

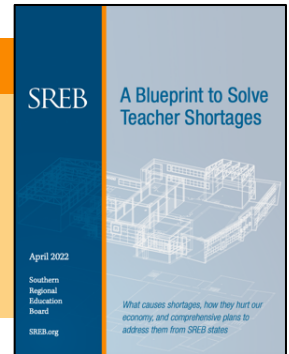
# A Blueprint to Solve Teacher Shortages

Every student deserves a great teacher — but teacher shortages hurt education and the economy. Teacher shortages are a pervasive challenge across the country and especially in the South. A comprehensive plan to elevate the teaching profession can help states address these shortages and turn many shared goals into realities — from high-quality student learning experiences to a strong economy.

## How to Solve Teacher Shortages

SREB's new blueprint includes:

- A breakdown of what causes teacher shortages and an overview of the data
- A framework for renovating teacher workforce policy
- Recommended action steps to help leaders develop a customized blueprint for their state



## Elements of a Strong Blueprint

Improving teacher workforce policies and practices requires a **comprehensive approach**. The four elements below work together as an interlocking system that evolves through each stage of a teacher's career.

### Pathways & Preparation

- A variety of entry points into teaching that share common high standards
- Preparation programs attuned to teachers' real-life needs, such as classroom management and the science of reading

### Professional Supports

- Opportunities for strong teachers to maximize and share their talents via well-supported leadership roles
- The flexibility, class sizes, and support staff needed for teachers and their students to succeed

### Licensure

- Licensure systems that scaffold up based on teachers' skills, competencies, and impact — and align with the pay and ongoing support they receive

### Compensation

- Salary structures that avoid stagnation and reward teachers' skills, knowledge, impact, and leadership
- Health and retirement benefits that are high-quality and affordable

## You can solve teacher shortages. We can help.



SREB supports states with policy and practice. Go to [SREB.org/topic-teacher-workforce-policy](https://www.sreb.org/topic-teacher-workforce-policy) to see the full blueprint (including four key action steps we recommend for states), explore state-by-state data, learn more about our Human Capital Roundtables, and request information or assistance.