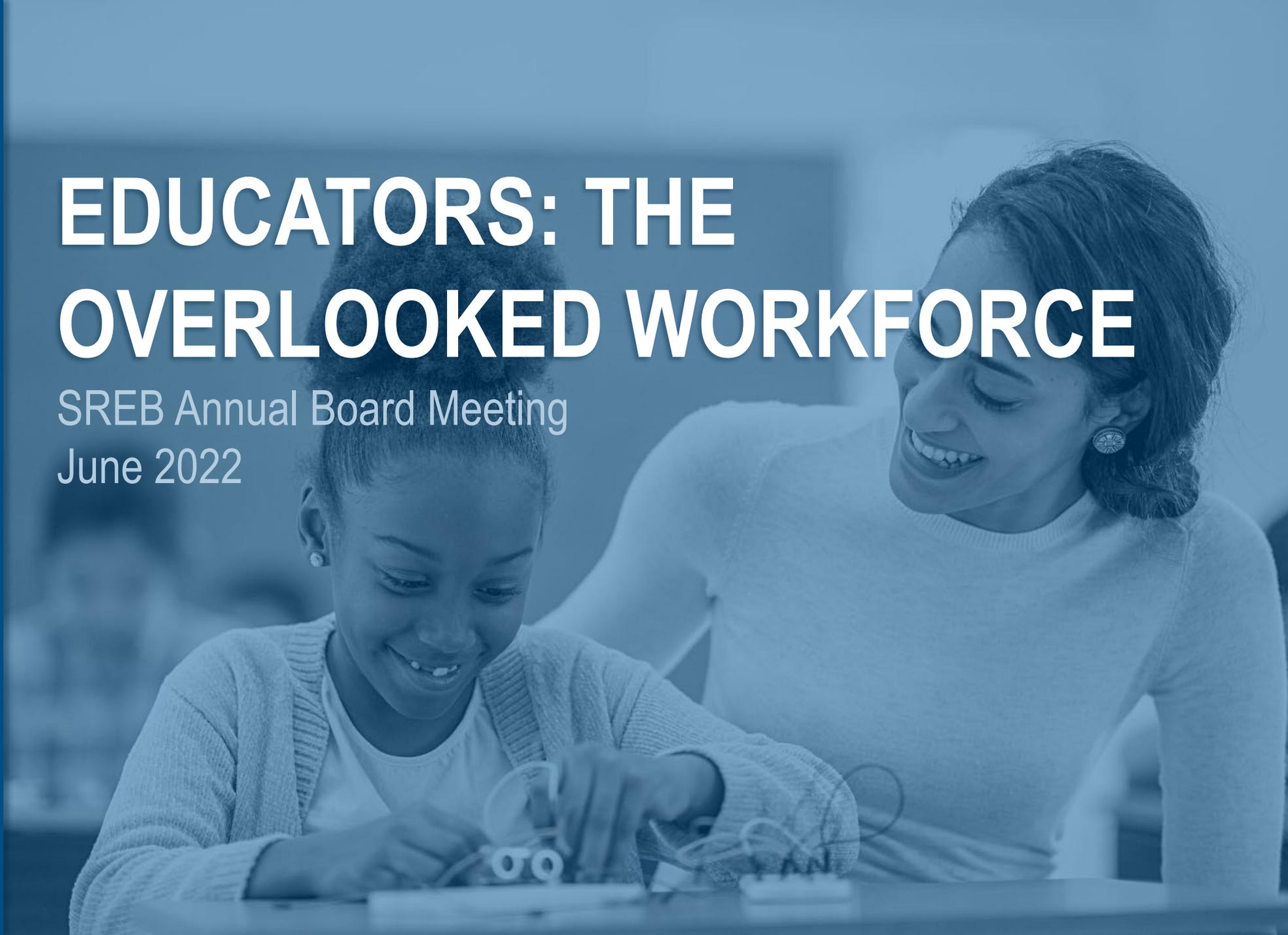


SREB



EDUCATORS: THE OVERLOOKED WORKFORCE

SREB Annual Board Meeting
June 2022



**Every child deserves
a great teacher — but
teacher shortages
hurt education and
the economy**

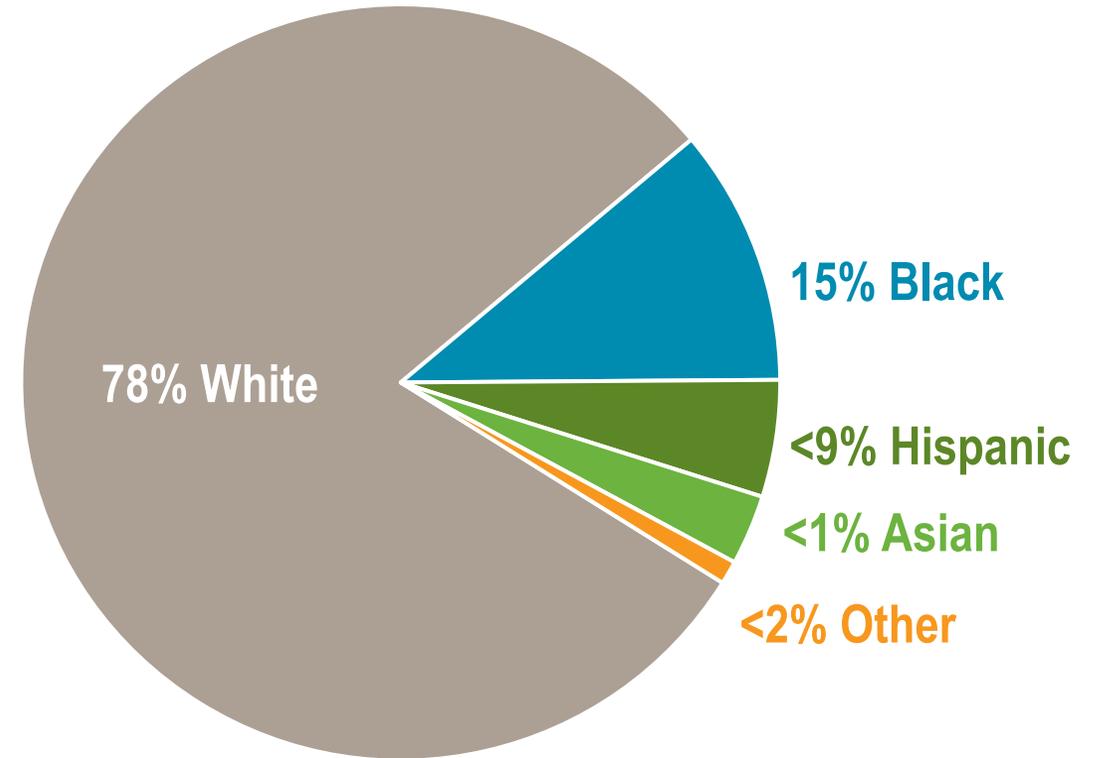


A SNAPSHOT OF
**TEACHER
WORKFORCE
DATA**



1.3 million teachers
serving
19.4 million students
across 16 states

Teacher Race/Ethnicity in SREB States

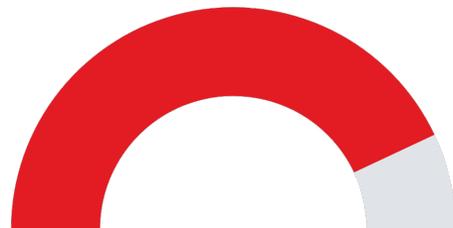


73% of teachers are women

Teacher Shortages: Quantity (Entering)



of parents say they would **not** like their child to become a teacher



In a 2022 survey of Chief Talent Officers, **86% said they were currently finding it more difficult to hire new teachers**



Completion in teacher preparation programs is trending downward:

SREB states are preparing up to **50% fewer** teachers than a decade ago

One study found that 50% of high school students said they would be “somewhat,” “moderately,” or “definitely” interested in becoming a teacher — but the top reasons they cited for why they ultimately decided not to include:



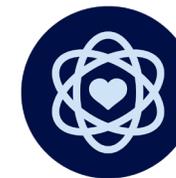
low pay



lack of career advancement

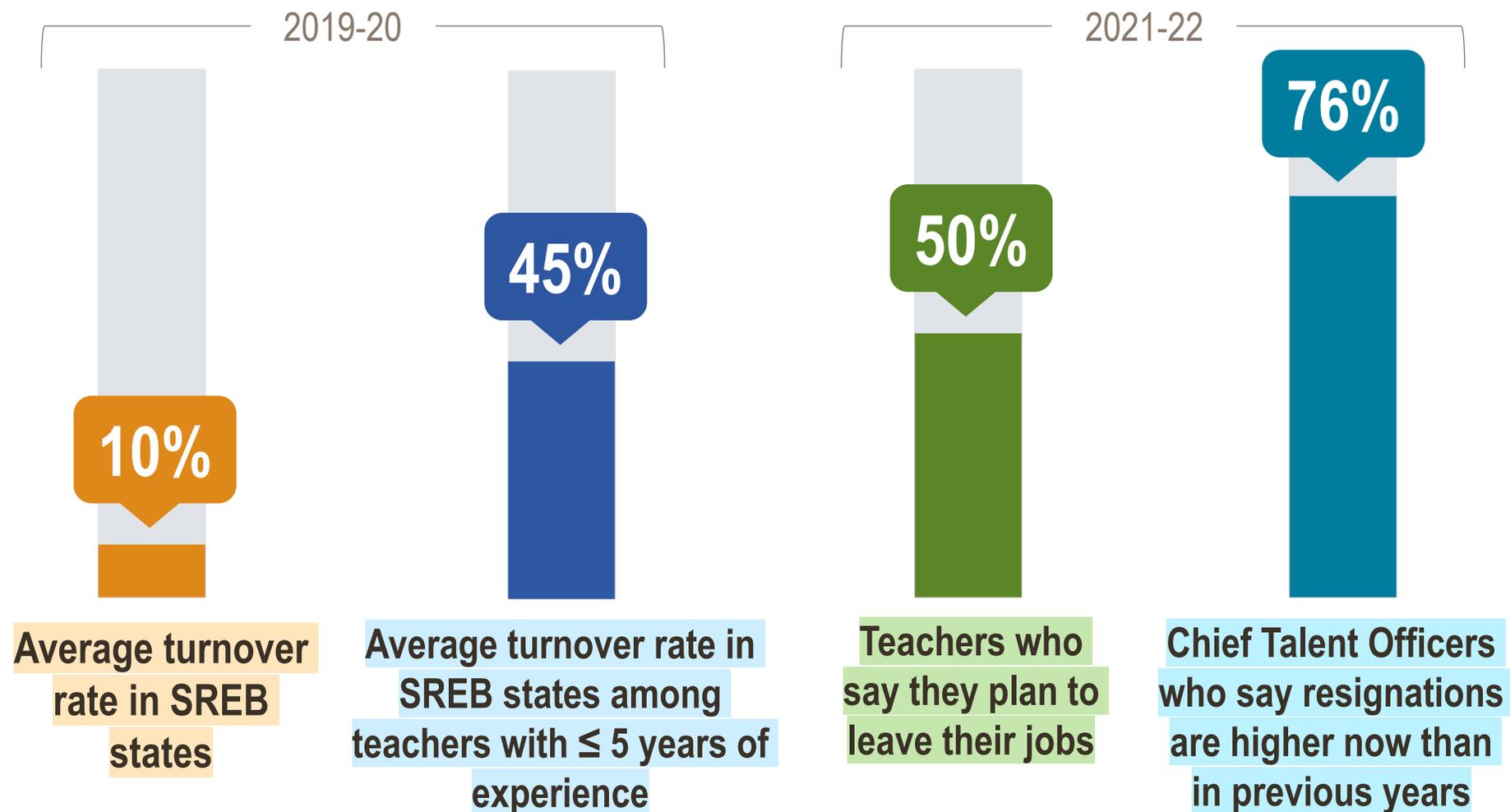


lack of flexibility



lack of prestige & respect

Teacher Shortages: Quantity (Exiting)



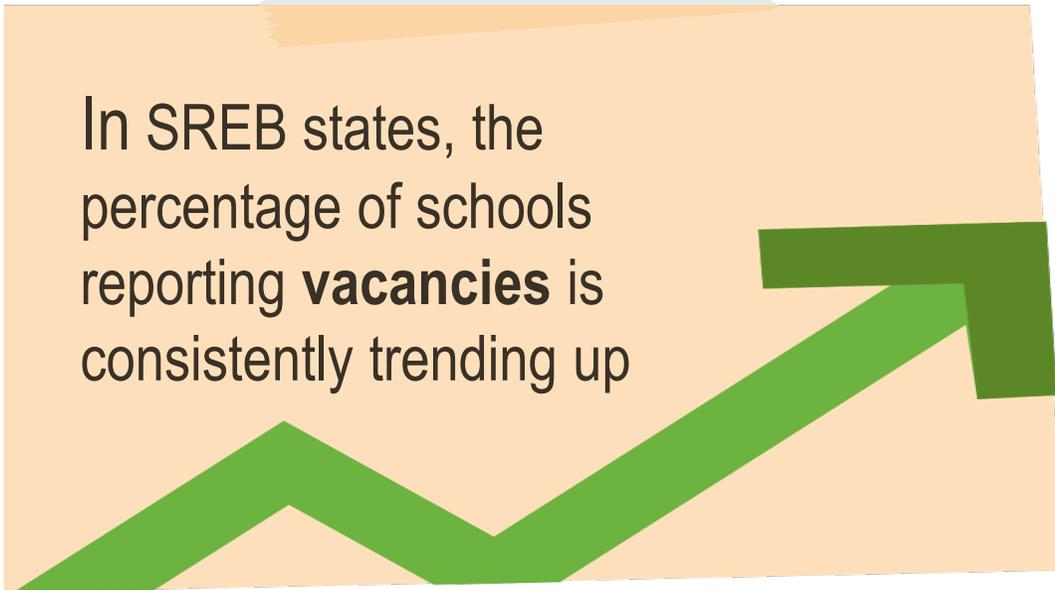
Working conditions are at the heart of why many states have trouble attracting and retaining a strong teacher workforce.

Teachers who leave cite:

- ✗ Inadequate pay
- ✗ School climate
- ✗ Stress and burnout
- ✗ School leadership
- ✗ Lack of autonomy and value

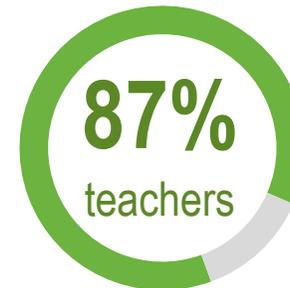
Teacher Shortages: Quantity (Exiting)

In SREB states, the percentage of schools reporting **vacancies** is consistently trending up



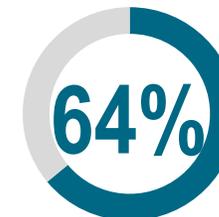
SURVEY OF TEACHERS:

How much would you say these types of staffing shortages were a serious problem at your school in 2021-22?



