

REPORT ON TEACHER WORKFORCE

STATUTORY AUTHORITY:

Section 161.098, RSMo

Consent
Item

Action
Item

Report
Item

PRIORITY AREA

Educator Recruitment & Retention

SUMMARY

Teacher quality is the single most important school-based variable that influences student achievement. Missouri has a teacher workforce of approximately 70,000 teachers who have a significant impact on the overall success of Missouri's students. Due to this significant impact, it is important to regularly review various data in regards to Missouri's teacher workforce to inform policy discussions and decisions.

This presentation will include a review of current data and its implications on the vital work of recruiting and retaining diverse and effective teachers.

PRESENTER

Paul Katnik, Assistant Commissioner, Office of Educator Quality, will participate in the presentation and discussion of this agenda item.



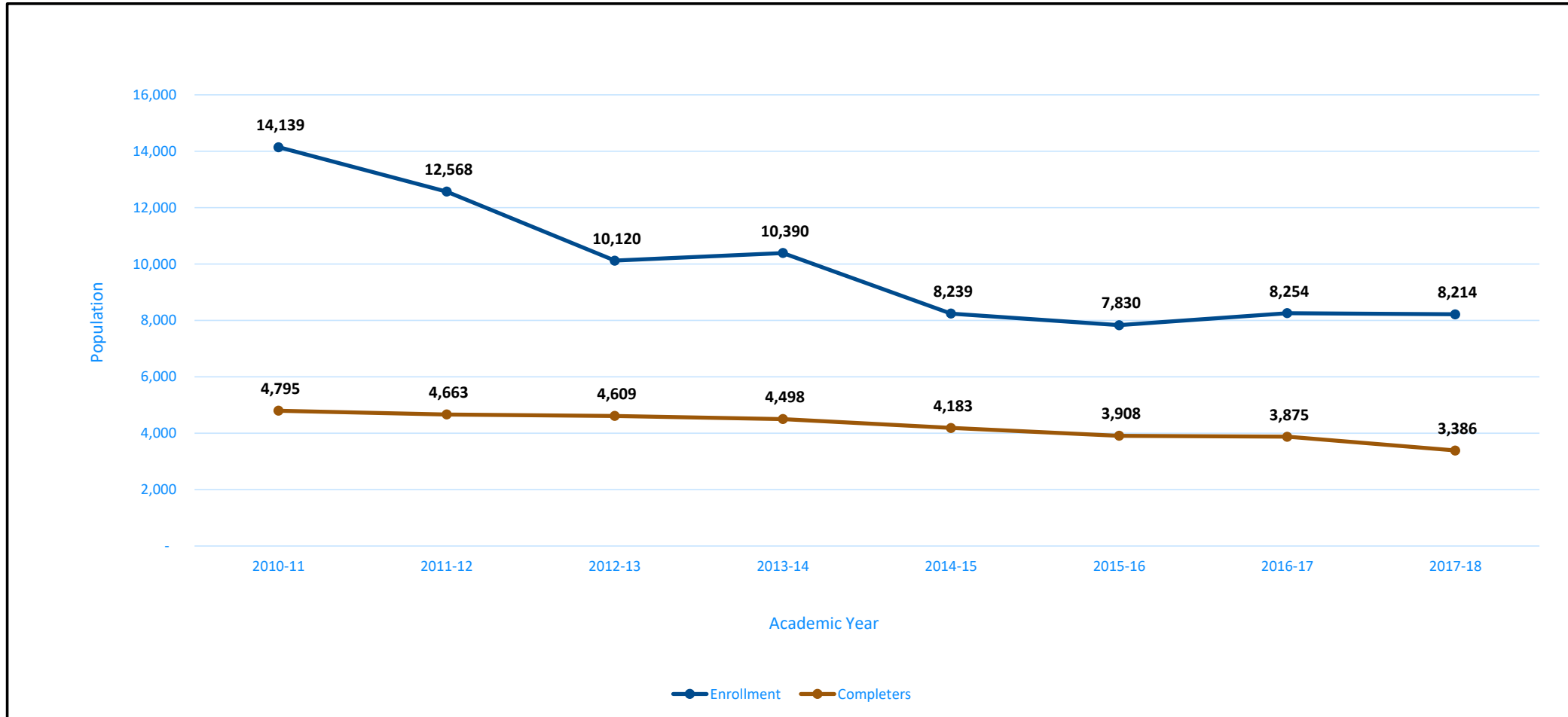
Paul Katnik
Office of Educator Quality

Report on Teacher Workforce

January 12, 2021



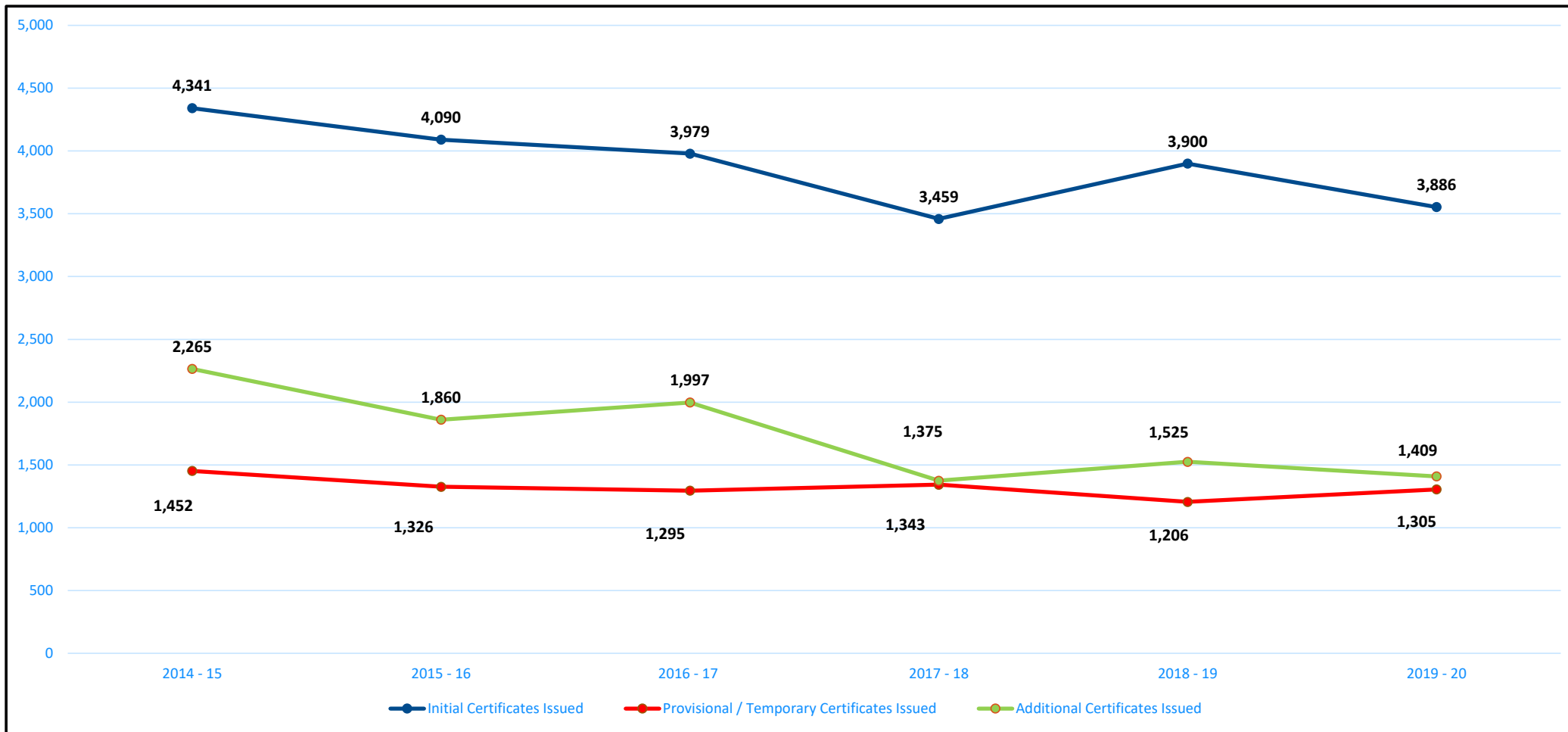
2010 to 2018



* Recruitment and Retention Report 2020

