

SREB

LGS

Teachers Matter: Using Data to Improve the Profession

September 15, 2023

*75th
Anniversary*



Every child deserves a great teacher

Teacher shortages hurt our
students, exhaust our educators
and drain our economy

UNDERSTANDING OUR TEACHER WORKFORCE:

How do teacher shortages affect our students, our workforce and our economy?

Dr. Eric Hanushek
Stanford University

SREB

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Anniversary

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Post-Pandemic Teacher Shortages

Eric A. Hanushek
Stanford University

June 2023

75th
Anniversary

Skills and income go together.

People who know more earn more.

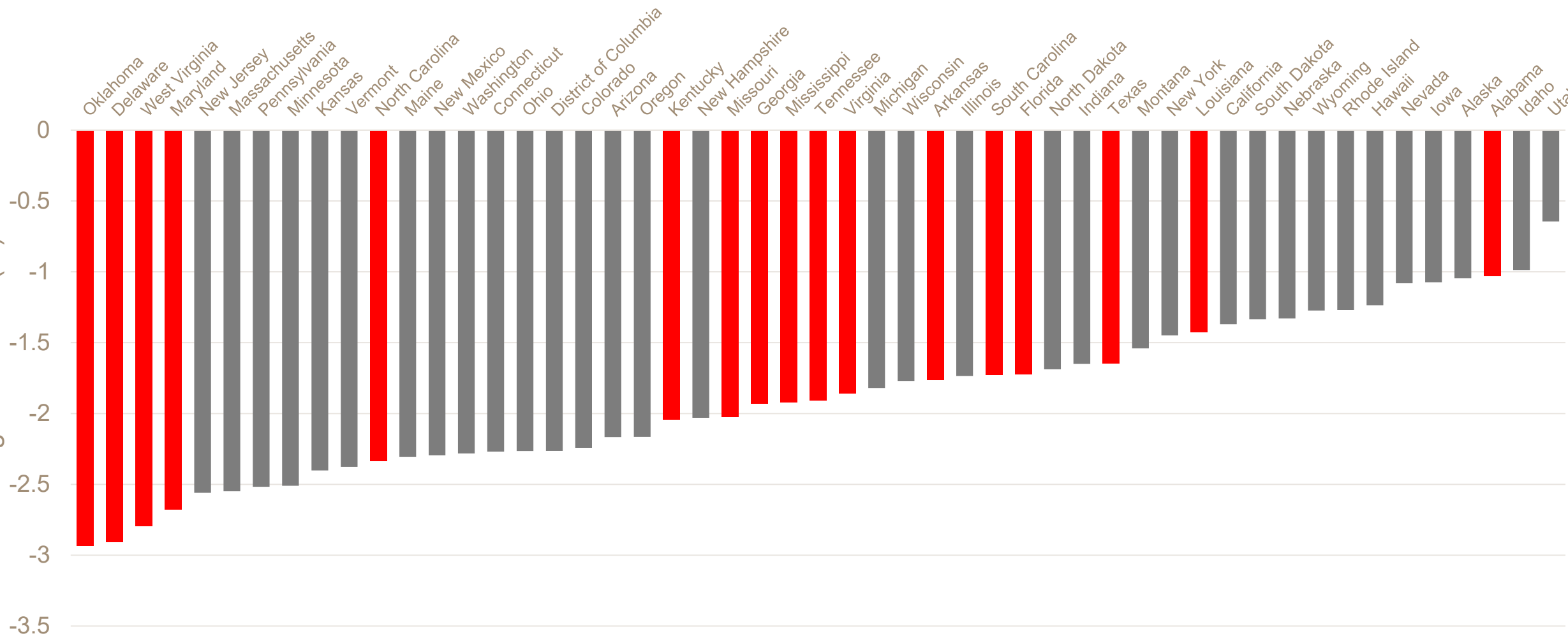
States and nations with more skilled populations grow faster.

The aggregate impacts of learning losses are stunning.

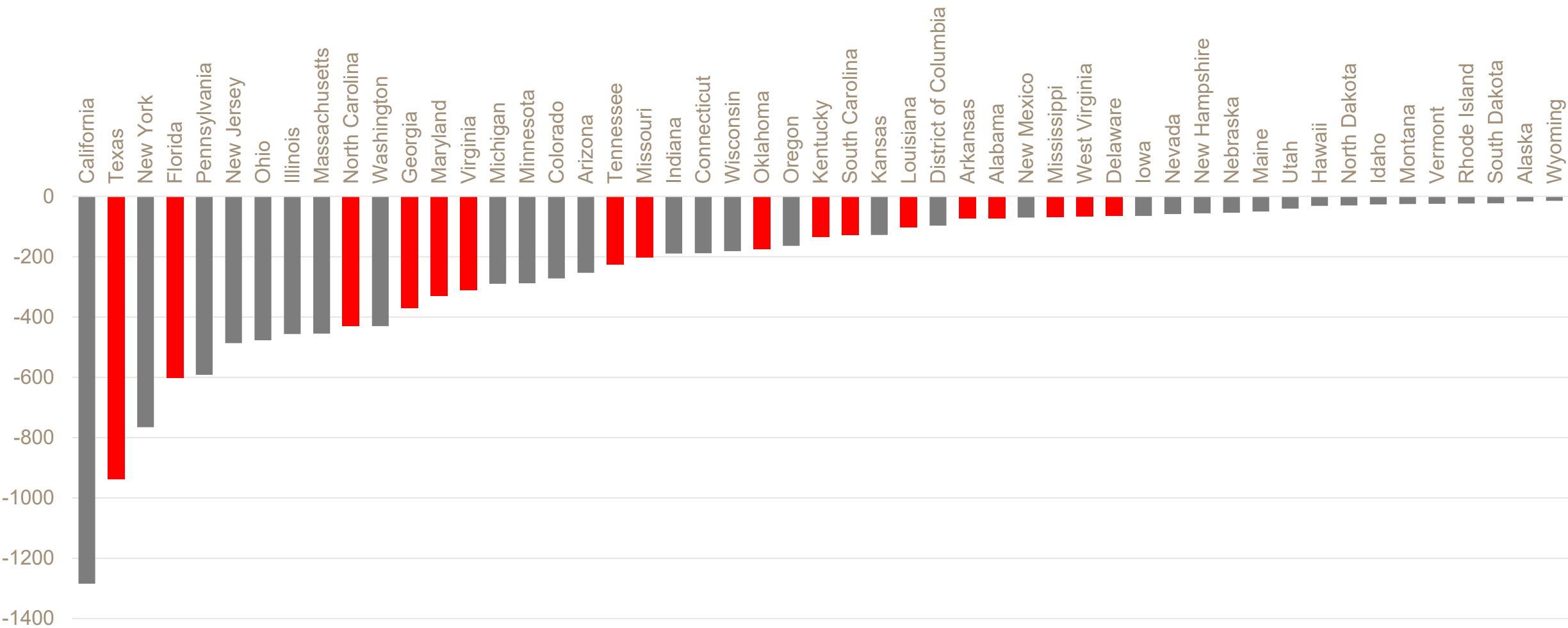
1. Individuals in COVID-cohort lose on average 5.6 percent
 - Larger for disadvantaged
2. National loss is \$28 trillion
3. Losses are permanent unless schools get *better*

States differed significantly in learning loss.

Average GDP Loss (%)



Loss (\$ billions)



Dealing with Learning Losses:

Schools are not back to January 2020

Two prime strategies

- More time

- Intensive tutoring

Impact

- Voluntary plans expand achievement gaps

- Faithful application of best programs insufficient

Related Negative Moves:

Move away from accountability

- Reduce testing

- Limit reporting

Distractions with other issues

- Mental health

- Curriculum

Labor actions

- Los Angeles, Oakland

Schools must get better.

Policies for improvement:

1. Improve teacher quality
2. Improve teacher quality
3. Improve teacher quality

Most persuasive evidence: Teacher quality

Washington, DC

Dallas, TX

UNDERSTANDING OUR TEACHER WORKFORCE:

Why is it so hard to attract and keep teaching talent?

Cathy Hardin

Chief Human Resources Officer,
Gwinnett County Public Schools

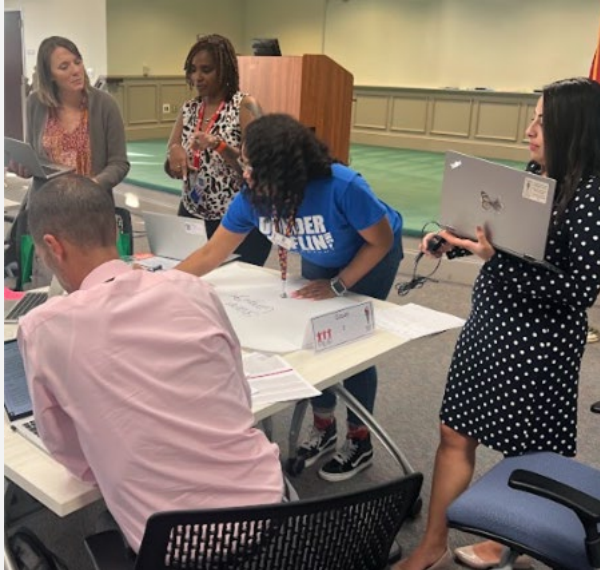
As 2022-23 comes to an end, let's look back...

- Pandemic shifted the way people viewed work
- Generational differences in the workplace
- Retirements
- Political landscape



What are we doing? What has been working?

Ensure we support our alternatively certified teachers at high levels.



Create formalized pathways for Teacher Leaders.