TEACHER TURNOVER IS COSTLY

Average amount it costs school districts to replace each teacher

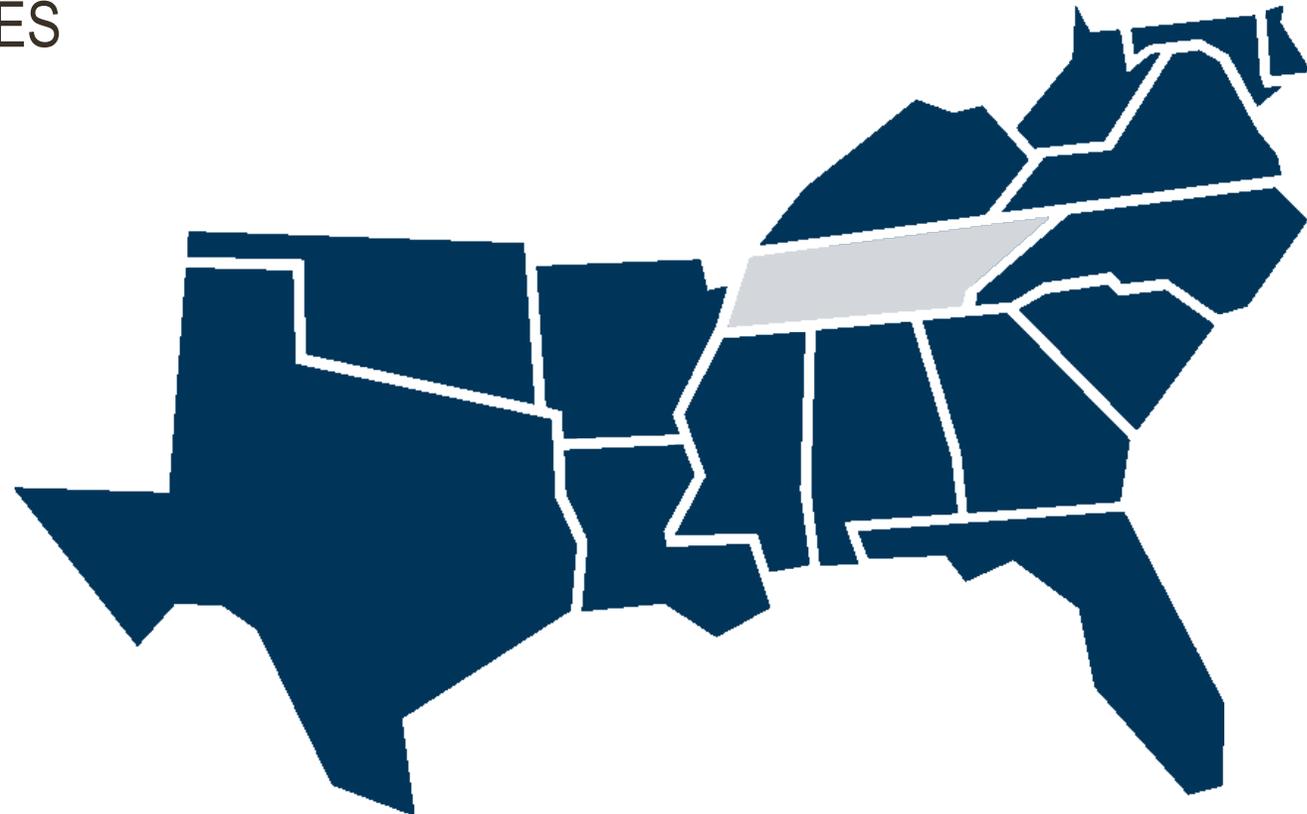


of teachers were asked to **cover a class at least once per week** during the 2021-22 school year