Teacher Certificates Issued

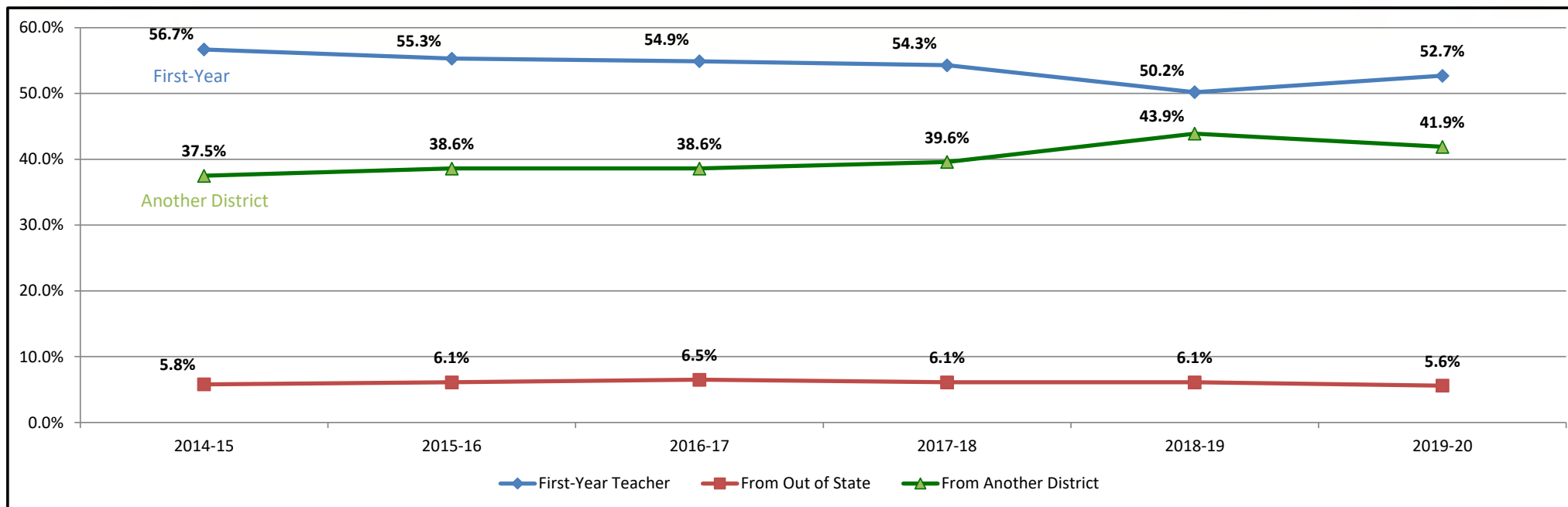
2014 to 2020



* Recruitment and Retention Report 2020

District New Hires

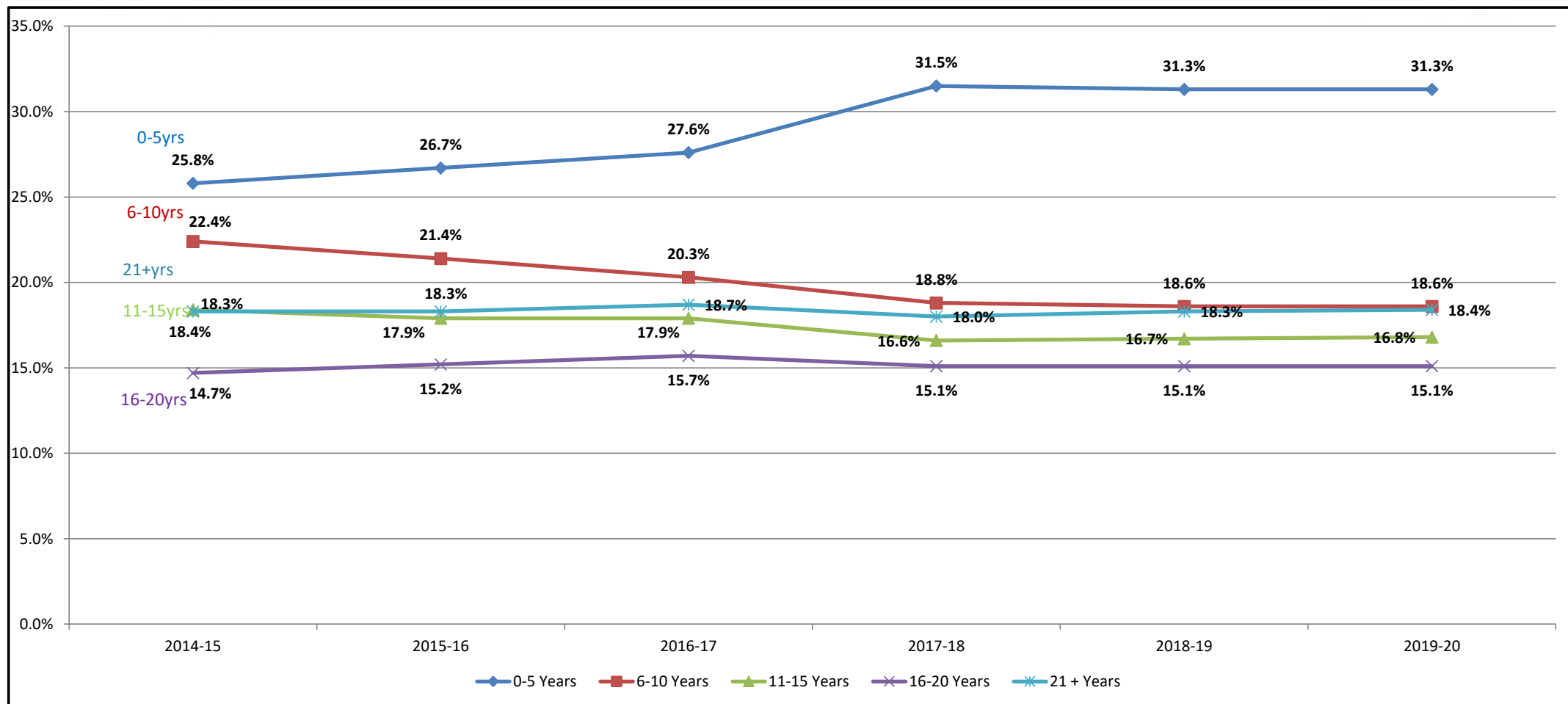
2014 to 2020



Hiring & Retention Rates 2014 – 2020						
School Year	2014 - 15	2015 - 16	2016 - 17	2017 - 18	2018 - 19	2019 - 20
Total Teachers	69,859	69,683	70,220	70,575	70,233	71,142
District New Hires	7,840	7,714	7,987	7,587	8,020	8,072
Teacher Hiring Rate	11.2%	11.1%	11.4%	10.8%	11.4%	11.4%
Overall Teacher Retention Rate	86.5%	86.6%	86.3%	83.6%	86.3%	86.4%