SREB

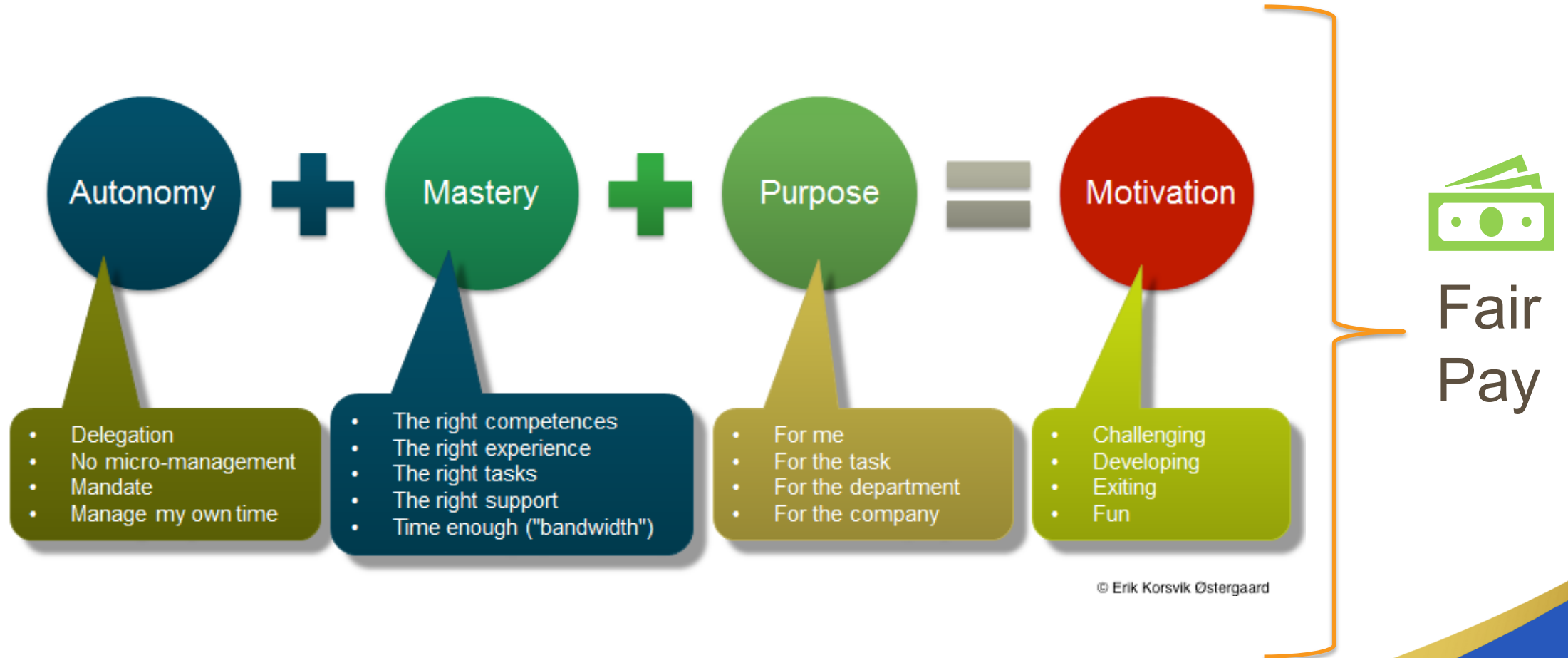


Inspire and motivate our novice AND veteran teachers to positively impact students.

75th

Anniversary

DRIVE



© Erik Korsvik Østergaard

International Best Practices



Rigorous, standardized
teacher preparation

Autonomy + trust +
professionalism + pay

FUTURE ACTIONS – FINDING A BETTER WAY FORWARD:

How do we attract different individuals and retain quality teachers?

Victoria Van Cleef

Executive Vice President,
The New Teacher Project

Bryan Hassel

Co-President,
Public Impact

Addressing Turnover Strategically

If the teaching job remains much the same as today, prospects of substantially changing turnover and pipeline are minimal.

Early Career Teachers

- Dramatically more, better support
- Collaboration and planning time
- Prospect of career path with higher pay, advancement
- Higher pay faster

Excellent Teachers

- Chance to lead while teaching
- Chance to earn substantially more for leading peers
- Career advancement + increased impact

USE DATA TO UNDERSTAND

PRIORITIZATION

What are the assets your students bring and what is the most critical learning your students must accomplish? Which of your students are often furthest from opportunity and from realizing the vision you have articulated?

PERSONNEL

What personnel do you need to realize your academic vision for students, both now and in the future? How can you better support all educators, particularly educators of color, and create the conditions for a strong and stable workforce? What other resources can you consider using flexibly to improve students' experiences?

LEVERAGE CORE PILLARS

PIONEERING

What new or innovative models will we need to design and deploy to maximize staff utilization and student learning?

Pathways to Enter

How can you strengthen pipelines while addressing barriers to entry for educators?

The Right Workload

How can you change the role to deliver a better experience for students and teachers?

Reasons to Stay

How can you cultivate supportive, thriving cultures that foster educator development and promote retention of top talent?

IMPLEMENTATION CONSIDERATIONS

PARTNERSHIPS

Given your vision and academic and talent strategies, how should you cultivate and maintain partnerships?

POLICY

Which federal, state, system, and school policies propel, and which impede talent strategy and ability to secure workforce needs? What new policies will drive your vision and strategies forward?

PERMISSION

Who will own, manage, and give input on this work? How are they building awareness of their identity and how might that have an impact? Where will they need authority and autonomy, and where will they need to operate within constraints?

FUTURE ACTIONS – FINDING A BETTER WAY FORWARD:

North Carolina's Blueprint in the Making

Leah Carper

North Carolina Teacher of the Year (2022)

The SOLUTION

The **North Carolina Pathways to Excellence for Teaching Professionals** proposal reimagines teachers' pathways, supports and licensure in a way that:



Offers individual advancement and professional growth opportunities for teachers.



Encourages the best teachers to lead from the classroom.



Invites a more diverse population into the teaching profession.



Provides compensation that grows as teachers expand their professional impact.

The IMPACT

This reform is not only important for our teachers and our students—but also for North Carolina's education system and economy—as **teaching is the profession that makes all other professions possible.**

CAREER PATHWAYS

	\$30,000 Base Salary*	\$38,000 Base Salary*	\$40,000 Base Salary*	\$45,000 Base Salary*	\$56,000 Base Salary**	
APPRENTICE	<p>Qualifications</p> <ul style="list-style-type: none"> ▶ Associate's degree or equivalent number of semester hours towards a bachelor's degree ▶ Community Colleges can support current, classified TA's in obtaining an Associate's of Arts degree and moving into the licensed Apprentice role ▶ Community Colleges can serve as the preparation provider to assist in moving from Apprentice or License 1 to other license levels <p>Support</p> <ul style="list-style-type: none"> ▶ Mentored and supported by a License 4 teacher ▶ Could receive support from the employer's ITSP (Initial Teacher Support Program) while working toward a License 1 	<p>Qualifications</p> <ul style="list-style-type: none"> ▶ Bachelor's degree or higher ▶ 18 hours of relevant content ▶ Preparation sponsor (EPP and Public Unit) <p>Support</p> <ul style="list-style-type: none"> ▶ In-class supervision by Advanced Teacher ▶ Co-teacher of record 	<p>Qualifications</p> <ul style="list-style-type: none"> ▶ Preparation sponsor (EPP and Public School Unit) ▶ Choose from approved tools to provide evidence of mastery of standards of practice assigned to the license <p>Support</p> <ul style="list-style-type: none"> ▶ Mentor & plan for advancement ▶ 5+ hours/week of clinical supervision 	<p>Qualifications</p> <ul style="list-style-type: none"> ▶ **Completers of a traditional EPP program start here** ▶ Use approved tools to provide evidence of mastery of standards of practice assigned to the license <p>Support</p> <ul style="list-style-type: none"> ▶ Weekly peer review by License 4 or higher educator 	<p>Qualifications</p> <ul style="list-style-type: none"> ▶ Use approved tools to provide evidence of mastery of standards of practice assigned to the license <p>Support</p> <ul style="list-style-type: none"> ▶ Classroom Excellence & Adult Leadership Coaching ▶ Base Salary Range: \$56,000 - \$71,000 	
		LICENSE ONE	LICENSE TWO	LICENSE THREE	LICENSE FOUR	

* Salary numbers were based on the 2021-22 teacher salary scales and will change to reflect the new salary scale. Additionally, salary listed is base and does not include possible increases from local supplements, National Board Certification, license renewal, master's degree, annual increases, future budget increases, etc.

**License four salaries will continue to grow with years of experience, in addition to mastery.

ADVANCED CREDENTIAL LEADERSHIP OPPORTUNITIES

ADVANCED TEACHER CLASSROOM EXCELLENCE: Salary - License 4 Rate of Pay + \$5,000

Conduct model lessons and facilitate peer reflection.

ADVANCED TEACHER ADULT LEADERSHIP: Salary - License 4 Rate of Pay + \$10,000

Provide coaching and leadership. Collaborate with Public School Unit and school leaders on educator evaluation process.

UNDERSTANDING OUR TEACHER WORKFORCE:

How significant is the teacher shortage in the South?