Teacher Shortage Areas

SPECIAL EDUCATION

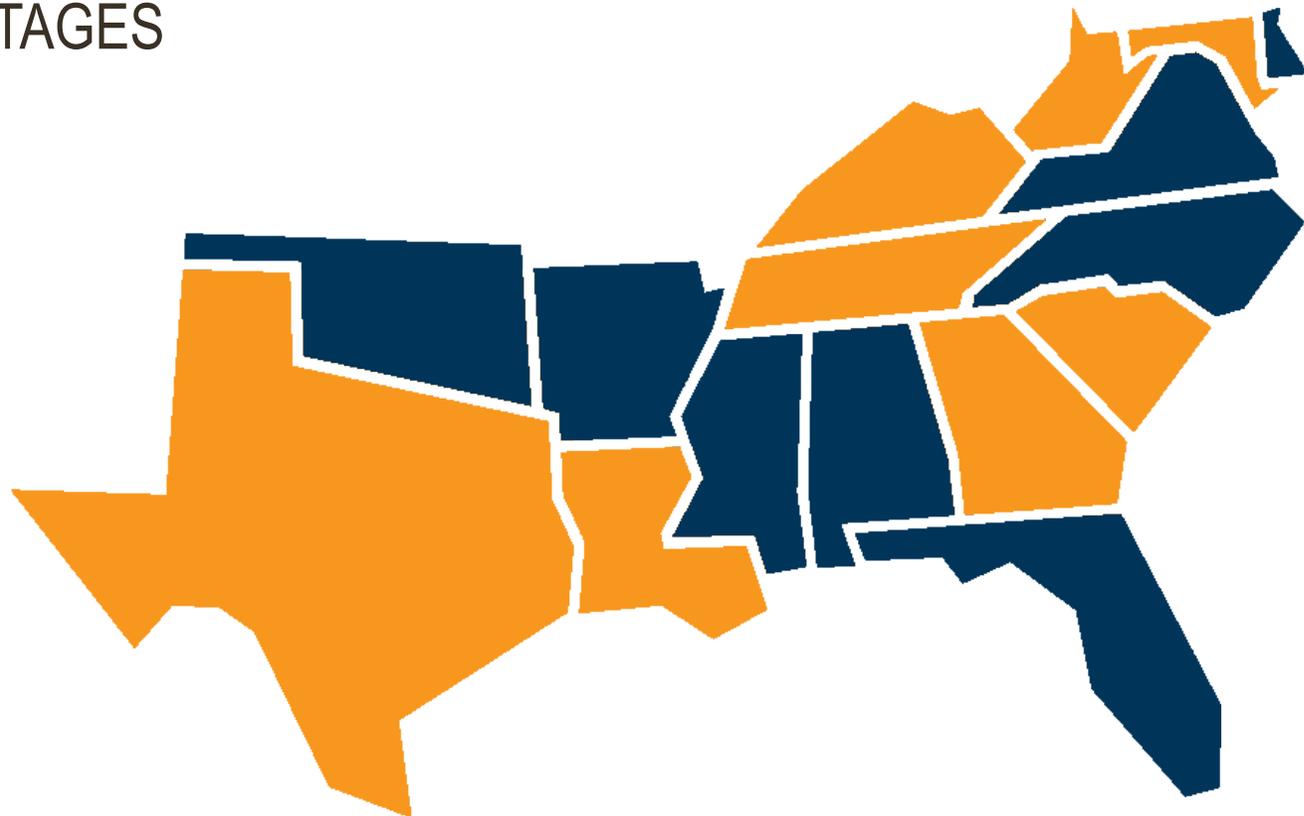
15 STATES HAVE SHORTAGES



Teacher Shortage Areas

MATH

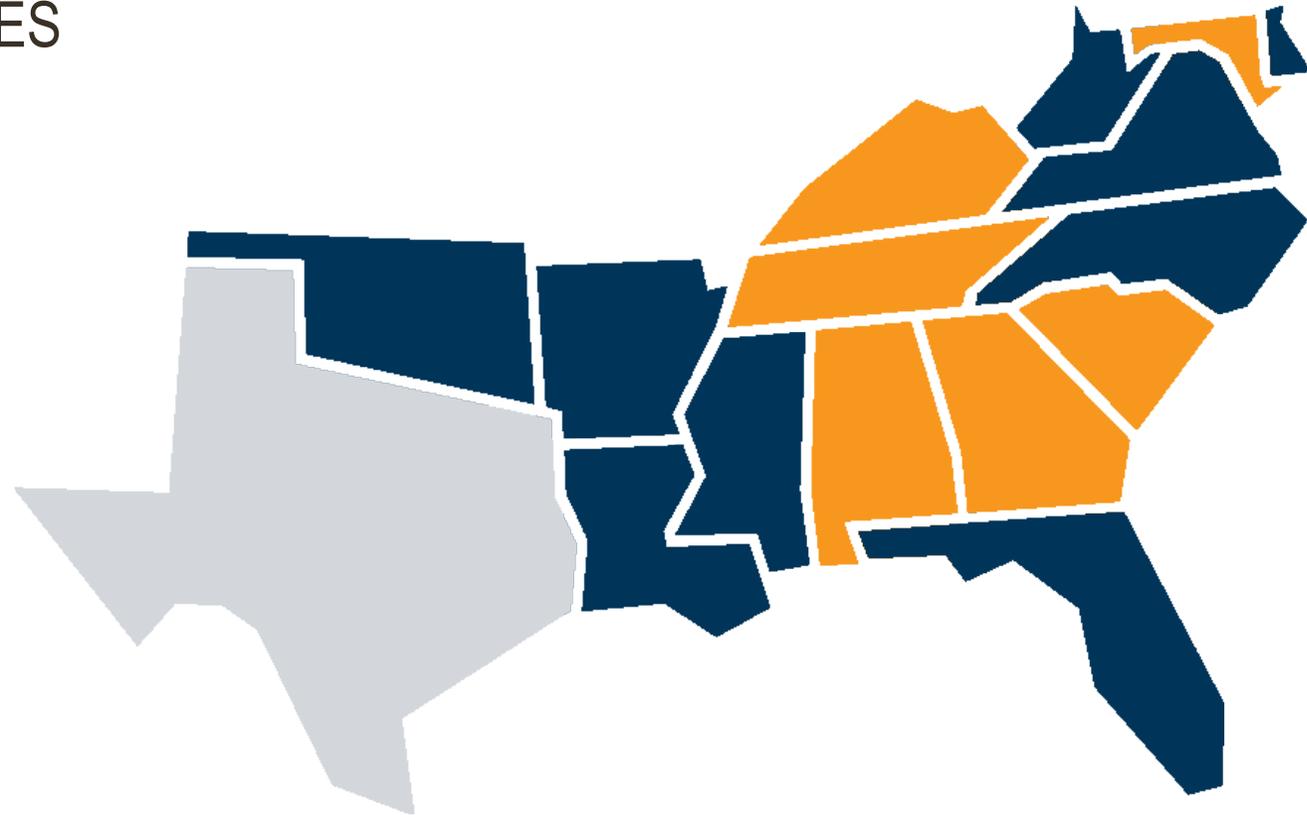
ALL 16 STATES HAVE SHORTAGES



Teacher Shortage Areas

SCIENCE

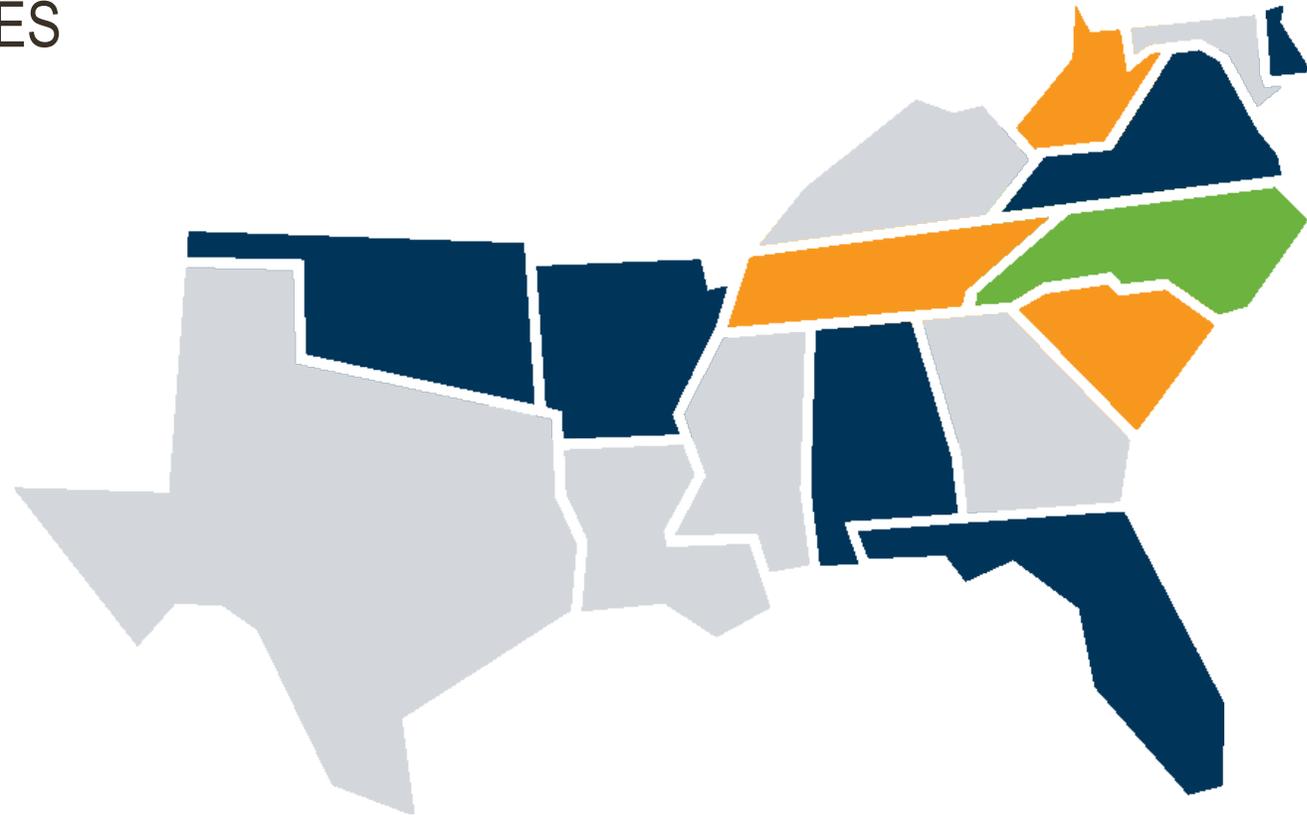
15 STATES HAVE SHORTAGES



Teacher Shortage Areas

ENGLISH LANGUAGE ARTS

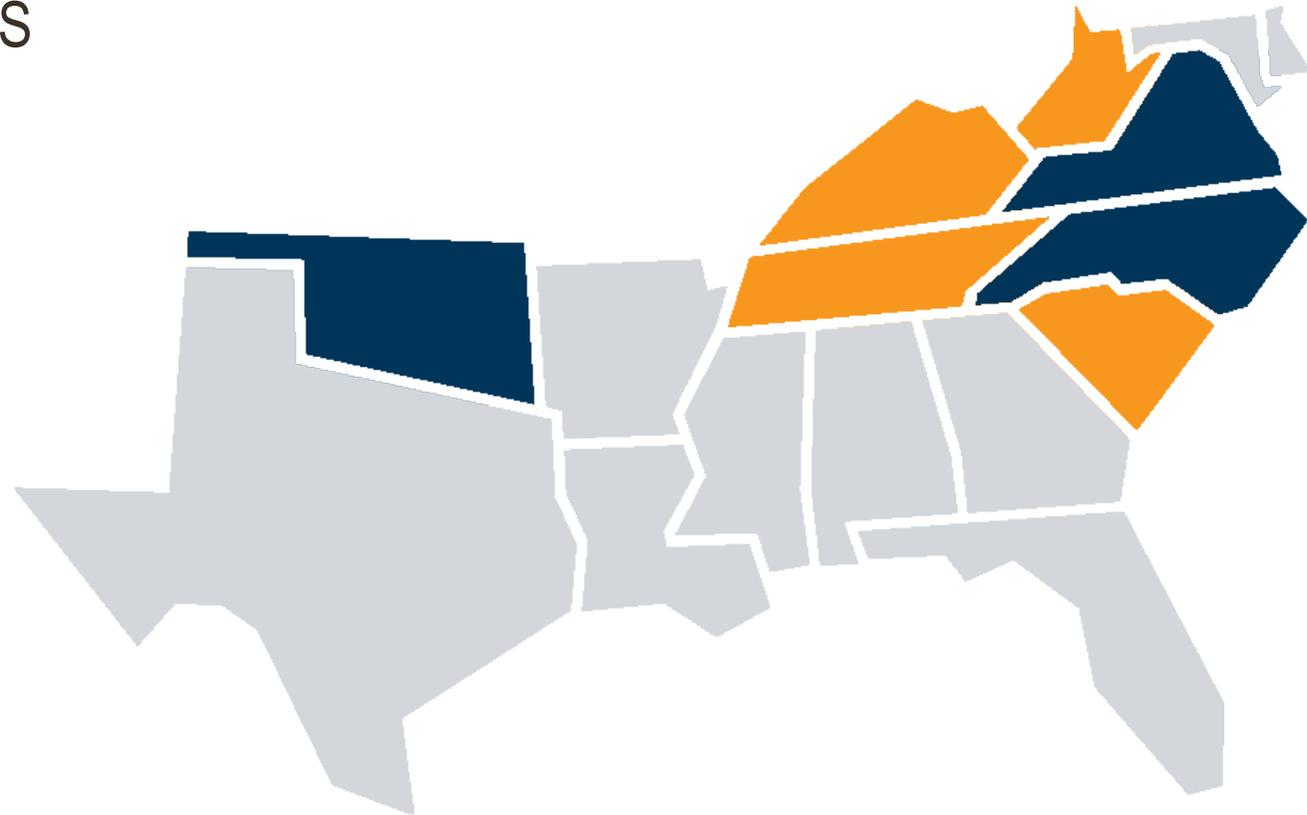
10 STATES HAVE SHORTAGES



Teacher Shortage Areas

SOCIAL STUDIES

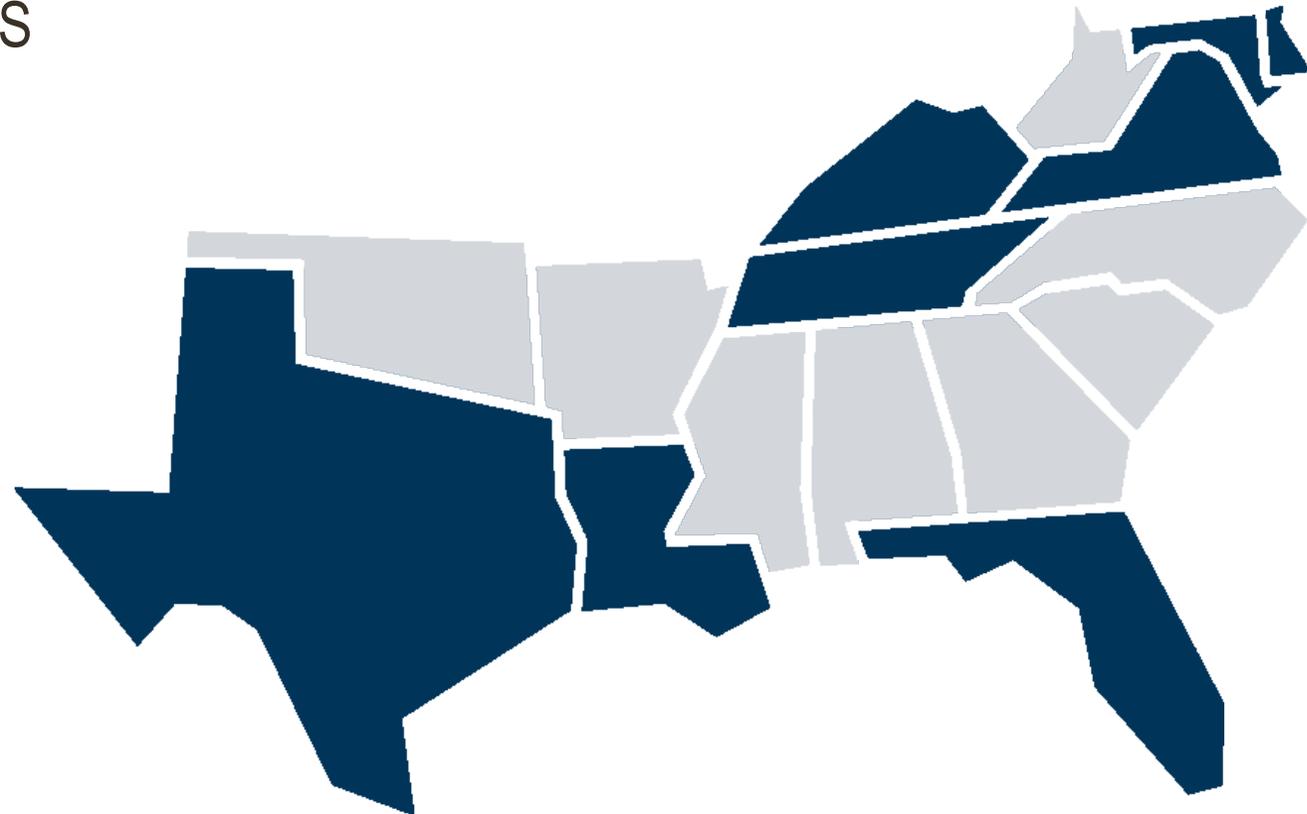
7 STATES HAVE SHORTAGES



Teacher Shortage Areas

ENGLISH AS A SECOND LANGUAGE

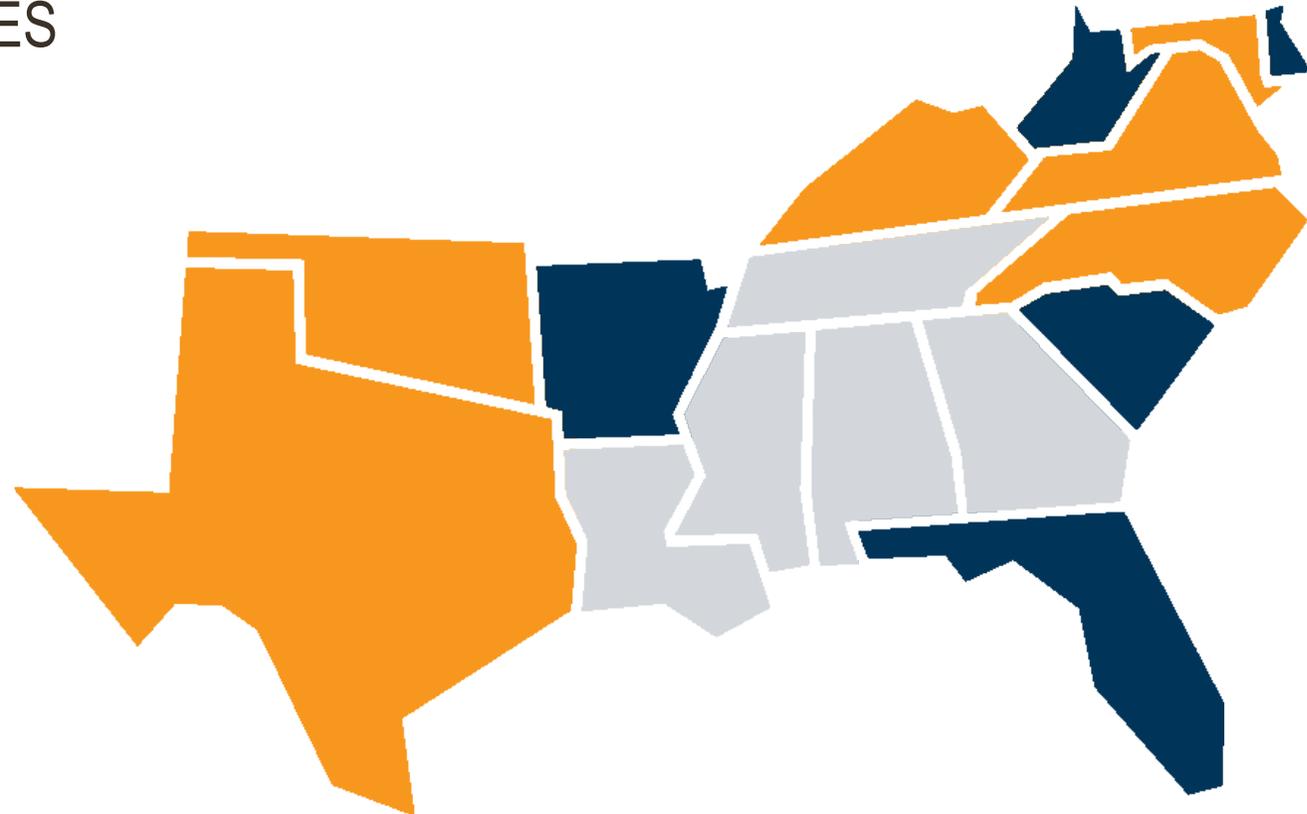
8 STATES HAVE SHORTAGES



Teacher Shortage Areas

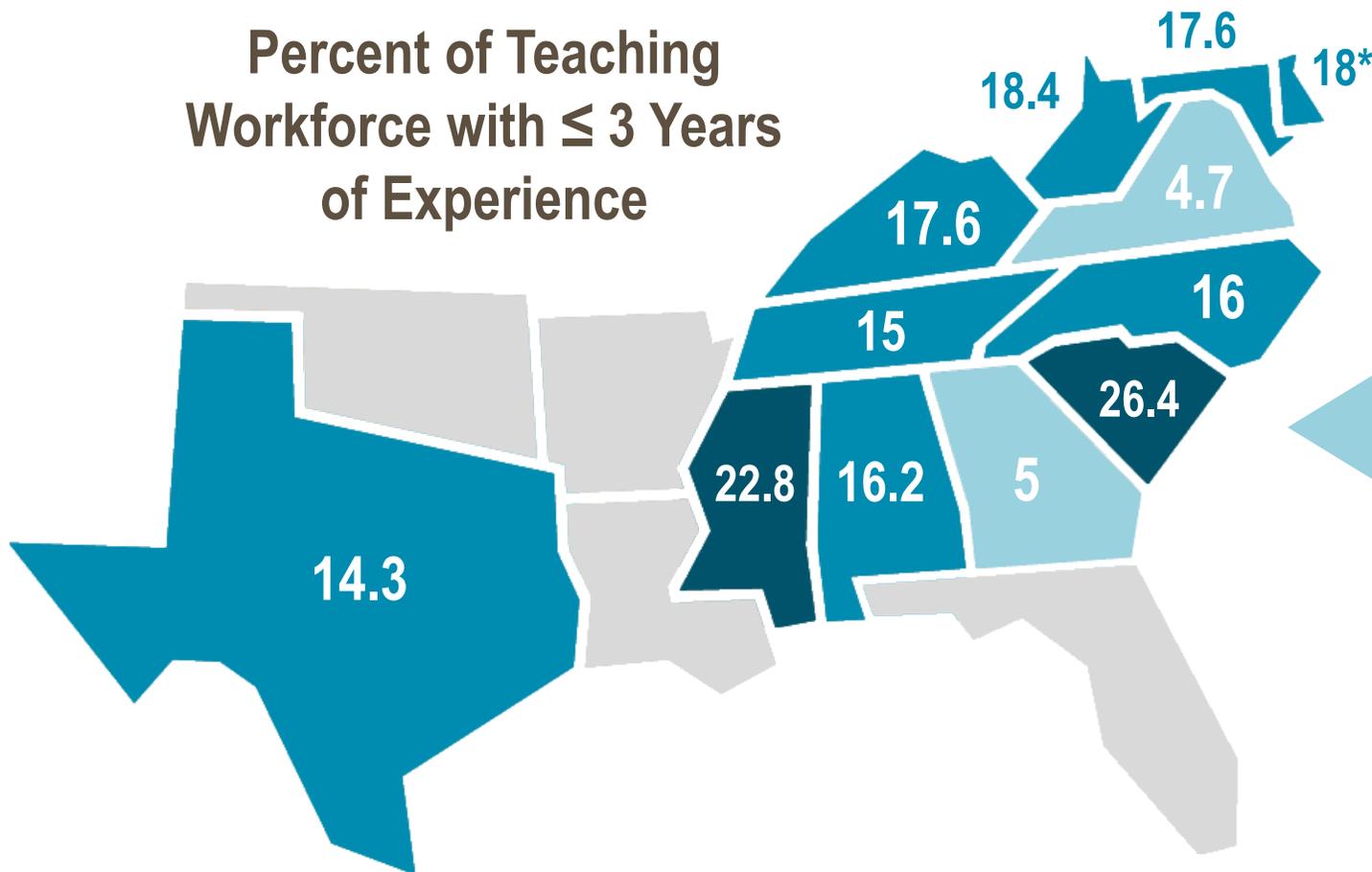
CAREER & TECHNICAL EDUCATION

11 STATES HAVE SHORTAGES



SREB Region-At-A-Glance: Teacher Experience

Percent of Teaching Workforce with ≤ 3 Years of Experience



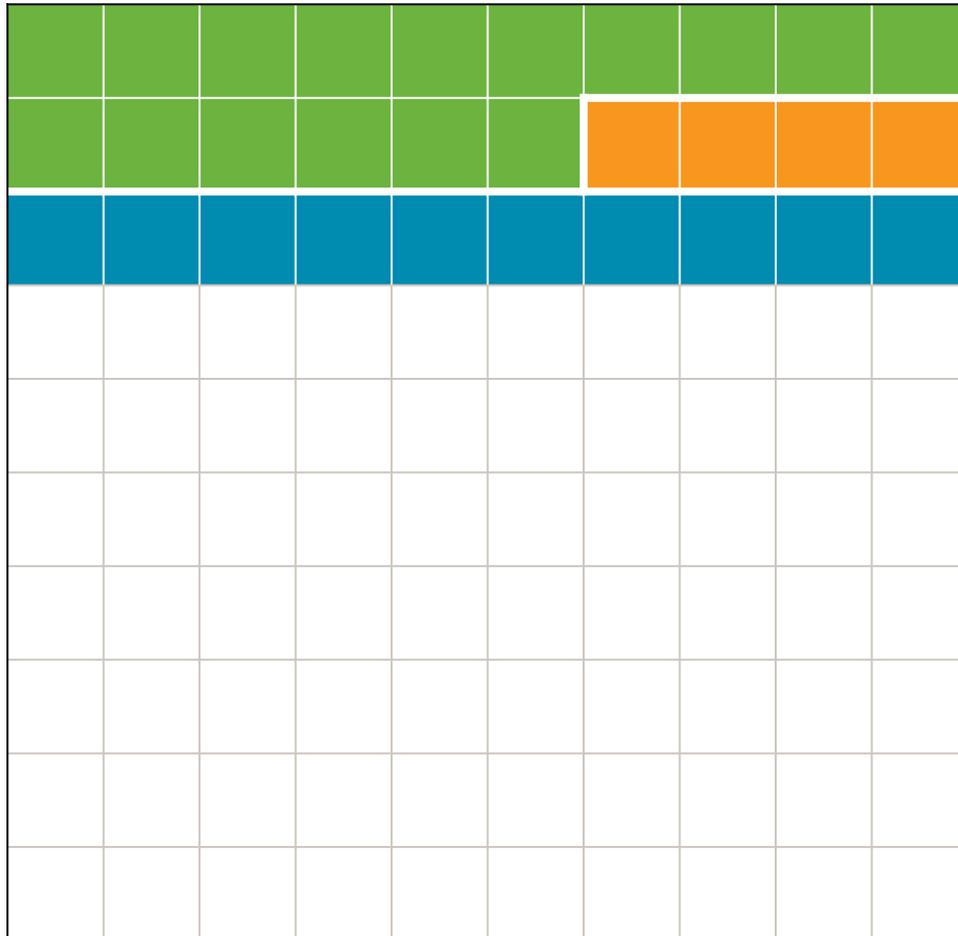
15.9%
of teachers in the SREB region are in their first 2 years

N/A or Unknown	Less than 10%	Between 10-20%	More than 20%
----------------	---------------	----------------	---------------

Source: IES/NCES, 2019-20

Teacher Shortages: Quality

On average, in the SREB region...



- ← 15.9% of teachers are inexperienced (≤ 3 years)
- ← 4.3% are uncertified or emergency certified
- ← 10.1% are teaching out-of-field

In some SREB states, the share of teachers who are uncertified and/or inexperienced has reached 30%



The SREB region leads the nation in the percent of teachers who are **National Board Certified**

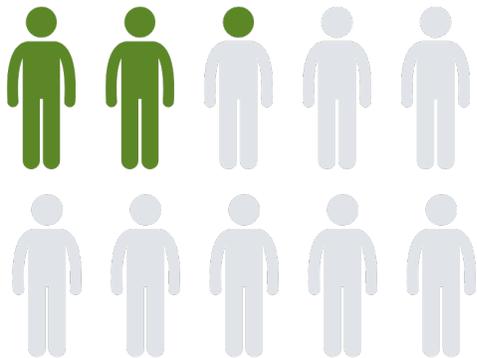
National Ranking	State	% of Teacher Workforce
#1	NC	23.2%
#3	SC	17.4%
#4	MS	14.5%
#6	KY	9.9%
#7	AR	9%
#8	FL	8.2%
#9	AL	7.8%
#10	OK	7.2%
#13	WV	6.1%
#14	MD	5.6%
#17	LA	4.9%
#19	DE	4.8%
#20	VA	4.5%
National Average = 3%		
#29	GA	2.2%
#37 (tied)	TN	1.2%
#49	TX	0.3%

Teacher Shortages: Diversity

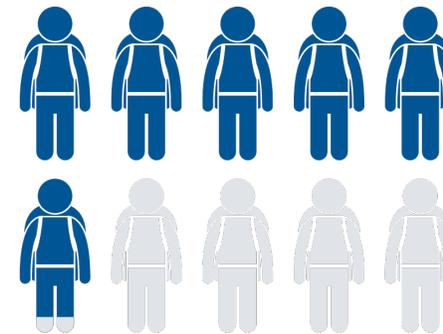
Research shows students (and especially students of color) benefit from racially and ethnically diverse teachers.

Yet in SREB states...

just **22% of teachers** are people of color



...despite **59% of students** being people of color



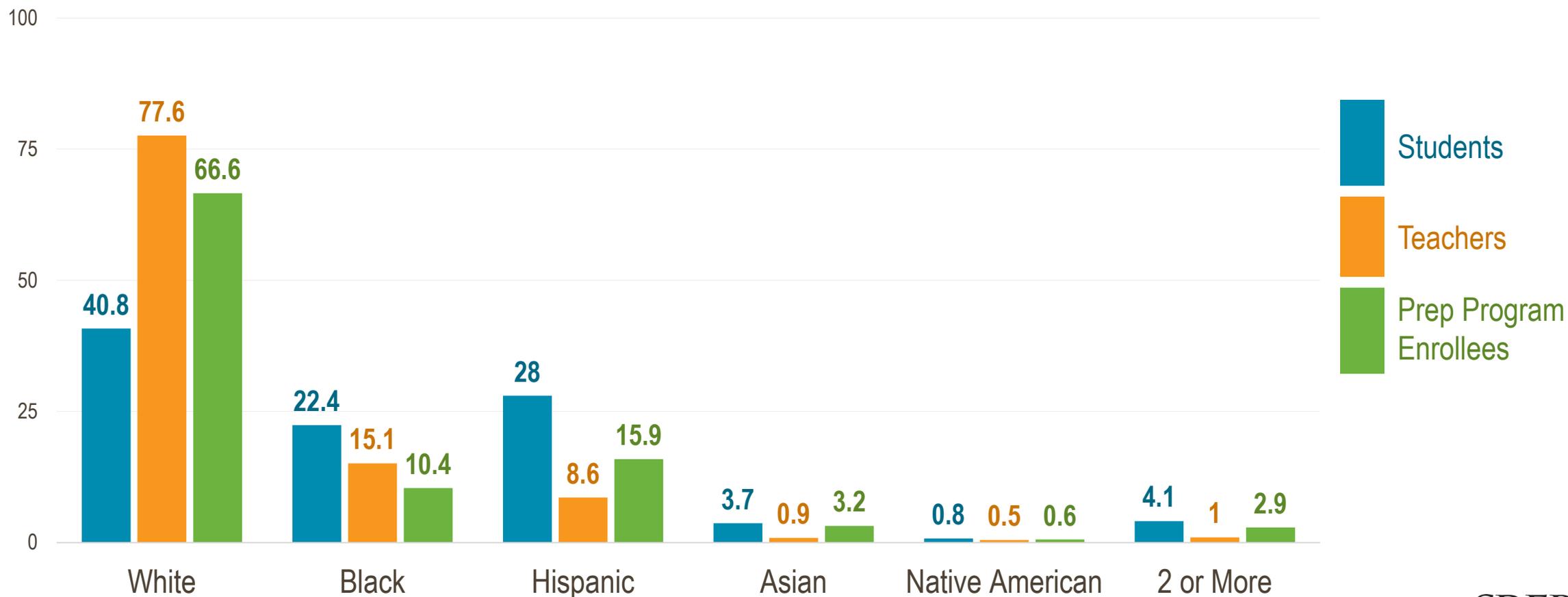
In some states, as few as **5% of teachers** are people of color.

Teacher Shortages: Diversity

KEY TAKEAWAY:

The next generation of teachers (currently enrolled in preparation programs) is slightly more diverse, but still not proportional to the student population overall.

Race/Ethnicity of Students, Teachers, and Prep Program Enrollees in SREB States



Teacher Shortages: Diversity

