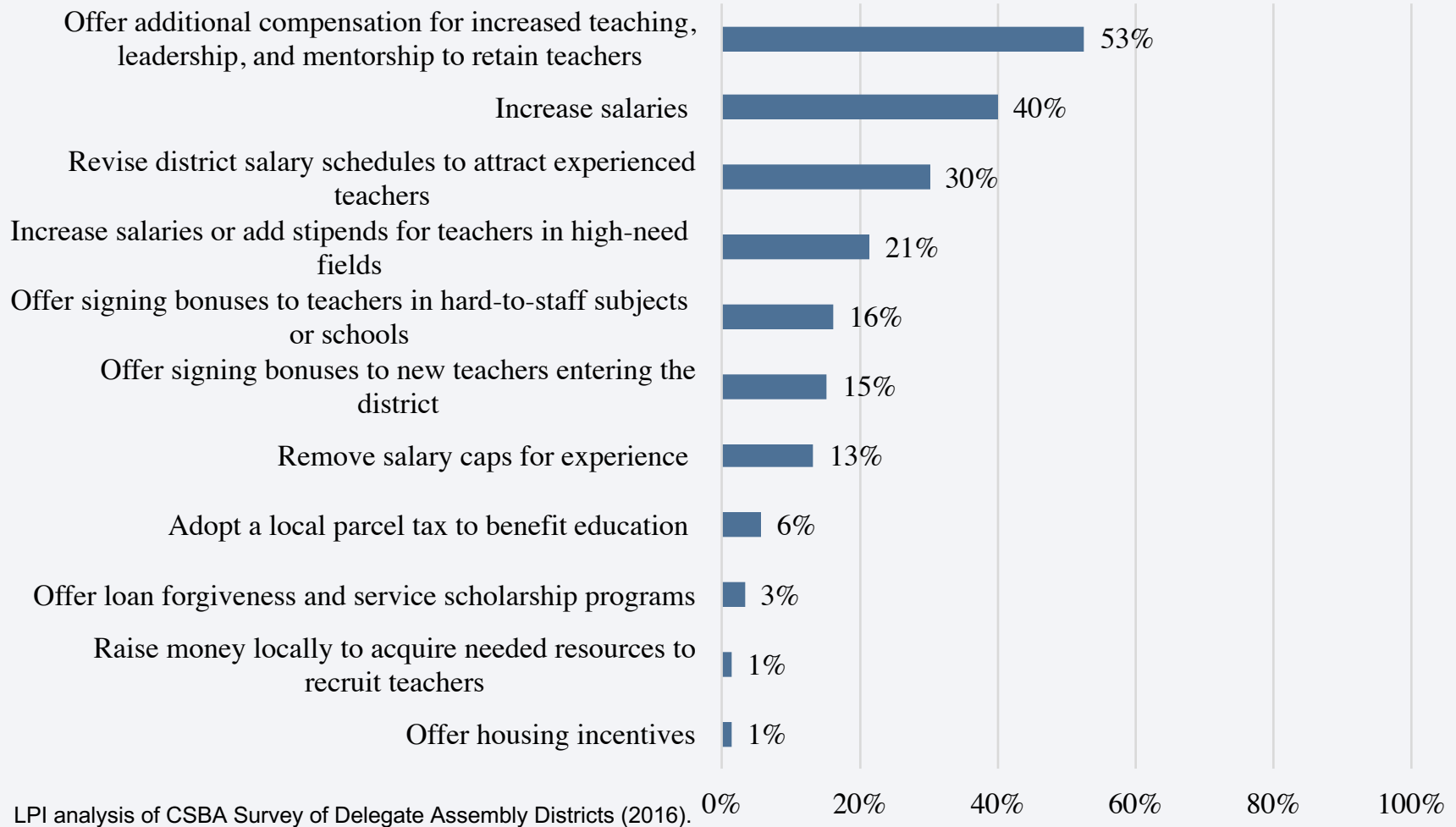
1. Increase salaries

2. Reduce debt

3. Provide stipends for teacher leaders

Financial strategies

% of districts that report adopting the strategy to recruit and/or retain teachers



LPI analysis of CSBA Survey of Delegate Assembly Districts (2016).



Stay Up to Date!

Additional research related to CA teacher shortages available at:

Learningpolicyinstitute.org

Email Anne & Leib:

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Panelists

Juliana Feriani – Board Clerk, Tuolumne County
Board of Trustees

Daina Lujan – Vice President, South San
Francisco Unified School District

Beatriz Leyva-Cutler – Board Clerk, Berkeley
Unified School District