Megan Boren
SREB

Teacher Workforce Data in the South



Quantity

Supply and demand — the proportion of teachers entering and exiting the profession



Demographics

Teacher gender, age, race and ethnicity, education level and background



Quality

Teacher preparation and development, support, certification, experience, impact or effectiveness and teacher leadership



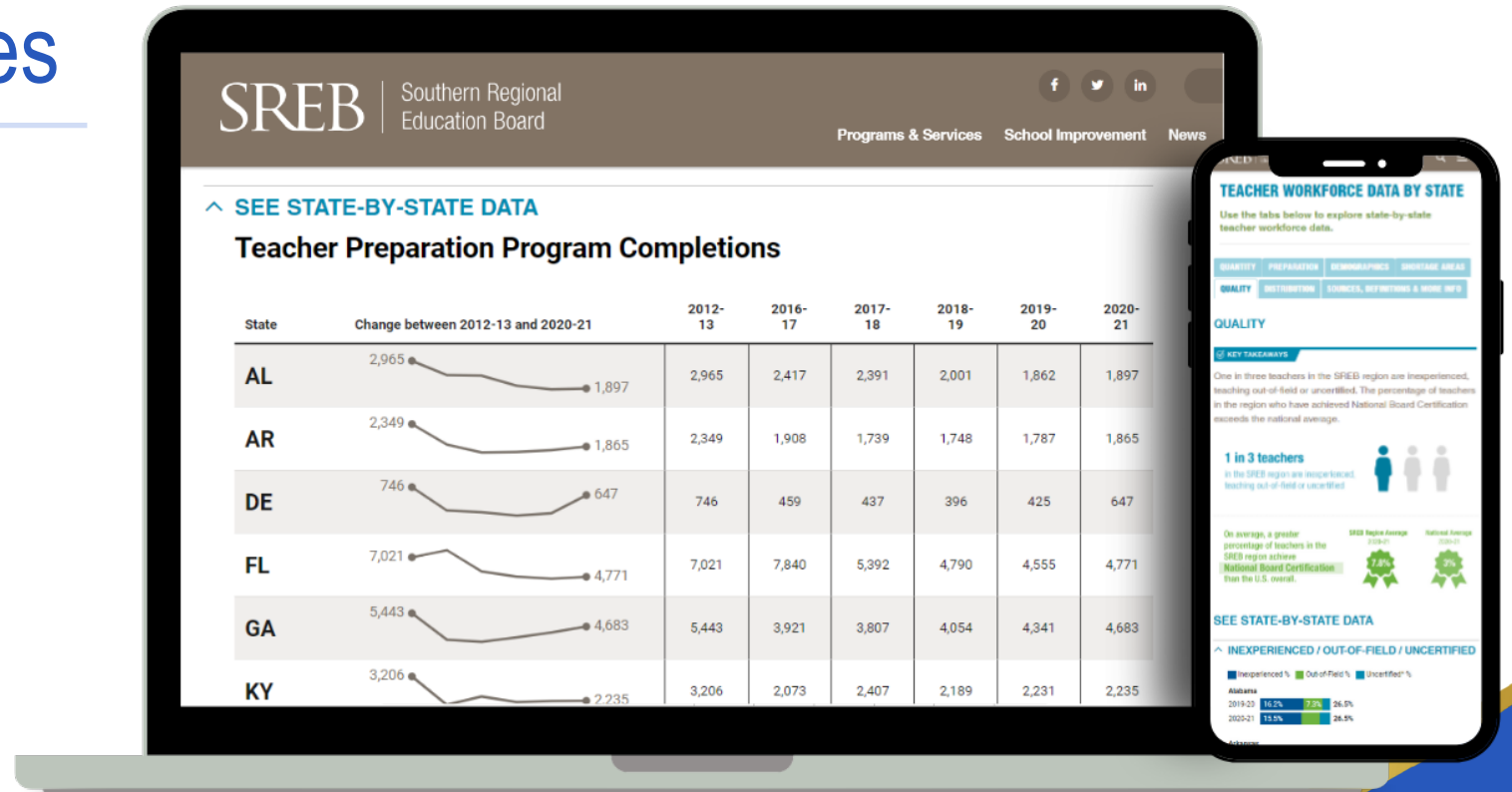
Distribution of Talent

Distribution of teaching talent across different schools, districts or subject areas

Teacher Workforce Data on the SREB Website

2 ways to explore the full data set and sources

Type in [SREB.org/TeacherData](https://www.sreb.org/TeacherData)





QUANTITY:

Teacher Preparation

The 2020-21 school year showed the **first increase in nearly a decade** in the number of people who completed a teacher preparation program.

Total Teacher Preparation Program Completions in the SREB Region



Increase in teacher preparation program completions in 2020-21 compared to 2019-20



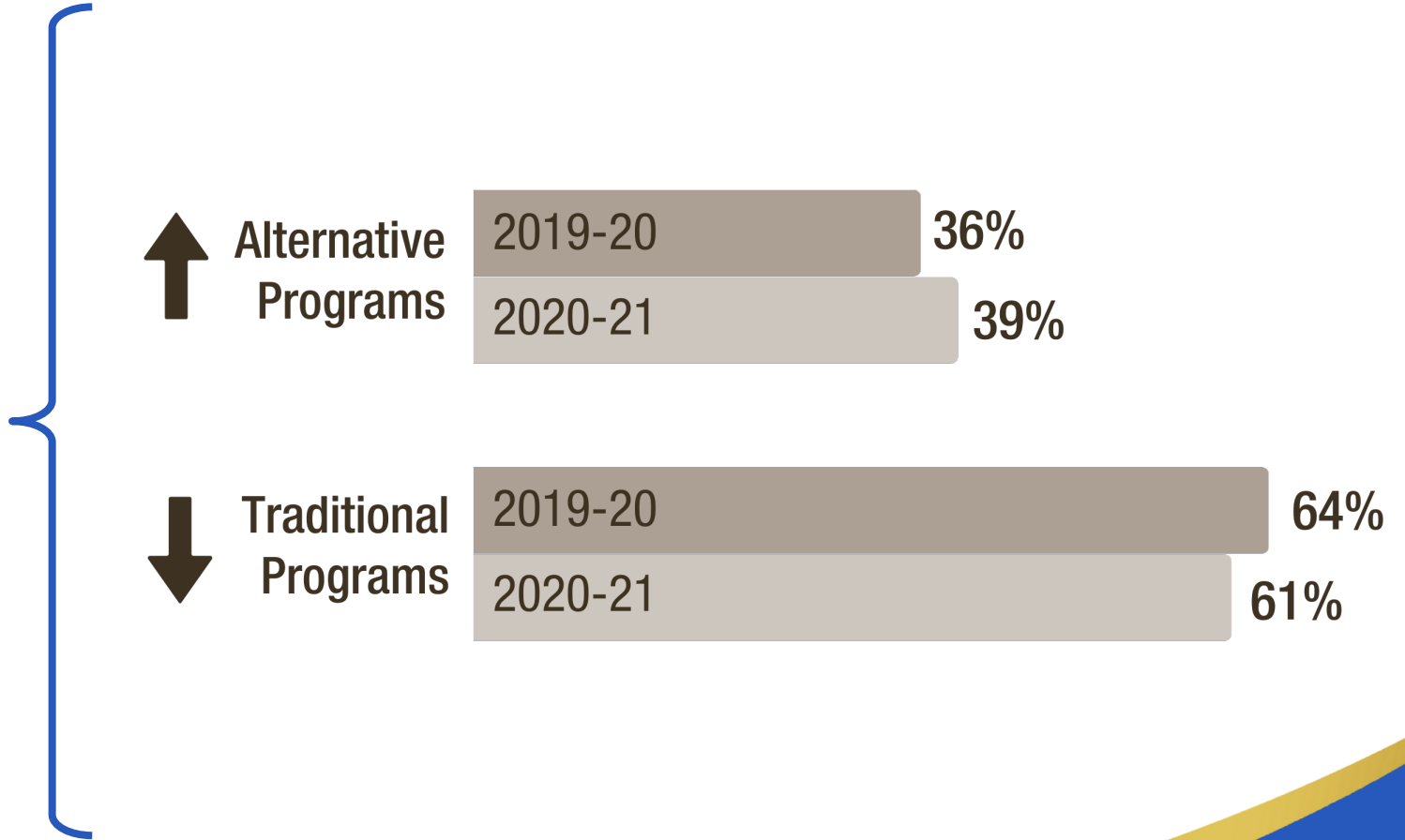
Decrease in program completions between 2012-13 and 2020-21



QUANTITY:

Teacher Preparation

The proportion of people completing teacher preparation programs via **alternative programs** is growing.





QUANTITY:

Gen Z Interest

Interest in teaching among current high school students in the South is **down to average of 4%.**

Top reasons cited by Gen Z as to why teaching is unattractive:



Low pay



Lack of career advancement



Lack of flexibility & collaboration



Lack of voice & respect



QUANTITY:

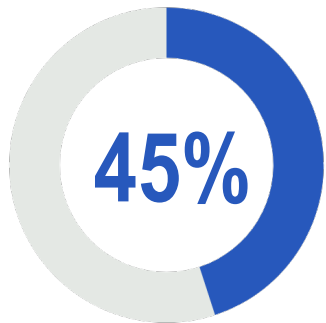
Turnover



Average turnover rate in the SREB region:

2019-20: 11.4%

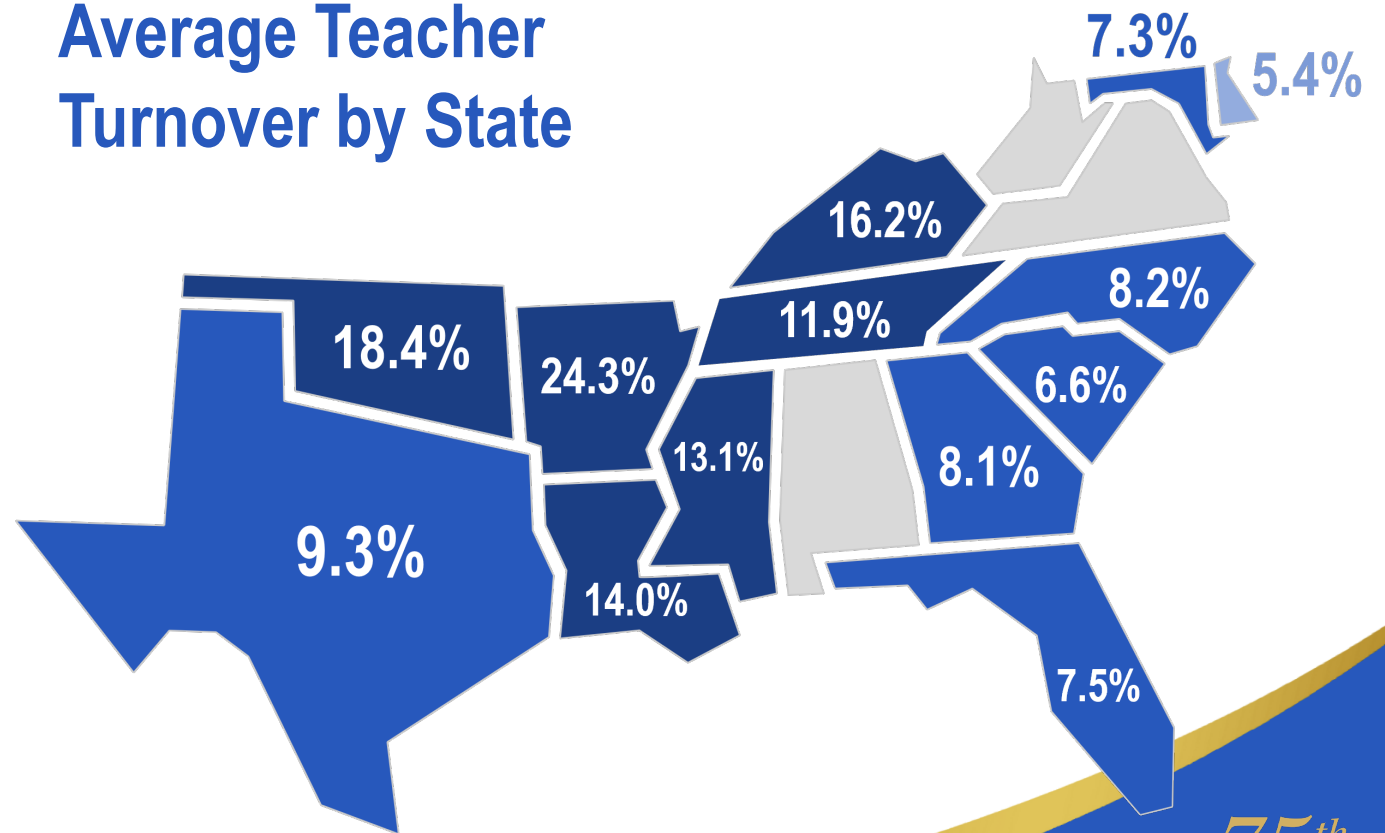
2020-21: 11.6%



Average turnover rate in the South among teachers with 5 or fewer years' experience

2020-21

Average Teacher Turnover by State

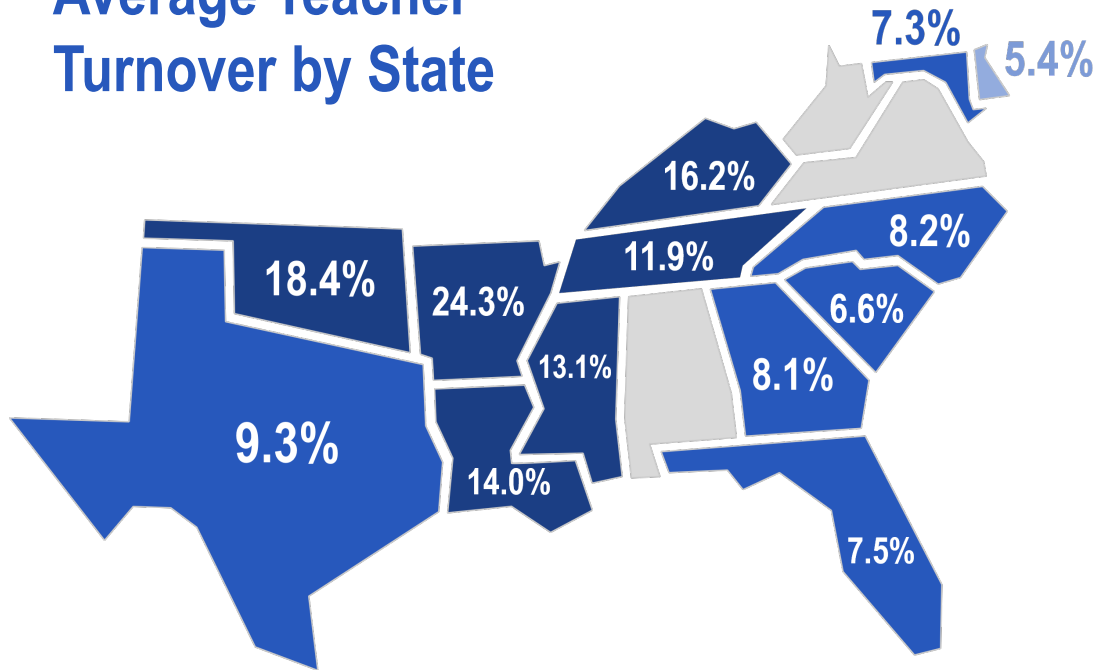




QUANTITY: Turnover

2020-21

Average Teacher Turnover by State



Teacher turnover is costly

Average amount it costs districts to replace each teacher



For Example:

Delaware's Turnover Costs

531 teachers leaving cost districts nearly

\$1.2 million



QUANTITY:

Retention & Mobility

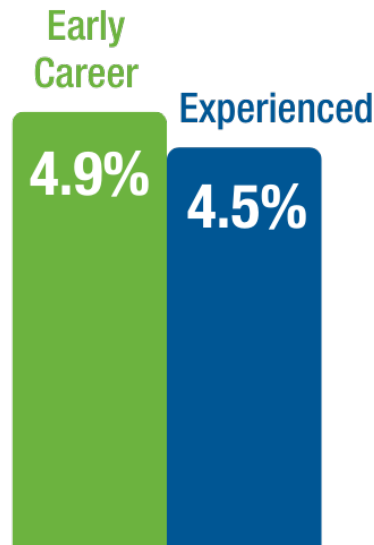


Delaware

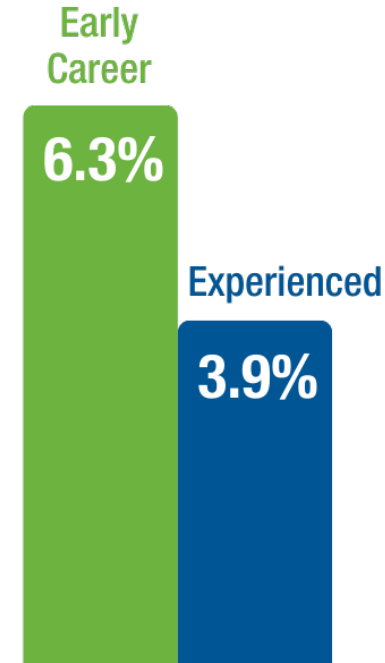
collects and shares data about teacher retention, mobility and turnover at different points in a teacher's career



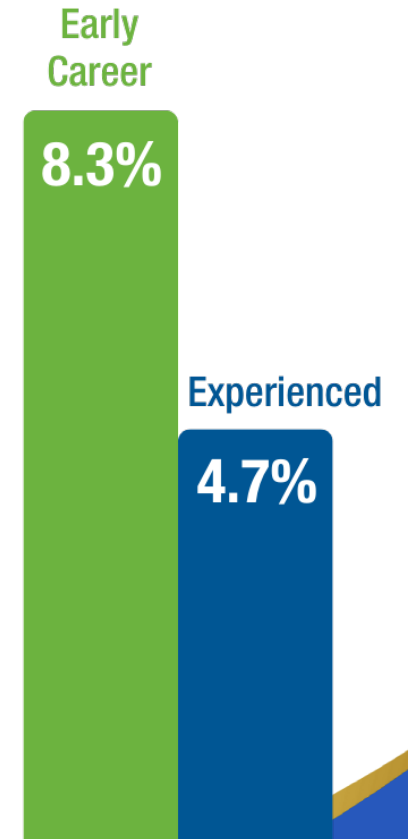
Same School Retention



Transfer Rate Within District



Transfer Rate Between Districts






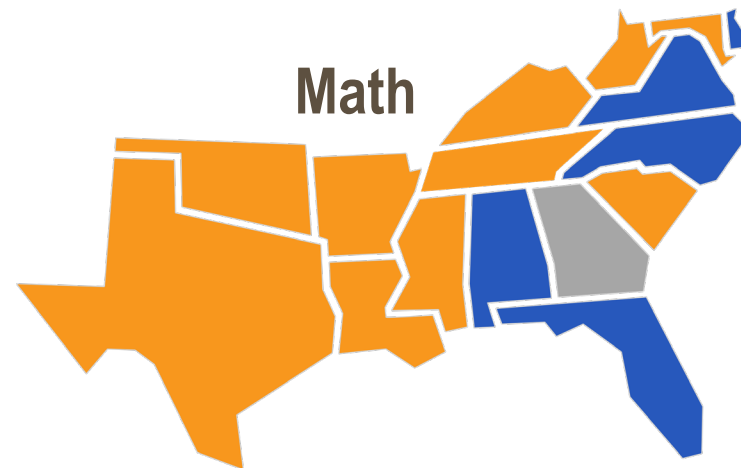
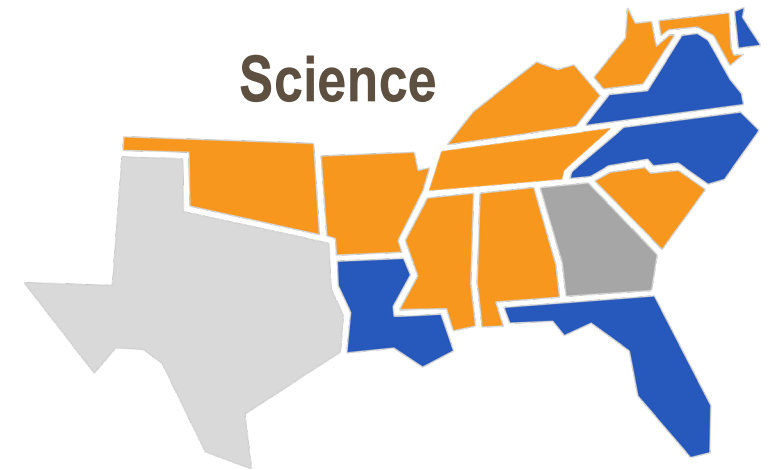
Turnover Rate