According to 2021-22 surveys, an increasing proportion of educators are thinking about leaving the profession — and **Black and Hispanic educators, who are already underrepresented, are even more likely to be looking toward an exit.** This could leave the teaching profession less diverse.



Windows and mirrors...students should be able to see mirror images of themselves leading classrooms. But if they're students of color, they just get windows.



-High School Principal

According to focus groups, **barriers to recruiting and retaining teachers of color** include:



Unfavorable working conditions & unwelcoming school cultures



Lack of agency & autonomy to tailor their teaching to the students they serve



Monetary costs — for example, lack of generational wealth or not having the financial means to supplement low pay



Psychological costs & burnout— including feeling undervalued, especially for unrecognized or uncompensated work



The teacher shortage challenge is one of:

✓ **Quantity**

✓ **Quality**

✓ **Diversity**



The challenge also becomes the **distribution** of teachers.

In other words, it is more difficult to attract strong teachers, get them to stay, or to fill vacancies in:

- Rural communities
- Low-income schools
- Certain subject areas



This means that teacher shortages are an **equity** issue.

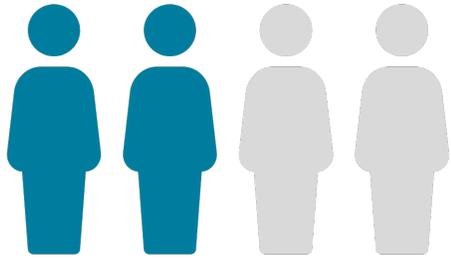
In the SREB region, students of color and students from low-income backgrounds are disproportionately taught by teachers who are:

- Less experienced
- Less effective
- Out-of-field

**Why is there a
critical shortage of
teachers in certain
areas?**

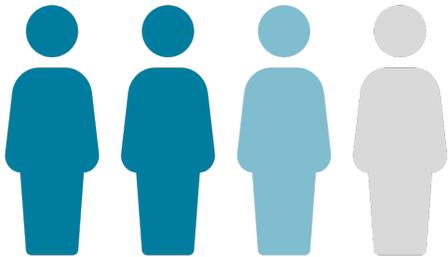


SREB Region-At-A-Glance: Teacher Stress



Pre-pandemic, about half of teachers reported frequent job-related stress.

This was tied with doctors for the highest among 14 professional categories.



This number has increased since COVID — 3 in 4 teachers now report high levels of daily stress.

Compared to 40% for other working adults.



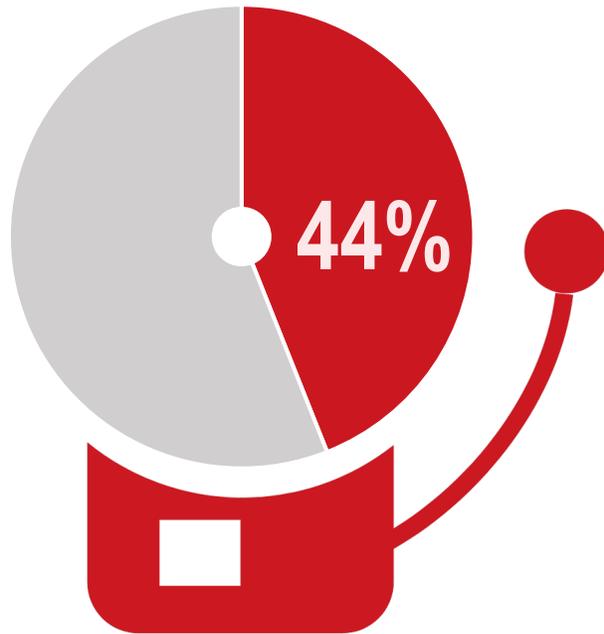
Research shows teacher stress can negatively impact student learning

THE GOOD NEWS?

Only 2% of teachers say there is nothing their school or district can do to help relieve their stress

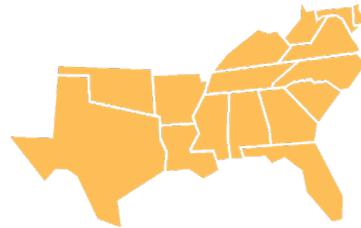
SREB Region-At-A-Glance:

The Sustainability of Teaching



of teachers report **working more hours** during the pandemic.

In the SREB region,
18.5% of teachers
have a second job.



This makes them
3x more likely
to balance multiple jobs than
other workers.

“The demands on teachers have gotten greater...and [they have] fewer resources and fewer choices — when you combine those two, you’re basically putting teachers in a vise.”