Teachers' Years of Experience

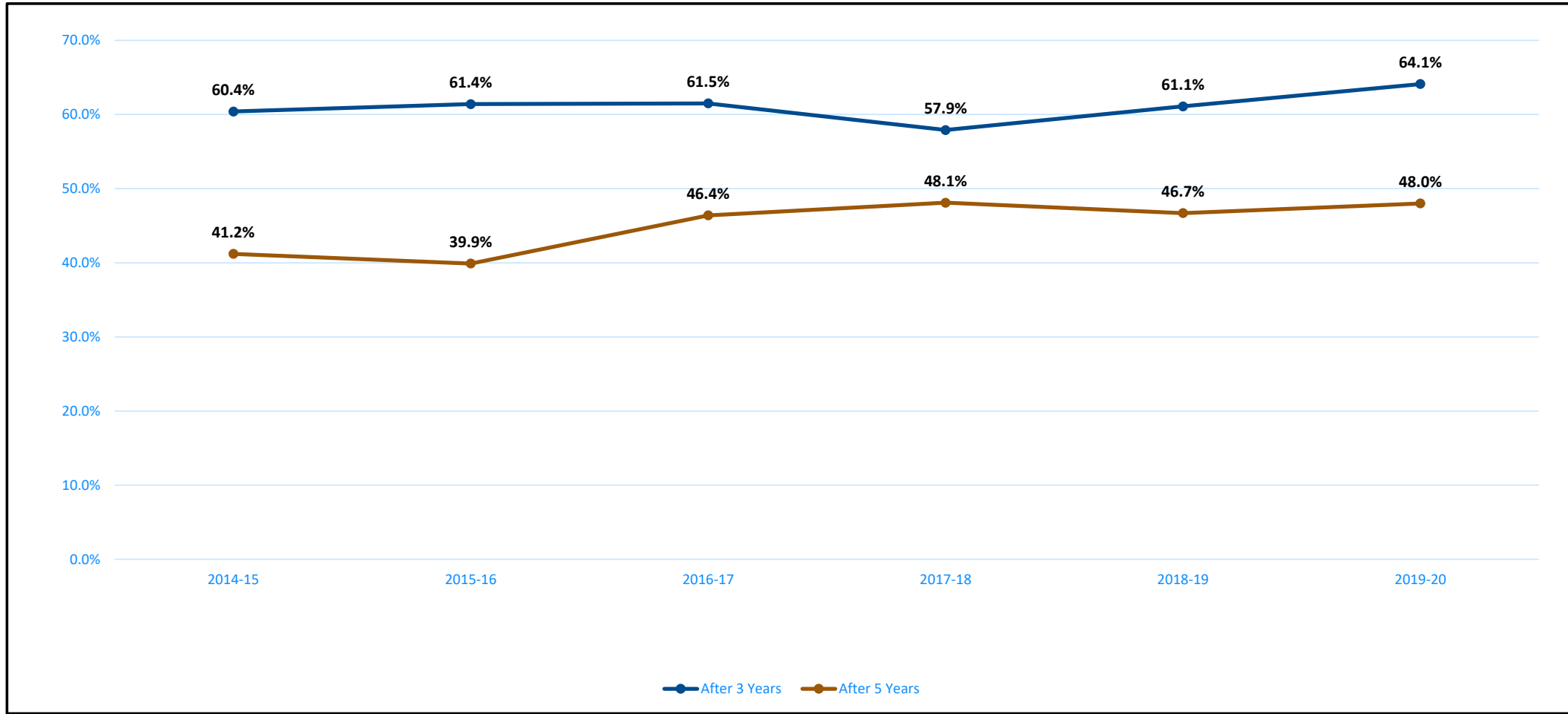
2014 to 2020



* Recruitment and Retention Report 2020

Teacher Retention

2014 to 2020