QUANTITY:

Shortages by Subject




-  Shortage across all grade levels
-  Shortage primarily in elementary grades
-  Shortage primarily in secondary grades

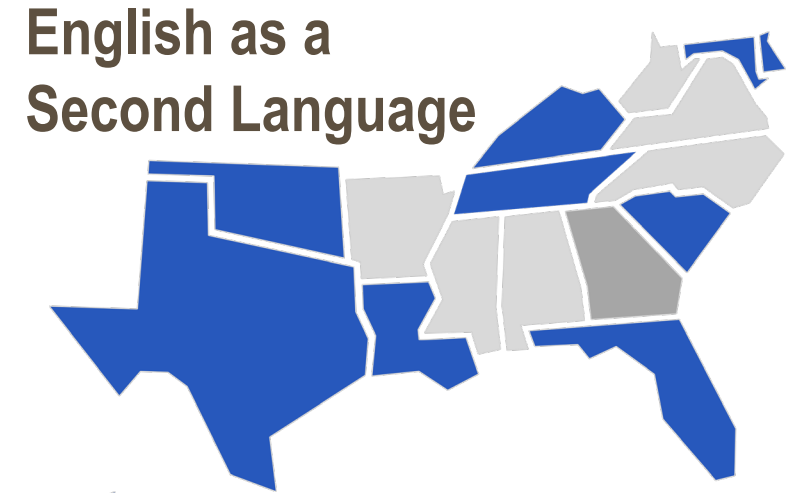
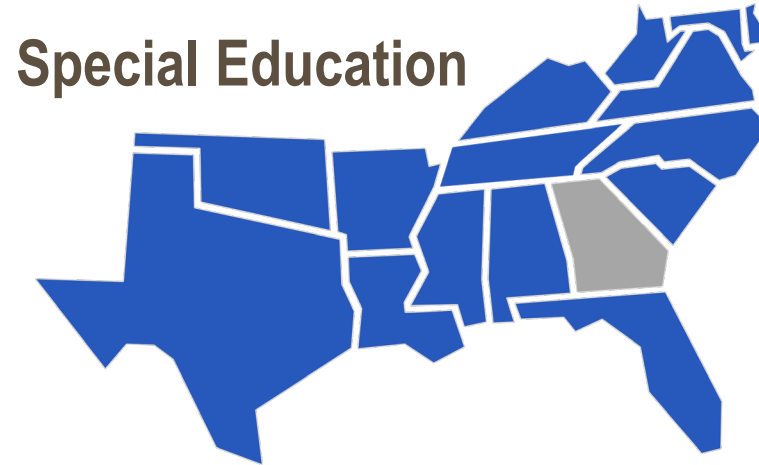




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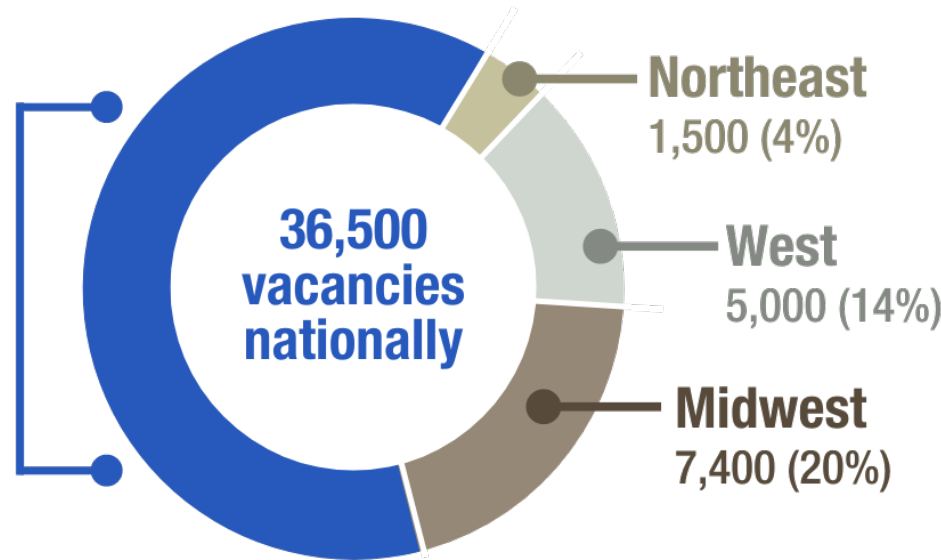
QUANTITY:

Vacancies

2021

There were an estimated 36,500 teacher vacancies nationwide — and another 163,000 positions held by underqualified teachers.

The South makes up most of the known U.S. teacher vacancies 22,600 (62%)



2022-23

The estimated vacancy in the South increased to **39,700**



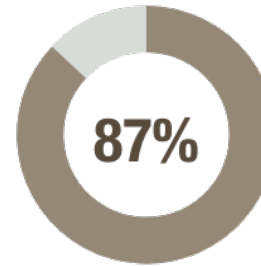
QUANTITY:

What are educators saying?

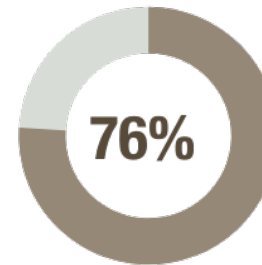


Educators & leaders note:

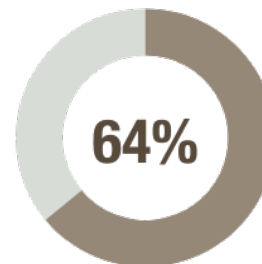
- ▶ Vacancies are harder to fill
- ▶ Teacher absenteeism is up
- ▶ Staff shortages are increasing stress and affecting student learning



Teachers who feel staffing shortages are a serious problem at their school



Chief talent officers who say resignations are higher than in previous years



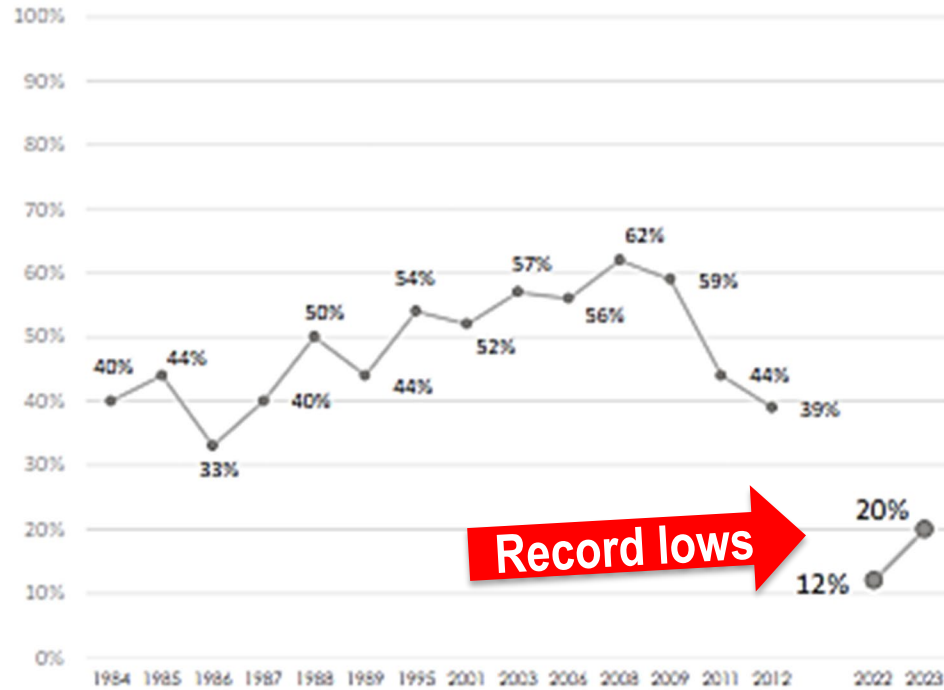
Teachers who were asked to cover another class at least once per week



QUANTITY:

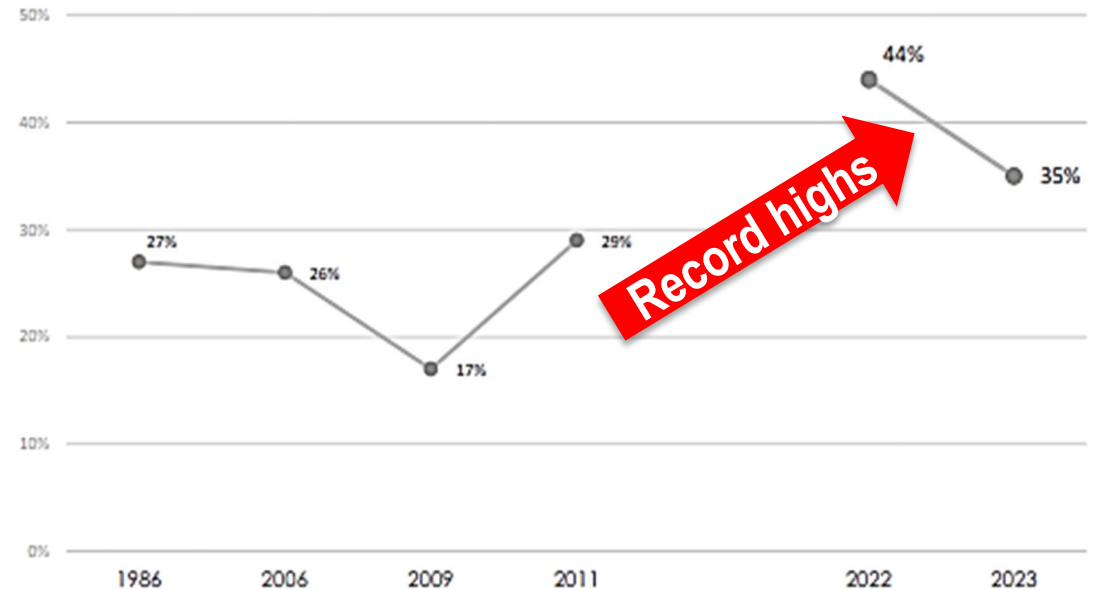
What are educators saying?