-Professor of Education at
University of Virginia

SREB Region-At-A-Glance: Teacher Voice



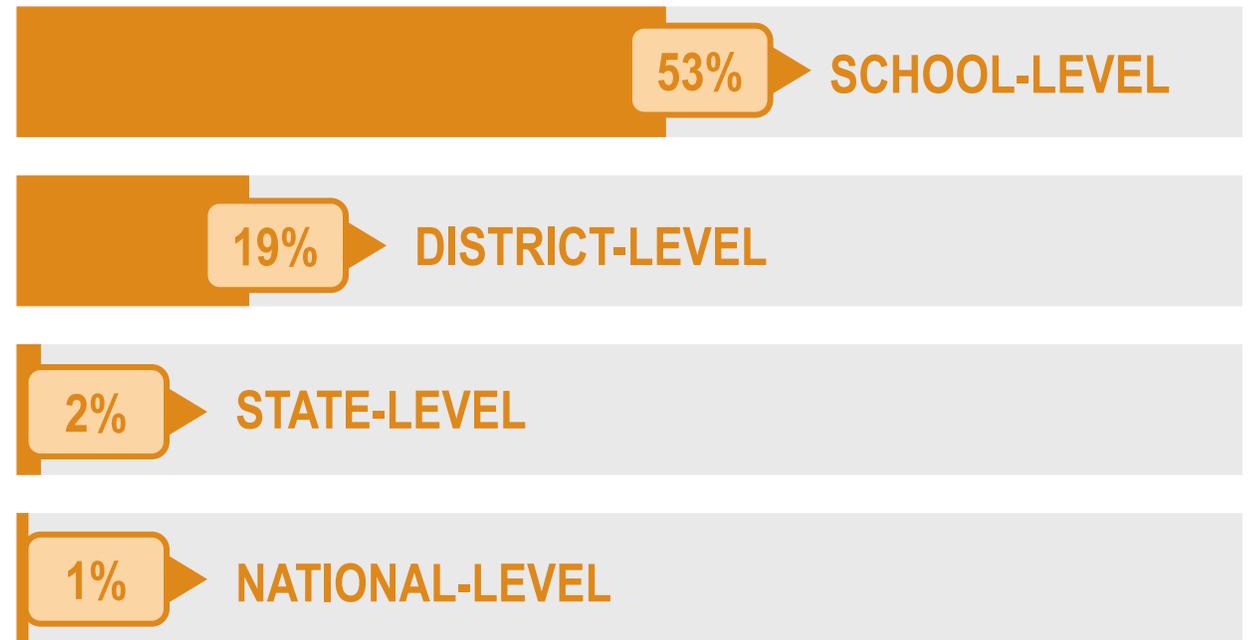
We're experts when it comes to our students and profession, but policymakers often don't invite us to the table to share our experience and our opinions. **One way of empowering and valuing teachers is listening to us.**

-10th Grade Teacher

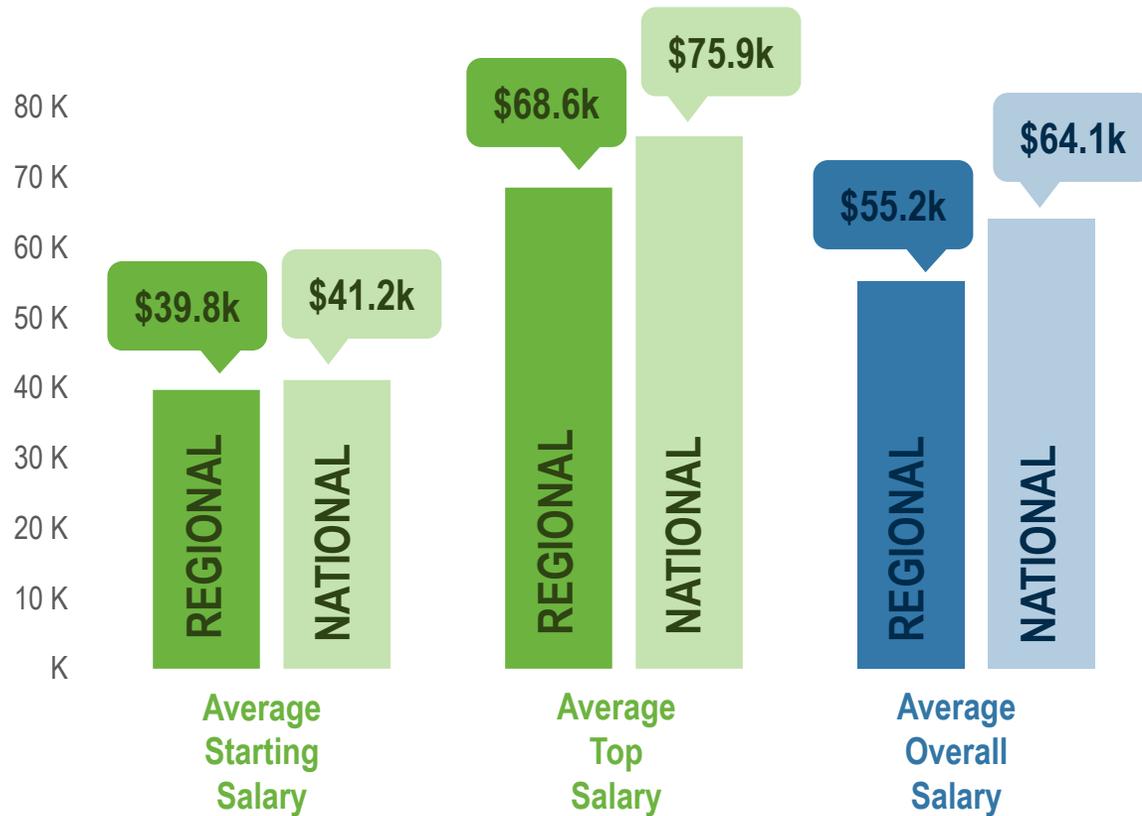


Most teachers feel like their voices are heard at school, but there is a sharp decline when it comes to more systemic conversations and decision-making.

PERCENT OF TEACHERS WHO FEEL THEIR OPINIONS ARE FACTORED INTO DECISION-MAKING

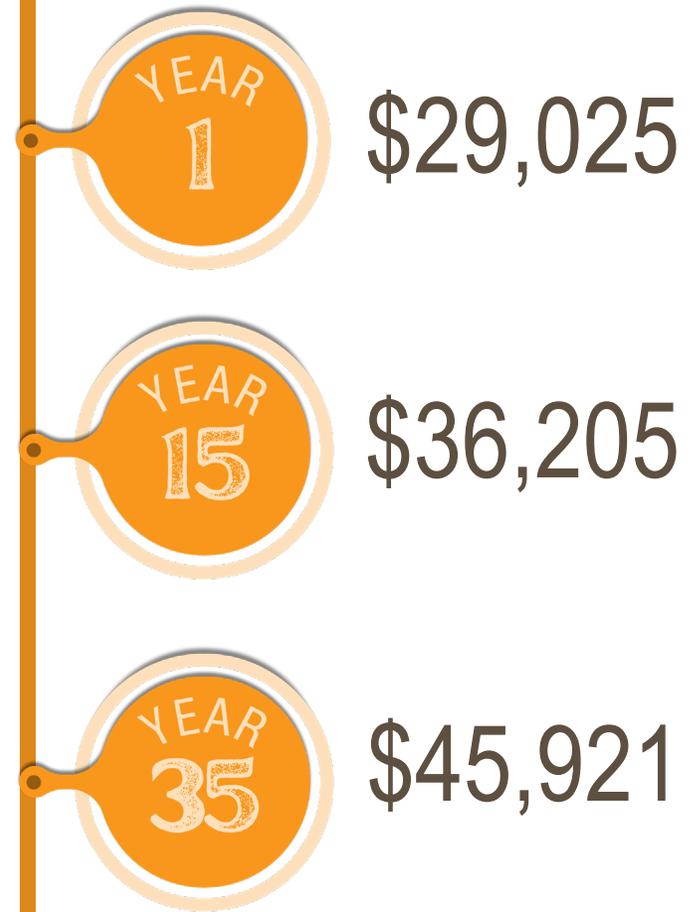


SREB Region-At-A-Glance: Teacher Compensation



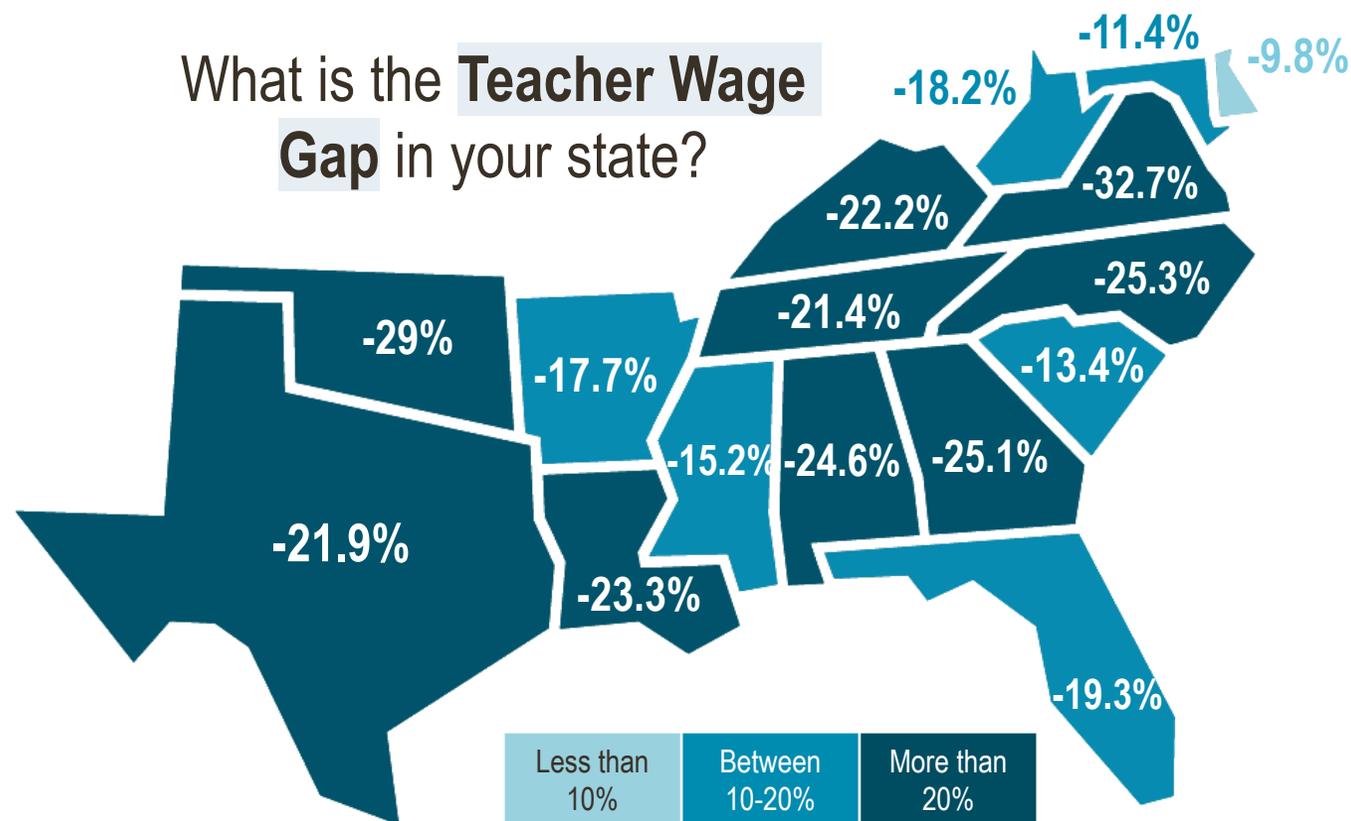
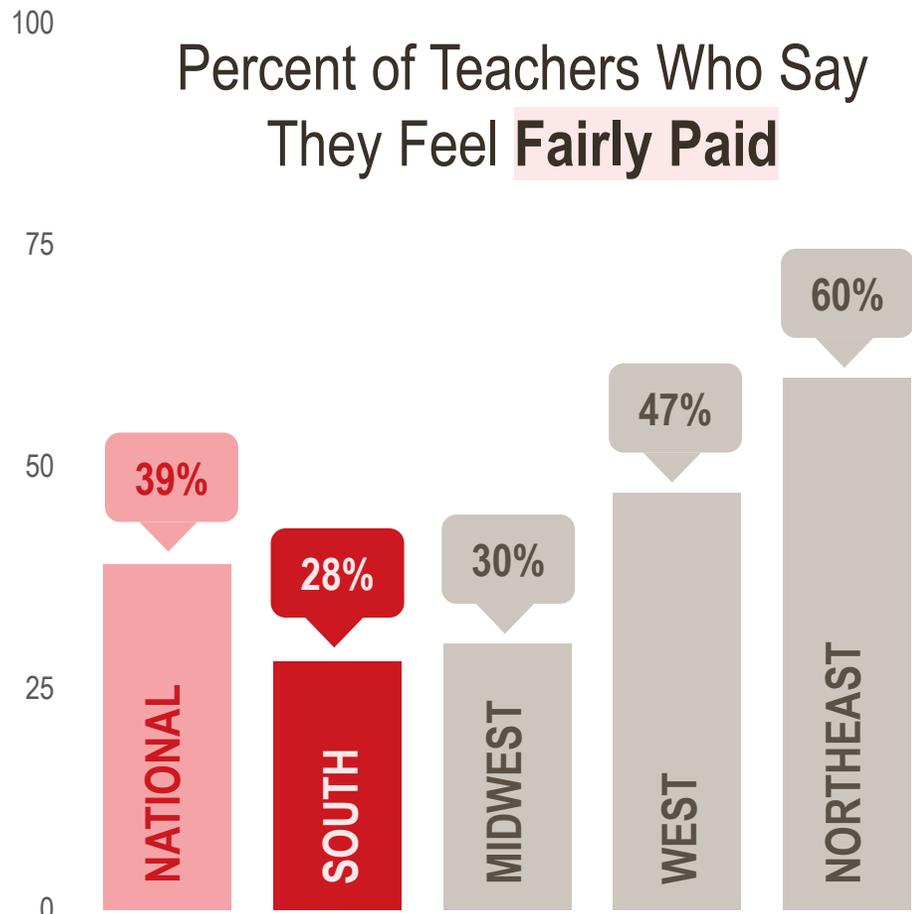
TAKE HOME PAY

Average Annual Net Salary in Region



SREB Region-At-A-Glance: Teacher Compensation

Teachers consistently make significantly less than other college-educated workers — this is called the **“Teacher Wage Gap.”**



Sources: PDK Poll, 2019 | Economic Policy Institute, 2020

The Impact of COVID-19:

The pandemic created or exacerbated challenges for educators.