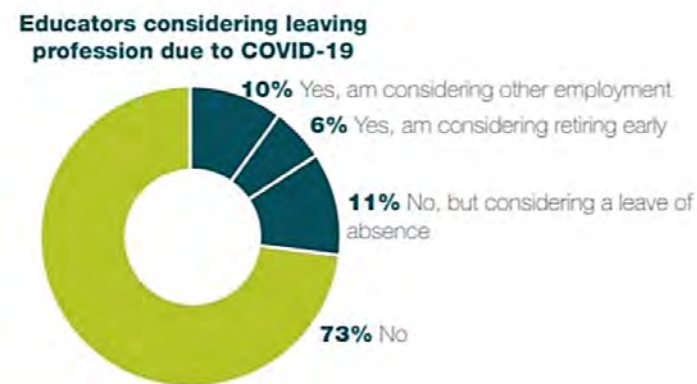
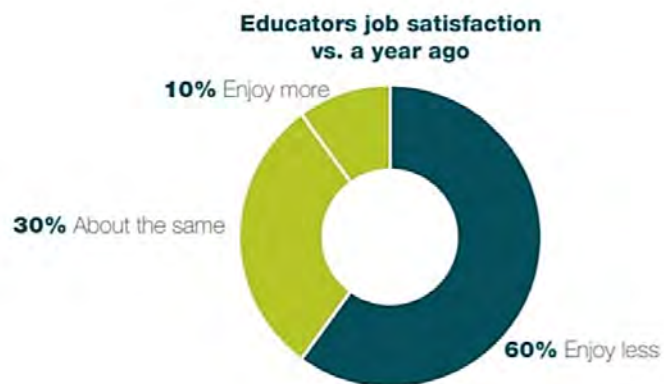
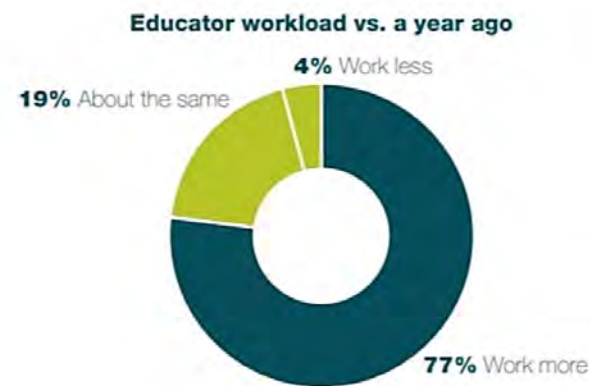
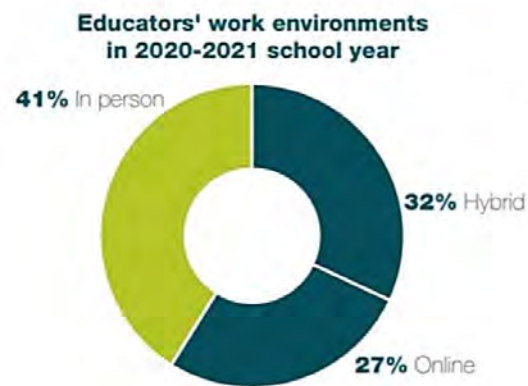
* Recruitment and Retention Report 2020