Percentage of teachers who are "very satisfied" with their jobs: 1984-2023*



Record lows →

Percentage of teachers very or fairly likely to leave the profession to pursue a different occupation*



Record highs →

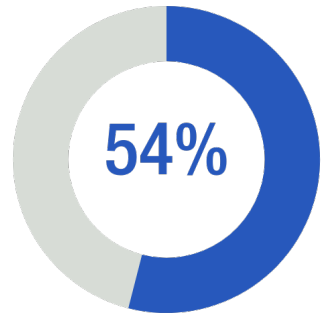
*The 2022 and 2023 results are from the Merrimack College Teacher Survey. Prior results are from the MetLife Survey of the American Teacher.



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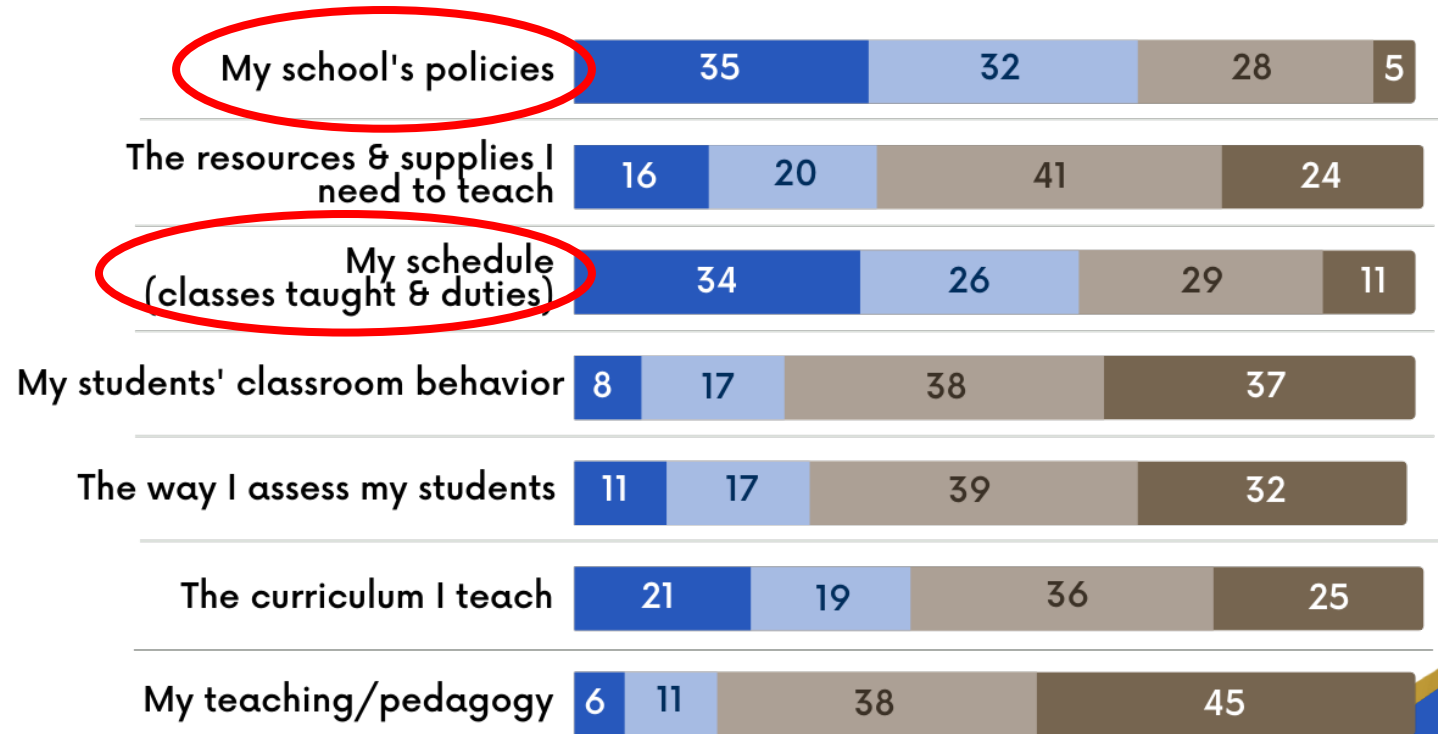
What are educators saying?

Teachers note a lack of autonomy, especially around school policies



And less than half say they would advise their younger self to pursue a career in teaching (just 17% said very likely)

I have a lot of control and influence over...(%)



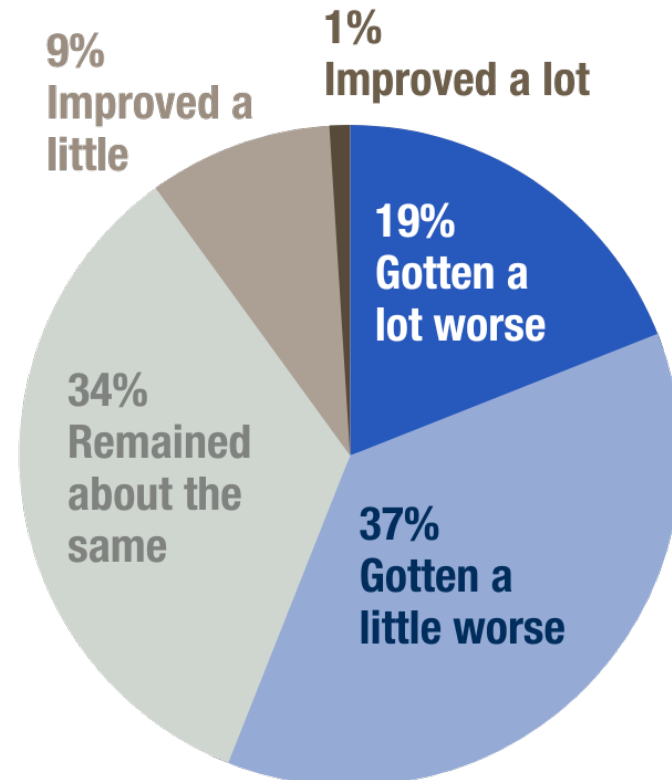


QUANTITY:

What are educators saying?

Teachers' mental health and wellness continue to affect **morale.**

Since the beginning of the current 2022-23 school year, the mental health/wellness of the teachers in my school has...



Next to pay raises or bonuses, **smaller class sizes and more/better support for student discipline** were the steps teachers were most likely to say would improve their mental wellbeing.