Being spread thin due to switching between various modes of teaching



Grappling with technology challenges



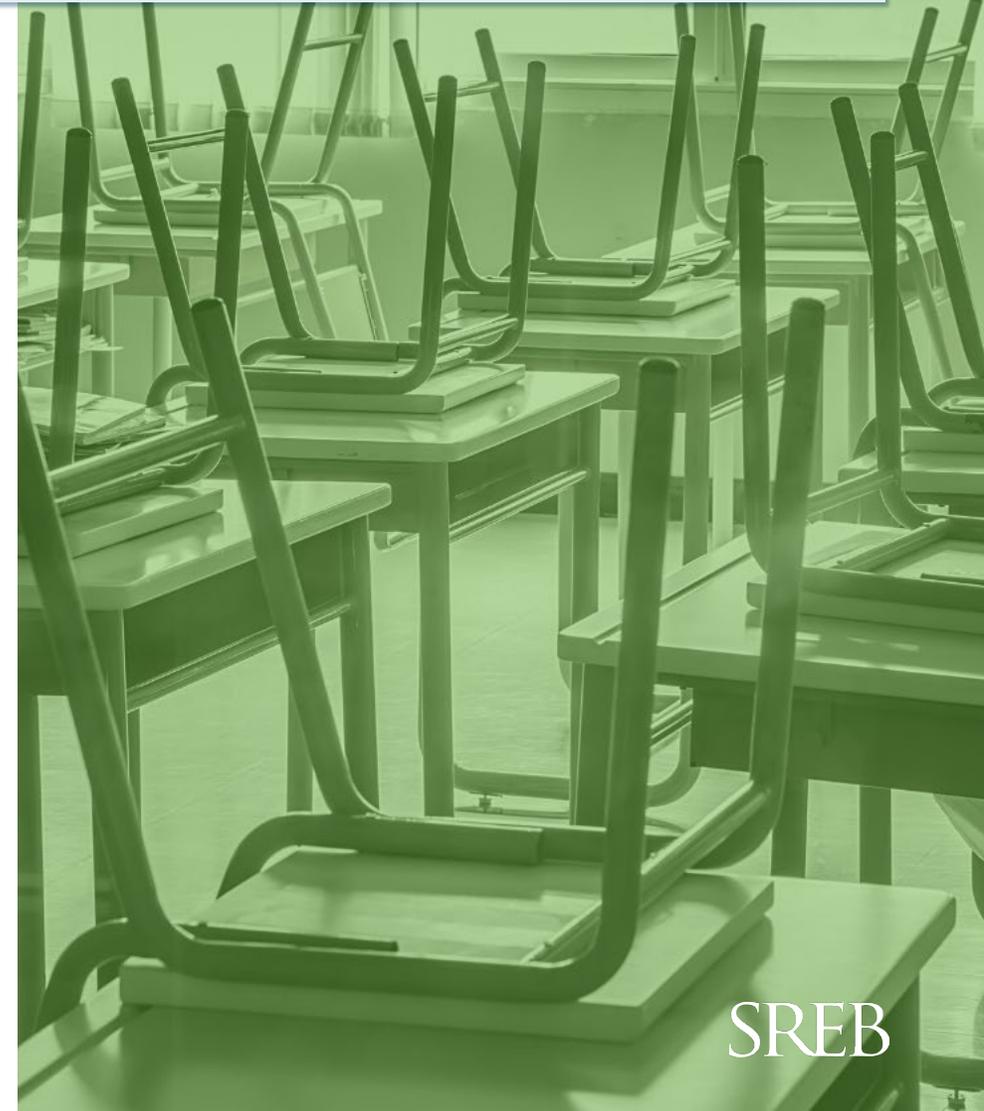
Navigating declining student engagement



Responding to more various student needs



Balancing care of their own families and health



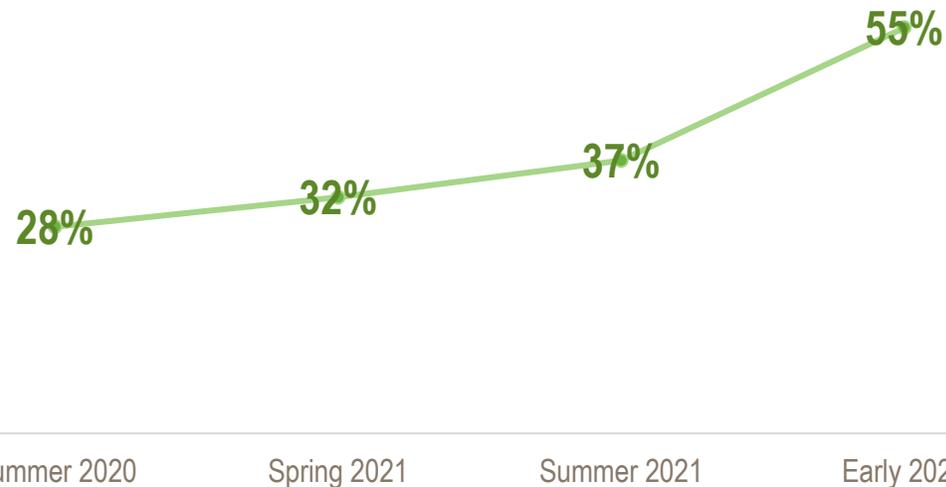
The Impact of COVID-19: Early indicators point to a mounting teacher shortage problem.

What's increasing?

1. Workloads

44% of teachers report working more hours during the pandemic.

2. The percent of teachers who say they plan to leave

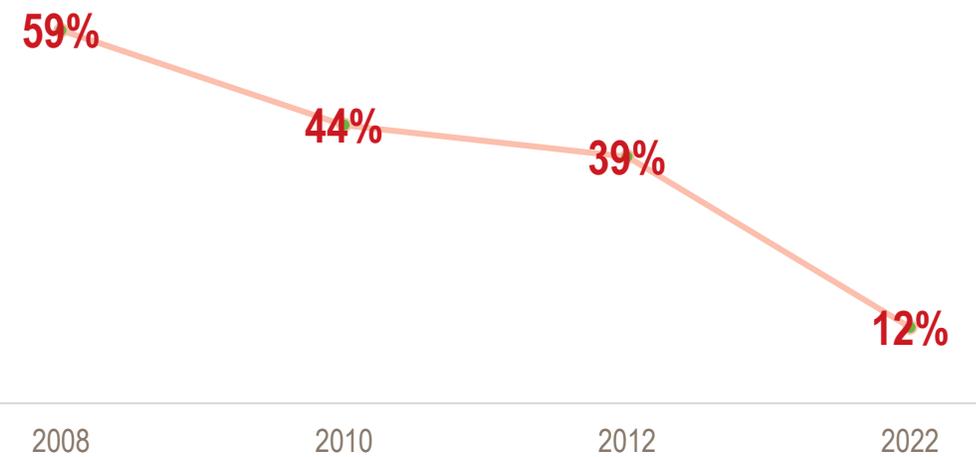


What's decreasing?

1. Morale

84% of teachers and admins say morale is lower than prior to COVID.

2. The percent of teachers who are 'very satisfied'



A SNAPSHOT OF
**FACULTY
WORKFORCE
DATA**



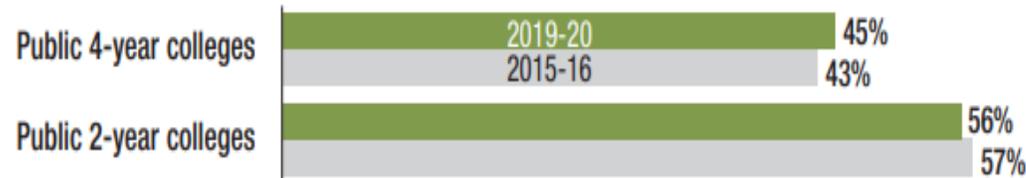
SREB Region-At-A-Glance: Faculty Demographics

Women and minority representation increased at public institutions.



Women Faculty and Administrators SREB States

Full-Time Faculty

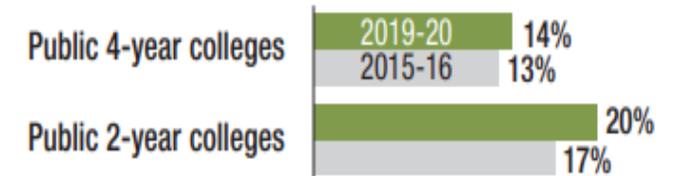


Full-Time Administrators



Black and Hispanic Faculty and Administrators SREB States

Full-Time Faculty



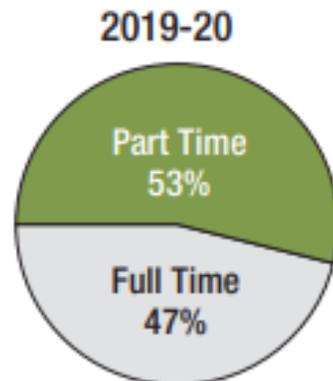
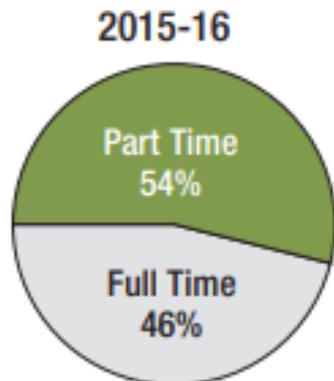
Full-Time Administrators



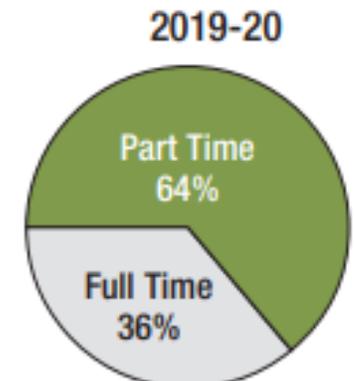
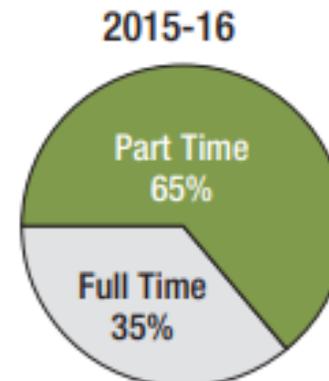
SREB Region-At-A-Glance: Faculty Status

Faculty consistently represent mostly part-time staff.

Public Four-Year Colleges and Universities



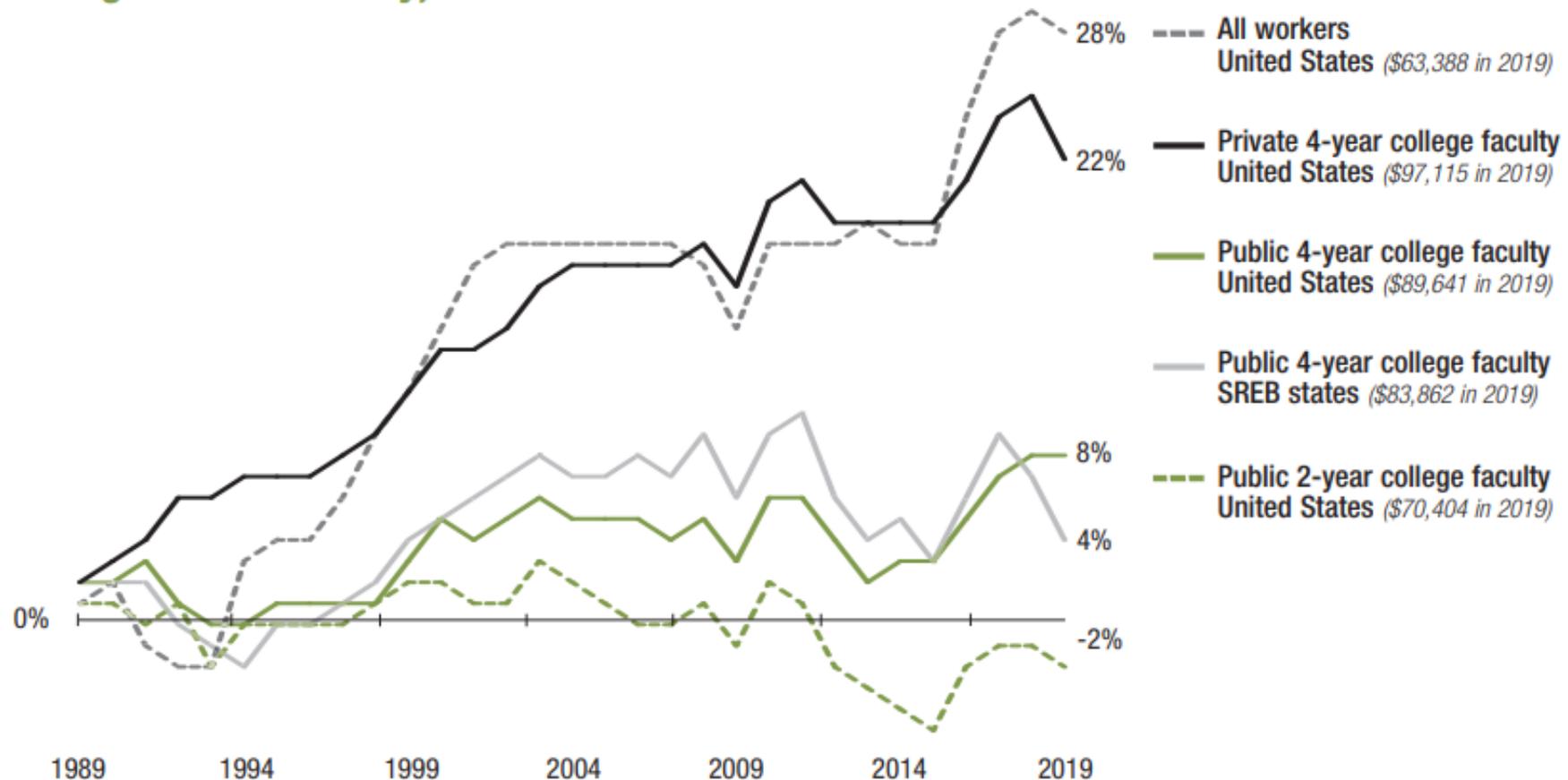
Public Two-Year Colleges



SREB Region-At-A-Glance: Faculty Compensation

Faculty salaries rose, but inflation negated the increases, even prior to current inflation highs.

Changes in Annual Pay, 1989 to 2019



Source: [SREB Fact book on Higher Education](#), 2021; Adjusted for inflation. Faculty salaries are 9-month or 9-month-equivalent.

SREB Region-At-A-Glance: Faculty Compensation



SREB states significantly lag all other regions in terms of salaries for public two- and four-year colleges and universities.

Average Salaries, Full-Time Instructional Faculty at Public Four-Year Colleges and Universities, 2019-20

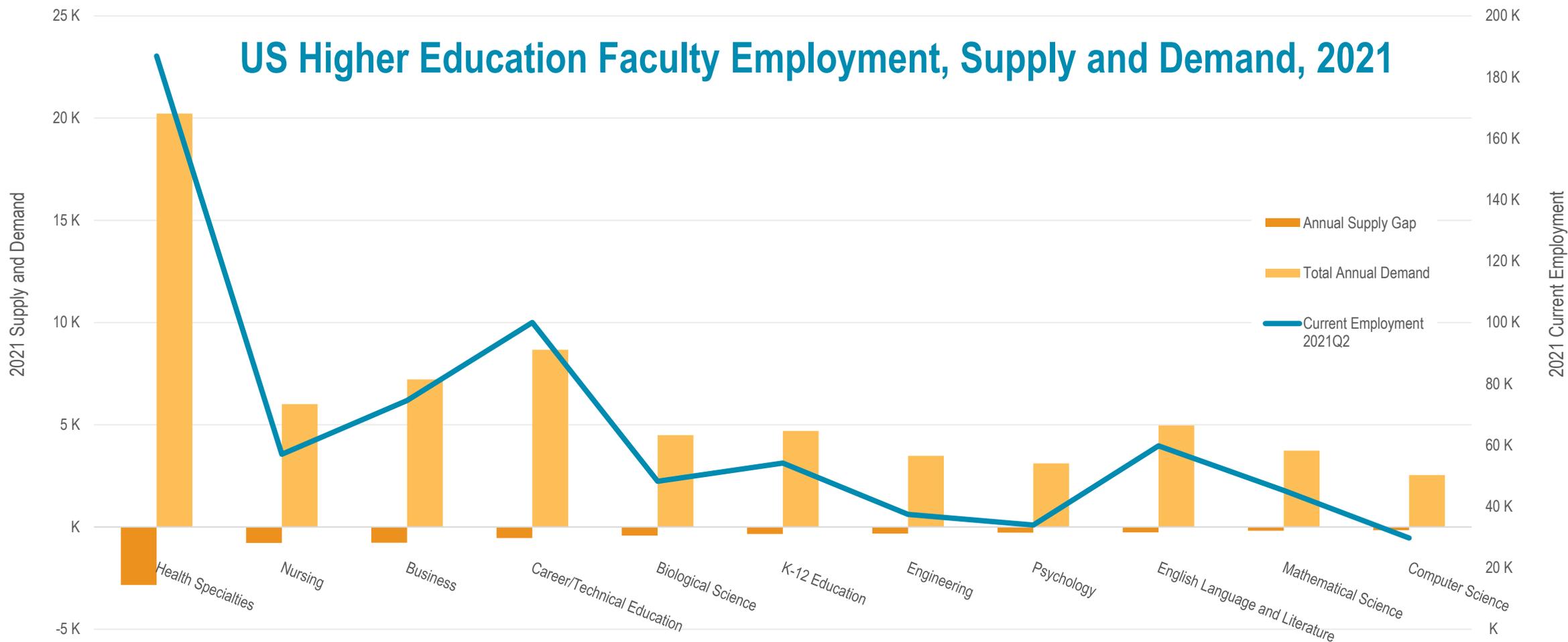


Average Salaries, Full-Time Instructional Faculty at Public Two-Year Colleges, 2019-20



Nation-At-A-Glance: Faculty Shortages

Supply gaps of higher education faculty are highest among several in-demand career fields like healthcare.



PROJECTIONS

THE FUTURE EDUCATOR WORKFORCE



Projections in SREB States



2019-20 DATA

1.3 million teachers serving

19.4 million students

across 16 states



22% teachers of color



2029-30 PROJECTIONS

1.8 million teachers serving

27.3 million students

across 16 states

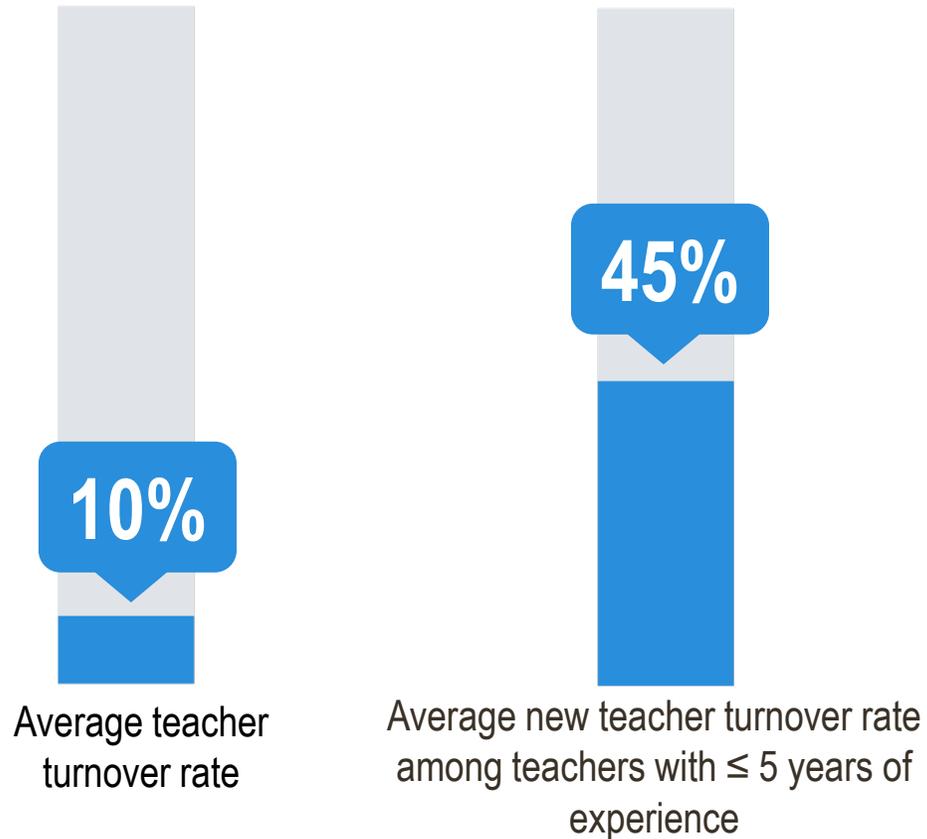


27% teachers of color

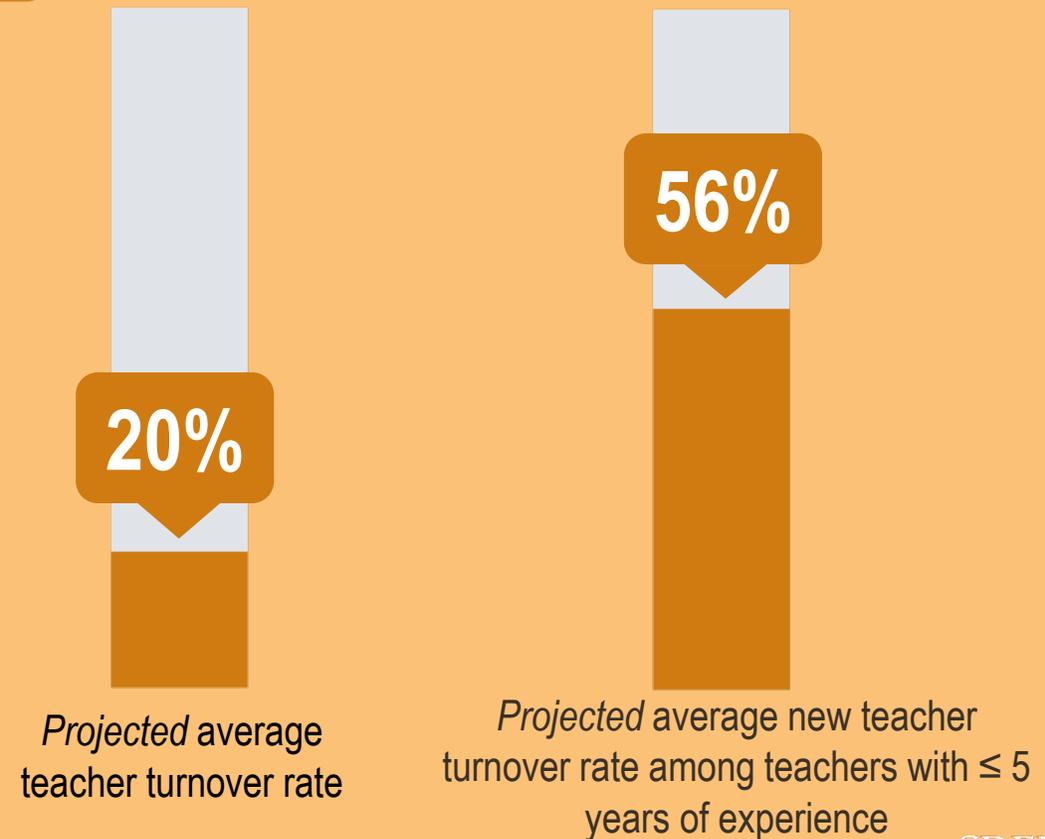
Projections in SREB States



2019-20 DATA



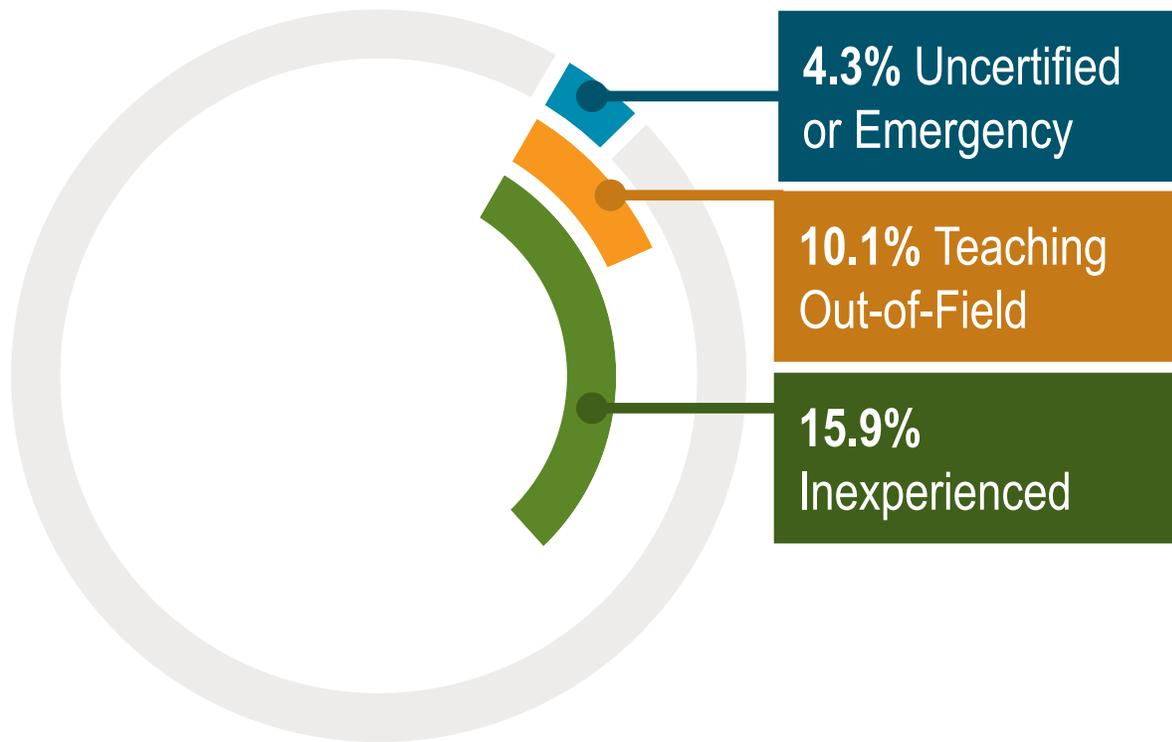
2029-30 PROJECTIONS



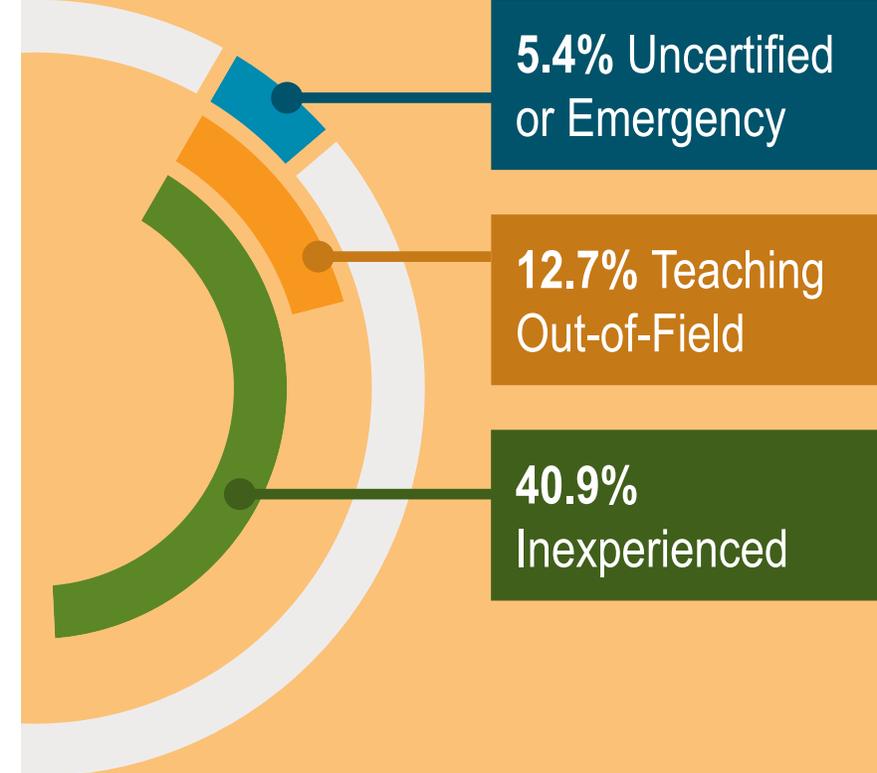
Projections in SREB States



2019-20 DATA



2029-30 PROJECTIONS



By 2030,
16.1 million
K-12 students may
be taught by an
unprepared or
inexperienced
teacher

Projections in SREB States



2019-20 DATA

54,143

people completed teacher preparation programs in 2020 — a decline of 23% in the region since 2013



2029-30 PROJECTIONS

31,470

predicted completers in the SREB region in 2030, despite projected rising enrollment rates for most SREB states

That's

42% fewer

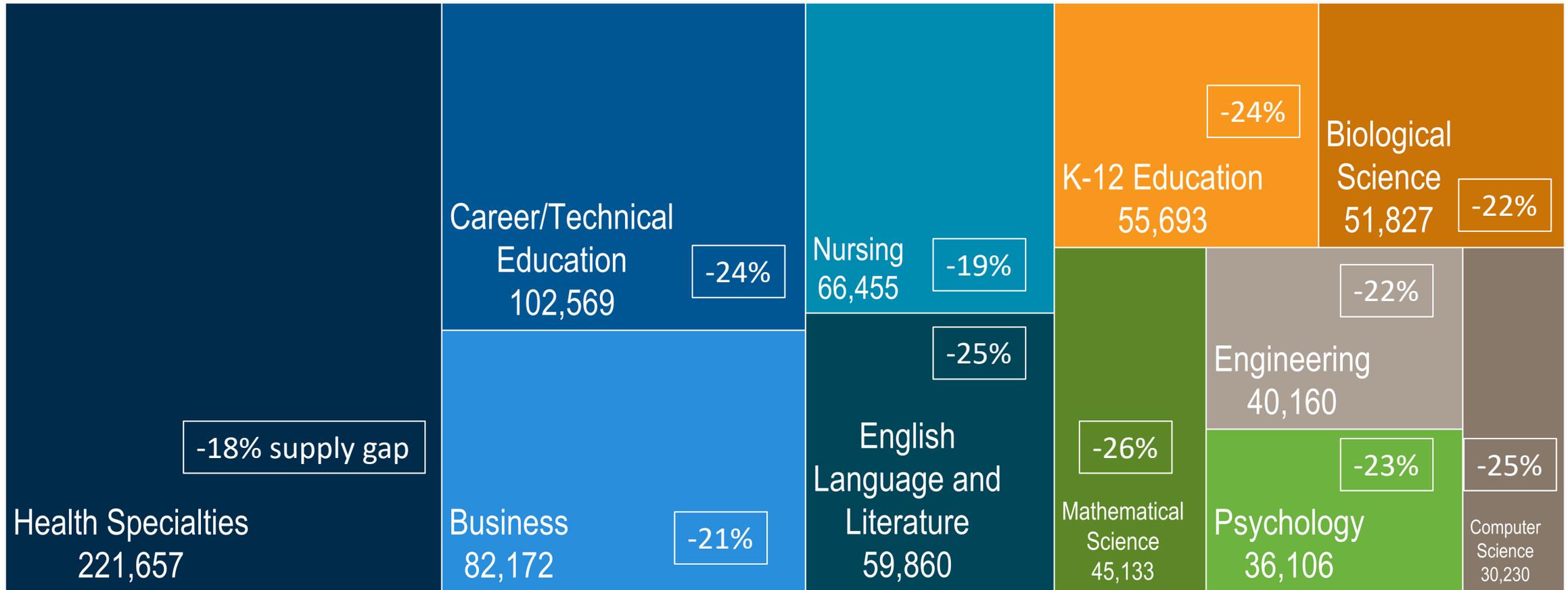


SREB



U.S. Higher Education Faculty Projections

Projected Employment and Highest Supply Gaps, 2031



Projected Faculty Supply Gap: -21%

What additional barriers are limiting the educator pipeline?