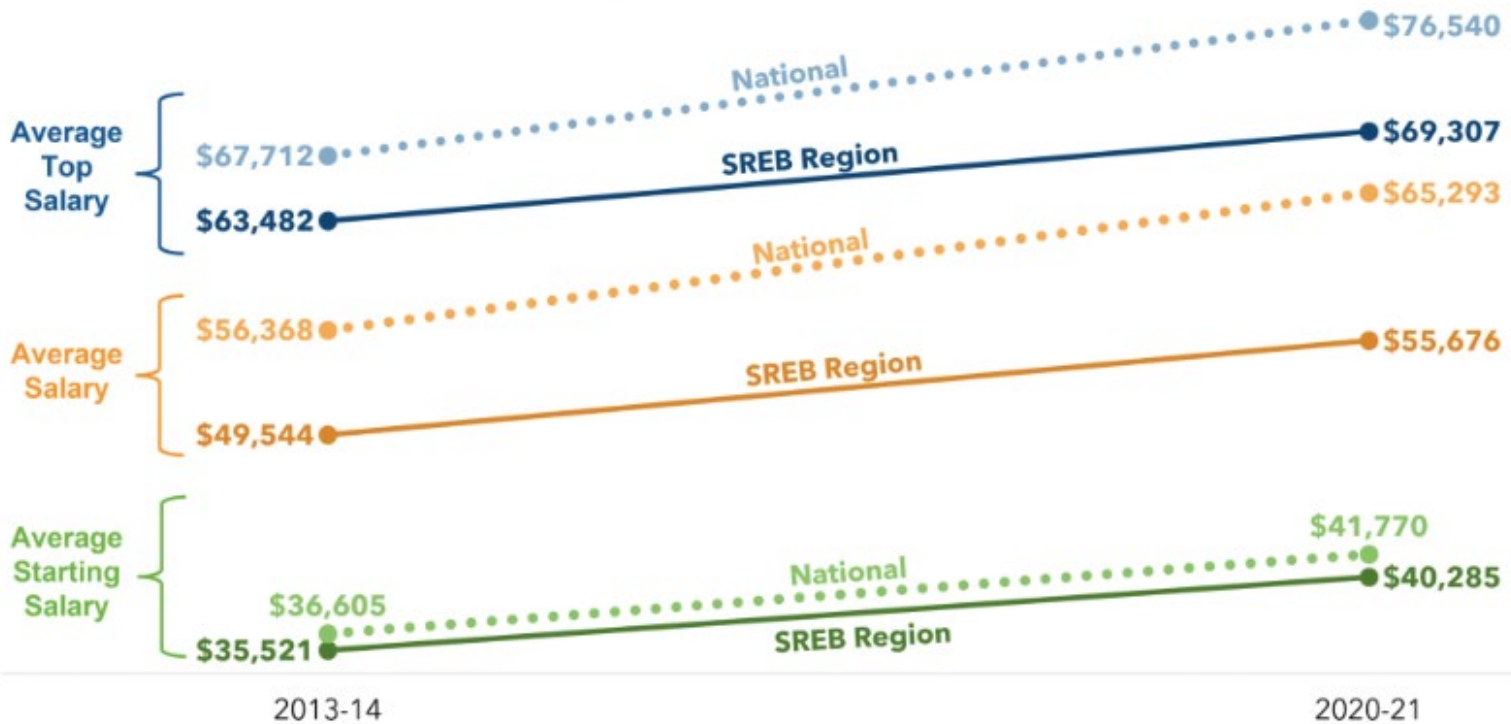


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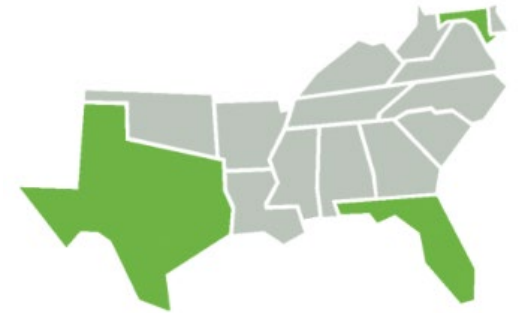
What are educators saying?

Funding and compensation continue to affect recruitment and retention.

Teacher Salary Changes: SREB Region vs. Nation (2013-2021)



2020-2021 SREB States With the Highest Average Starting Salaries for Teachers

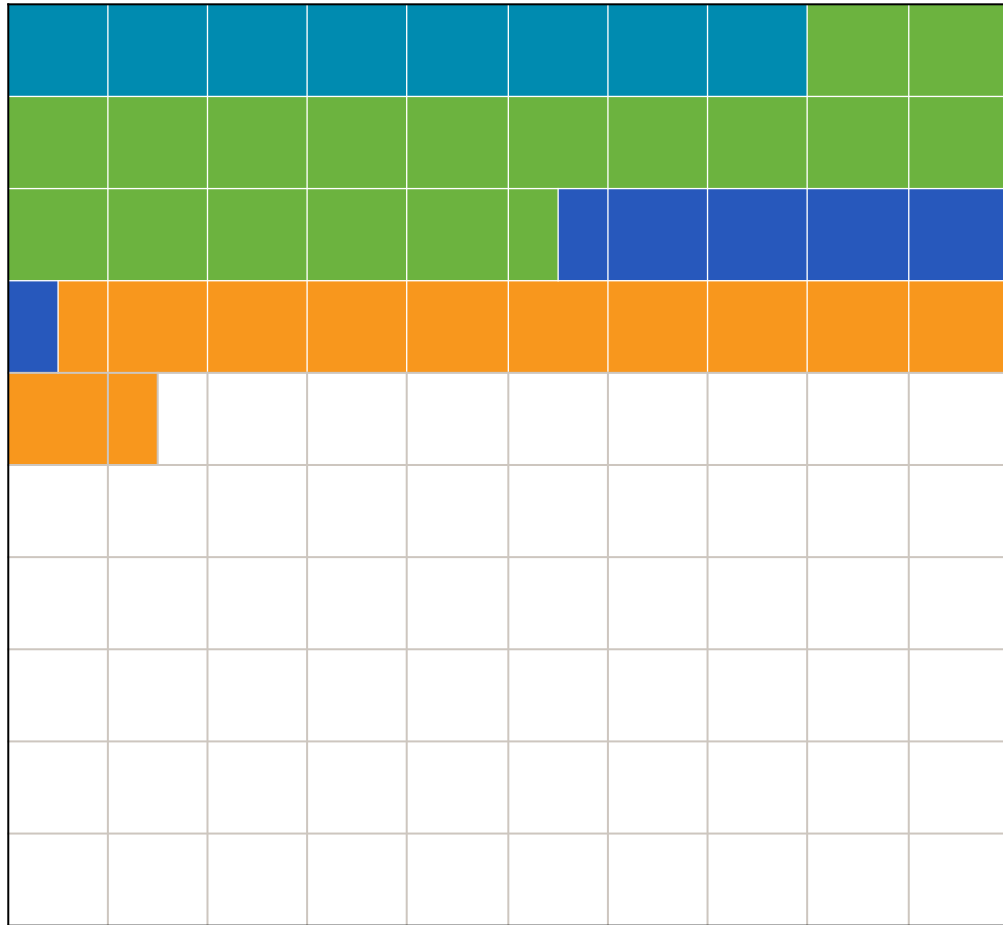


2020-2021 SREB States With the Highest Average Salaries & Highest Average Top Salaries





TEACHER QUALITY: Proxy Measures



On average, among teachers in the SREB region in 2020-21 ...

- ↓ 7.8% are National Board Certified
- ↑ 17.6% are inexperienced (≤ 3 years)
- ↑ 5.1% are uncertified or emergency certified
- = 11.0% are teaching out-of-field

Average Years of Teaching Experience:

- ↑ 12.4 in the South
- 14.5 in the U.S.



TEACHER QUALITY:

Proxy Measures

Despite a rising percentage of teachers who are inexperienced...

16.4%
2019-20

17.6%
2020-21

...and consistently high turnover among teachers with fewer than 5 years' experience...



...the average years of experience is **increasing...**

10.8 years
2019-20

12.4 years
2020-21

...meaning the teacher workforce in the SREB region is getting older

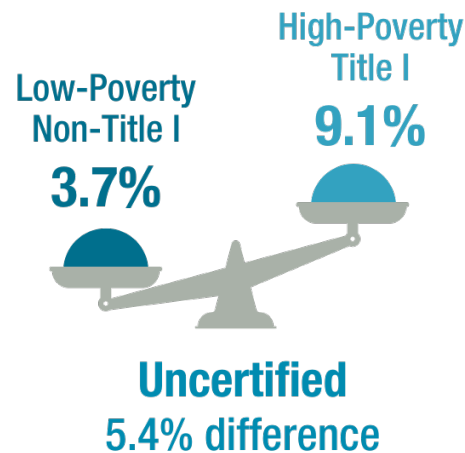
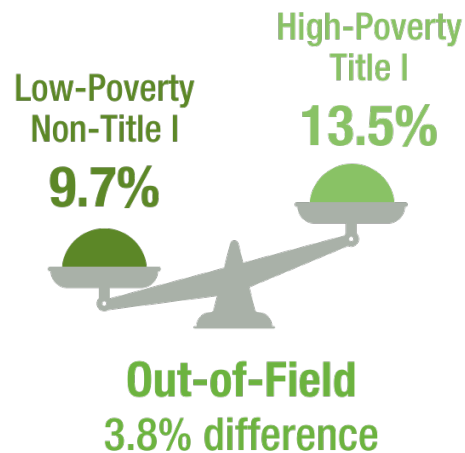
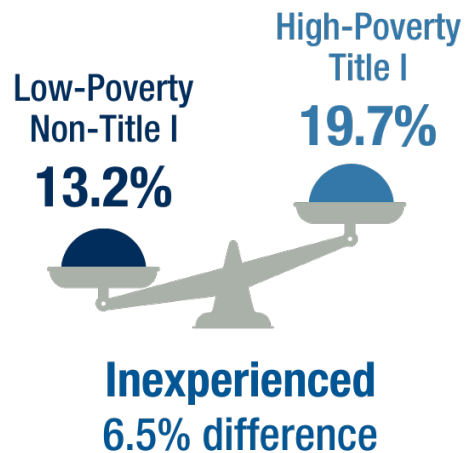


DISTRIBUTION OF TALENT:

Poverty Level

2020-21

High-poverty districts and schools have higher rates of less experienced and less qualified teachers.



In the SREB region, a student attending a high-poverty school is

1.6X MORE LIKELY



to have an inexperienced, out-of-field or uncertified teacher than their peer at a more affluent school.