**How do we recruit,
develop, and retain
enough strong,
diverse educators —
*especially in the
places they're
needed most?***



Elements of a Strong Blueprint



Improving teacher workforce policy and practice requires a comprehensive approach.

These four elements work together as an interlocking system.

Elements of a Strong Blueprint

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

Licensure

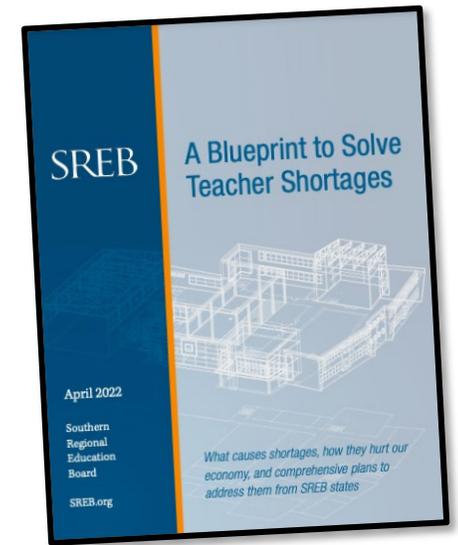
- Licensure systems that **scaffold up** based on teachers' skills, competencies, and impact — and **align** with the pay and ongoing support they receive

Professional Supports

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

Compensation

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



SREB's [new blueprint report](#) includes:

- ✓ A **closer look** at the teacher shortage challenge
- ✓ A **framework** for renovating teacher workforce policy
- ✓ Recommended **action steps** for states

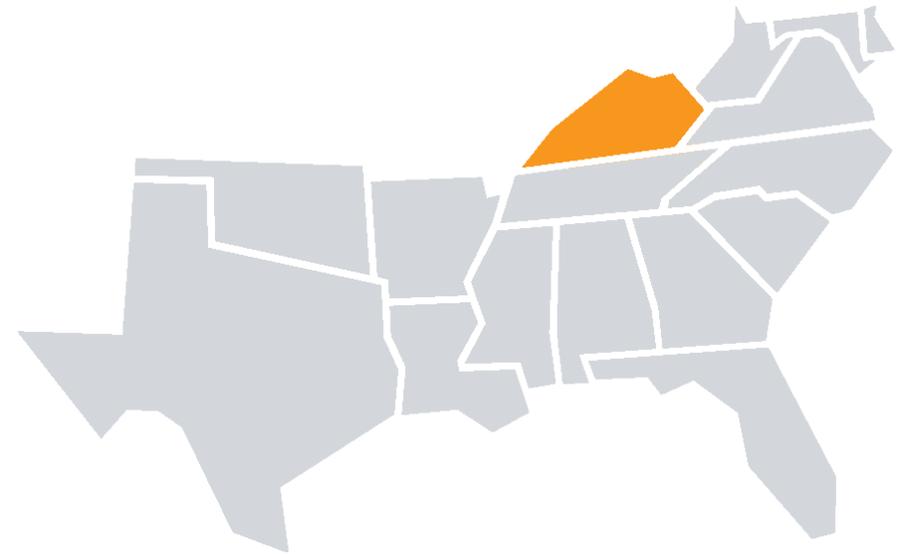
Promising Practices: Kentucky

WHAT THEY DID

KY links and publicly reports education and workforce **data**. Example: reporting the percent of students from various demographics that are taught by less experienced, ineffective, or out-of-field teachers.

WHY IT'S GOOD

Few states **collect, analyze and release this amount of data** — yet all states should. This practice can help ensure all students have equitable access to strong teaching to prepare them for future careers.



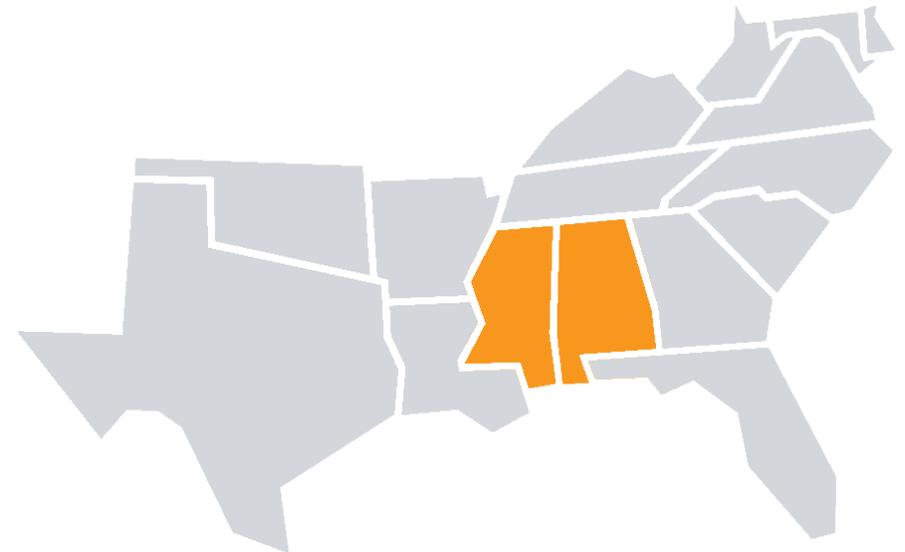
Promising Practices: Alabama & Mississippi

WHAT THEY DID

AL and MS have brought together leaders and educators at various hearings, committees and task forces to **collaborate**.

WHY IT'S GOOD

Listening to and collaborating with educators and other leaders and advocates is essential to understand the problem and begin to develop collaborative and innovative solutions.



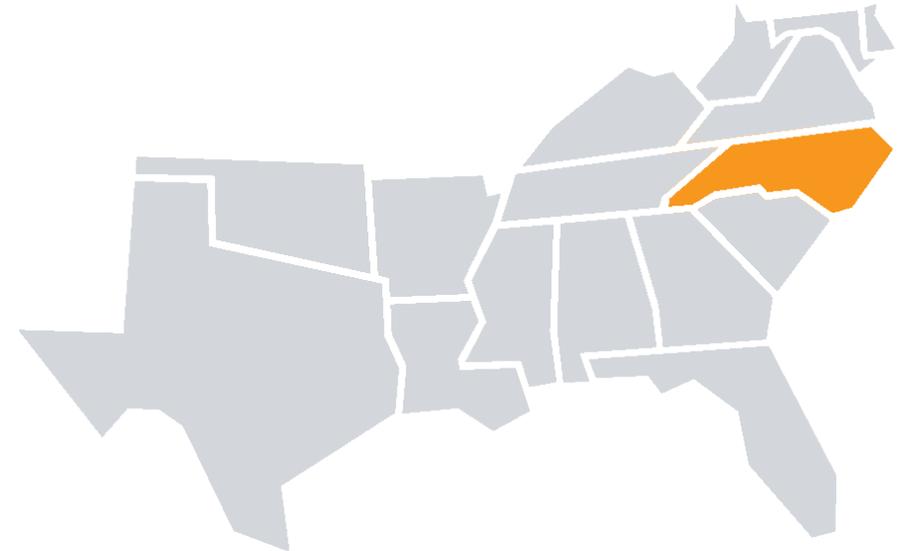
Promising Practices: North Carolina

WHAT THEY DID

NC's Human Capital Roundtable submitted a proposal to leaders to improve teacher preparation, support, career advancement and licensure, and compensation.

WHY IT'S GOOD

They are taking a truly **comprehensive approach to renovating teacher workforce policy** and treated the key elements as an interlocking system.



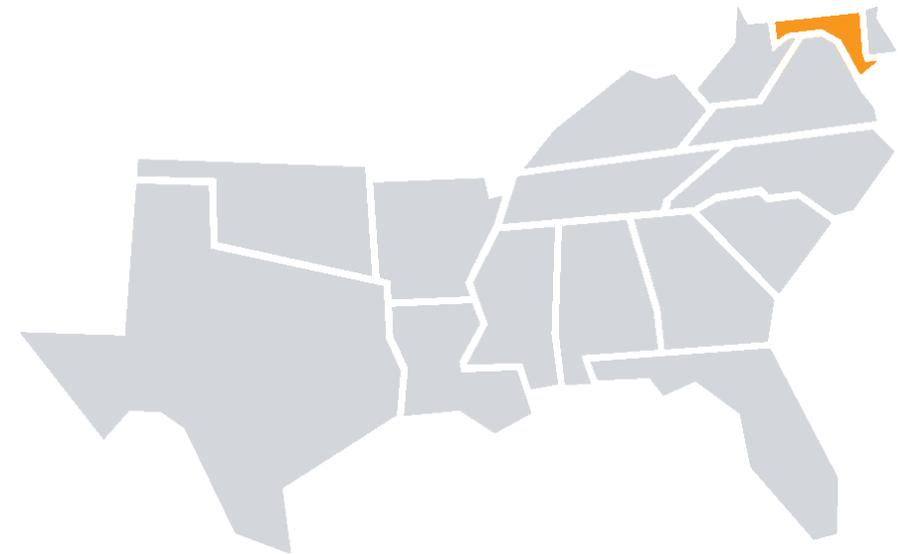
Promising Practices: Maryland

WHAT THEY DID

MD is implementing a new law and budget to dramatically increase education funding, raising teachers' starting pay to \$60k by 2026.

WHY IT'S GOOD

- They are taking a **comprehensive approach** — alongside salary increases, the state is raising licensure standards, adding career ladders, and improving preparation and induction.
- They **listened** to teachers and prospective teachers.
- They are implementing a **long-term plan and budget** changes.



Promising Programs

WHAT

Several states are working on new and improved programs for teacher apprenticeships, residencies, induction, leadership and mentoring! What is happening in your state?

EXAMPLES

AR's Educator Career Continuum

LA's Teacher Mentorship Training

TN's Registered Teacher Apprenticeships

TX's Teacher Residency pilot and Teacher Incentive Allotment

NC's Advanced Teacher Roles pilot



Recruit, Prepare, and Retain Great Teachers with SREB Induction Programs

Recruit, Prepare and Retain Great Teachers With SREB Induction Programs

Effective, committed, inspiring teachers are the key to student success. That's why the Southern Regional Education Board developed research-based teacher preparation programs that build new and veteran teachers' capacity to plan instruction, engage diverse students, manage classrooms, create standards-driven assessments, gain confidence and remain in the profession. With programs in five subject areas, our teacher induction programs provide the intensive, ongoing professional development, coaching and mentoring needed to recruit, prepare and retain the best teachers.

Career and Technical Education Teachers



Prepare and keep effective CTE teachers in the profession with **Teaching to Lead**. T2L supports CTE teachers entering the classroom after successful careers in business and industry. Shown to improve teacher competence and self-efficacy, T2L helps teachers master how to plan instruction, engage students, design assessments, offer feedback, and develop a classroom culture of success. Created to support CTE teachers in the first or second year of teaching and beyond, T2L can take the place of traditional teacher prep programs or alternative certification models. It can also be used to support struggling teachers. Seven states use T2L as a statewide teacher prep model; six states have districtwide and postsecondary T2L programs. <https://www.sreb.org/cte-teacher-preparation>

Math and Science Teachers



SREB's **Science and Math Alternative Route to Teaching** helps new and early career math and science teachers master instructional planning, engagement strategies, assessment and feedback, and classroom management. Modeled on T2L, SMART supports teachers with strong math and science knowledge who may lack a degree in education, classroom experience or confidence. Housed online, SREB SMART can be used by states and districts as an induction program, as part of a new teacher residency or as a support for new or struggling teachers. <https://www.sreb.org/SMART>

Designed to address the middle grades math and science teacher shortage, the **Georgia Residency for Educating Amazing Teachers** helps aspiring teachers gain classroom experience under the guidance of a mentor teacher while they complete an online Master of Arts in Teaching at Georgia College & State University – and earn a first-year teacher's salary and health care benefits. After completing residencies in grades 6-8 classrooms in rural Georgia, graduates are hired by their districts and agree to teach for three years. <https://www.sreb.org/great>

English Language Arts and Social Studies Teachers



In partnership with the West Virginia Department of Education and Rutherford County Schools, Tennessee, SREB is building on the early success of SREB SMART with a similar program for new **English language arts and social studies** teachers. Like T2L and SMART, the program will build new teachers' capacity to plan instruction, engage students, design assessments, give feedback, and manage their classrooms. A pilot will begin January 2023, with success opening to all states, districts and schools by 2023-2024. <https://www.sreb.org/professional-development-instructional-coaching>

SREB | School Improvement

Learn more: Email maw@sreb.org.

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SREB

SREB works with states to improve education.

Support Action

We help policymakers and state agencies navigate policy and practice.

Convene & Engage

We help states collaborate and share resources.

Analyze & Publish

We share promising practices, and we provide states with reliable data and research to inform strategy.

To explore teacher workforce data, learn about our Human Capital Roundtables, or get support, visit: sreb.org/topic-teacher-workforce-policy