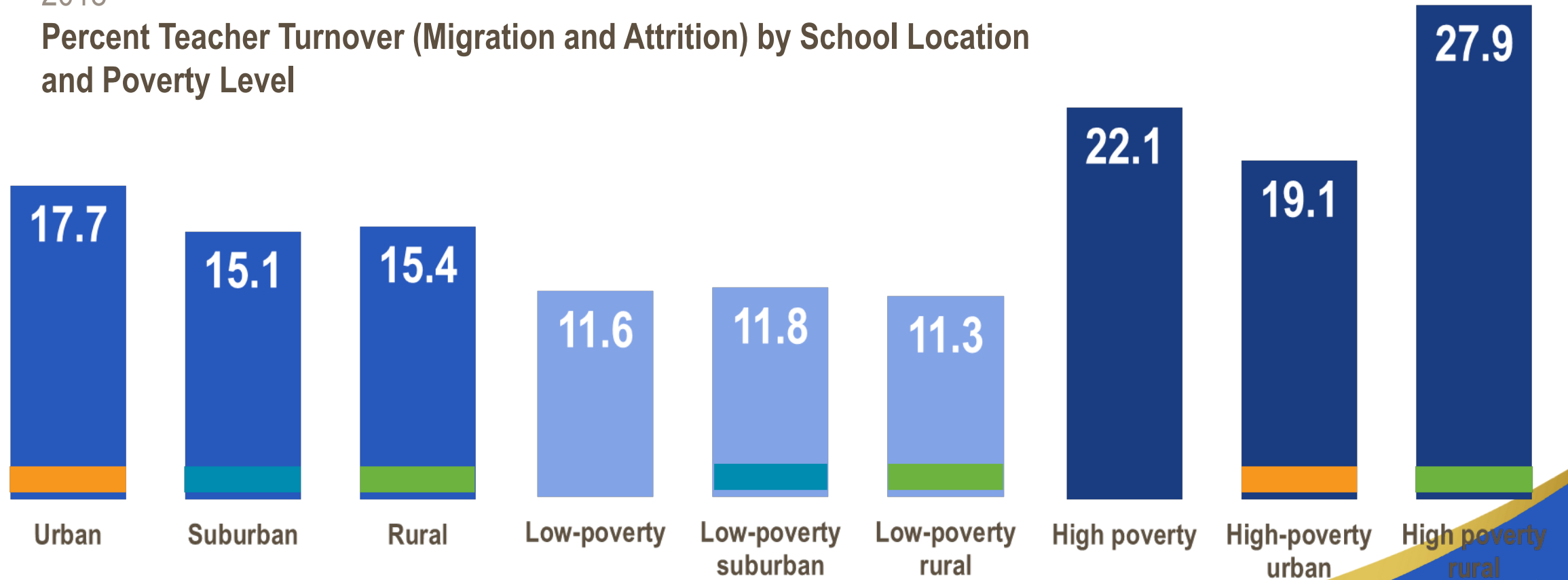


DISTRIBUTION OF TALENT:

Poverty Level

2018

Percent Teacher Turnover (Migration and Attrition) by School Location and Poverty Level



Data Conclusions:



Quantity

Increase the attractiveness of teaching to Gen Z and others who are qualified to fill vacancies
(autonomy, support, compensation)



Demographics

Encourage and support more males and people of color to enter the profession



Quality

Fully prepare and support reaching professional status & continuously support and incentivize collaboration and instructional development

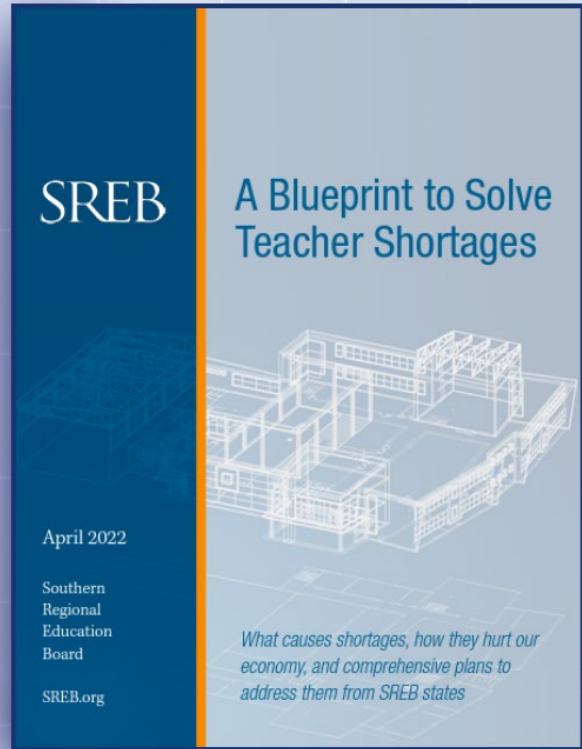


Distribution of Talent

Attract and retain strong leaders and teaching talent, especially in high poverty schools

FUTURE ACTIONS — FINDING A BETTER WAY FORWARD:

A Blueprint to Solve Teacher Shortages



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

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

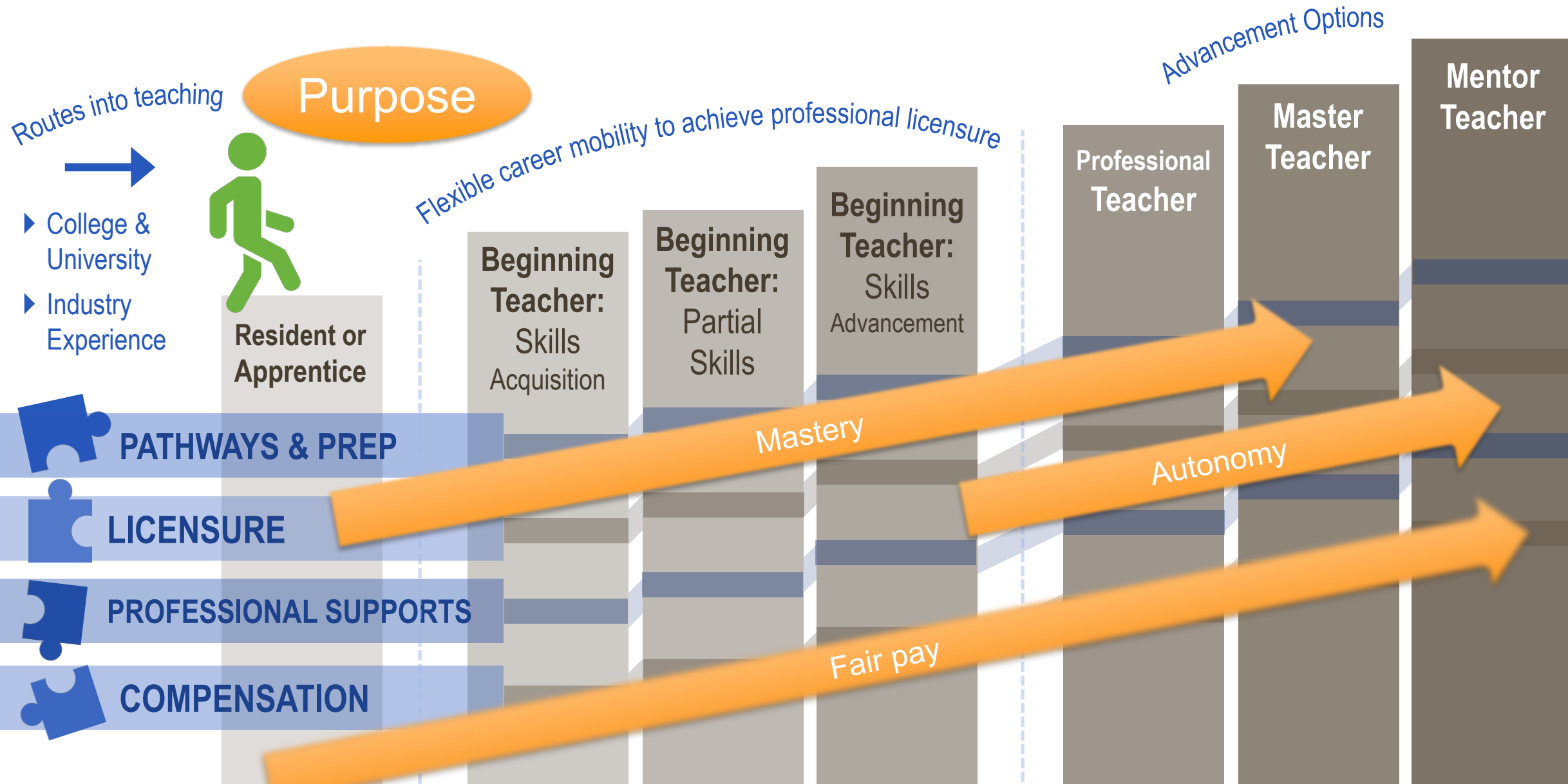
Licensure

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

Compensation

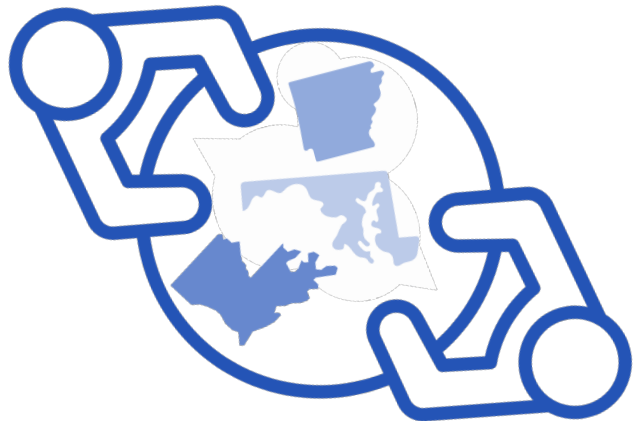
- Salary structures that avoid stagnation and **reward** teachers' skills, knowledge, impact and leadership
- **Health and retirement benefits** that are high-quality and affordable

Align with the Career Continuum



Solutions are only as good as the data

To find the best solutions,
we must intimately know
our problems.



What do leaders in my state need to know about the teaching profession?



What data should my state collect and publish?

FUTURE ACTIONS — FINDING A BETTER WAY FORWARD:

Upcoming Publications

**A Blueprint to Solve Teacher Shortages:
Local Policies for District and School
Leaders**

Teacher Career Pathways

**Recruiting the Next Generation of
Teachers: Challenges and Innovations**

**Teacher Labor Markets Trends Before and
After the COVID-19 Pandemic**

SREB works with states to improve education.

Analyze & Publish

We share promising practices and provide reliable data and research to inform strategy.

Convene & Engage

We help leaders collaborate and share resources.

Support Action

We help policymakers and state agencies navigate policy and practice.



[SREB.org/TeacherWorkforce](https://www.sreb.org/TeacherWorkforce)

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Contact:

Megan.Boren@SREB.org



Southern
Regional
Education
Board

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