Teacher Shortage

Less-than-fully qualified by content area

Subject Area	FTE Unqualified	Shortage Indicator by Total FTE
MILD/MODERATE CROSS CATEGORICAL K-12	671.16	0.95%
ELEMENTARY EDUCATION 1-6	471.35	0.67%
EARLY CHILDHOOD SPECIAL EDUCATION B-3	363.32	0.51%
EARLY CHILDHOOD EDUCATION B-3	316.72	0.45%
PHYSICS 9-12	255.57	0.36%
BIOLOGY 9-12	179.18	0.25%
MATHEMATICS 5-9	170.75	0.24%
GENERAL SCIENCE 5-9	165.83	0.23%
LANGUAGE ARTS 5-9	147.69	0.21%
MATHEMATICS 9-12	136.81	0.19%

N = 1,240 U.S. educators

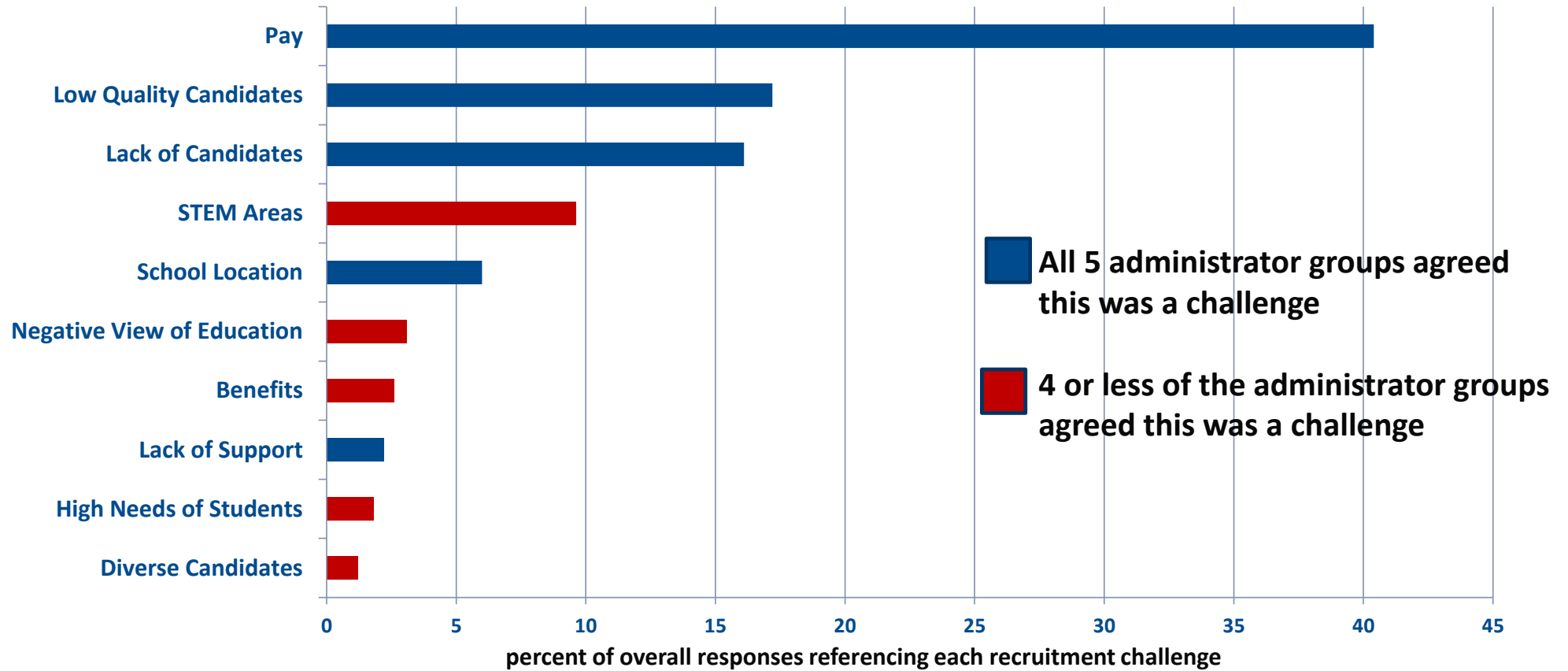


27% of teachers are considering quitting because of COVID, survey finds. Hess, 2020, www.CNBC.com

Challenges RECRUITING Teachers

Administrator perceptions

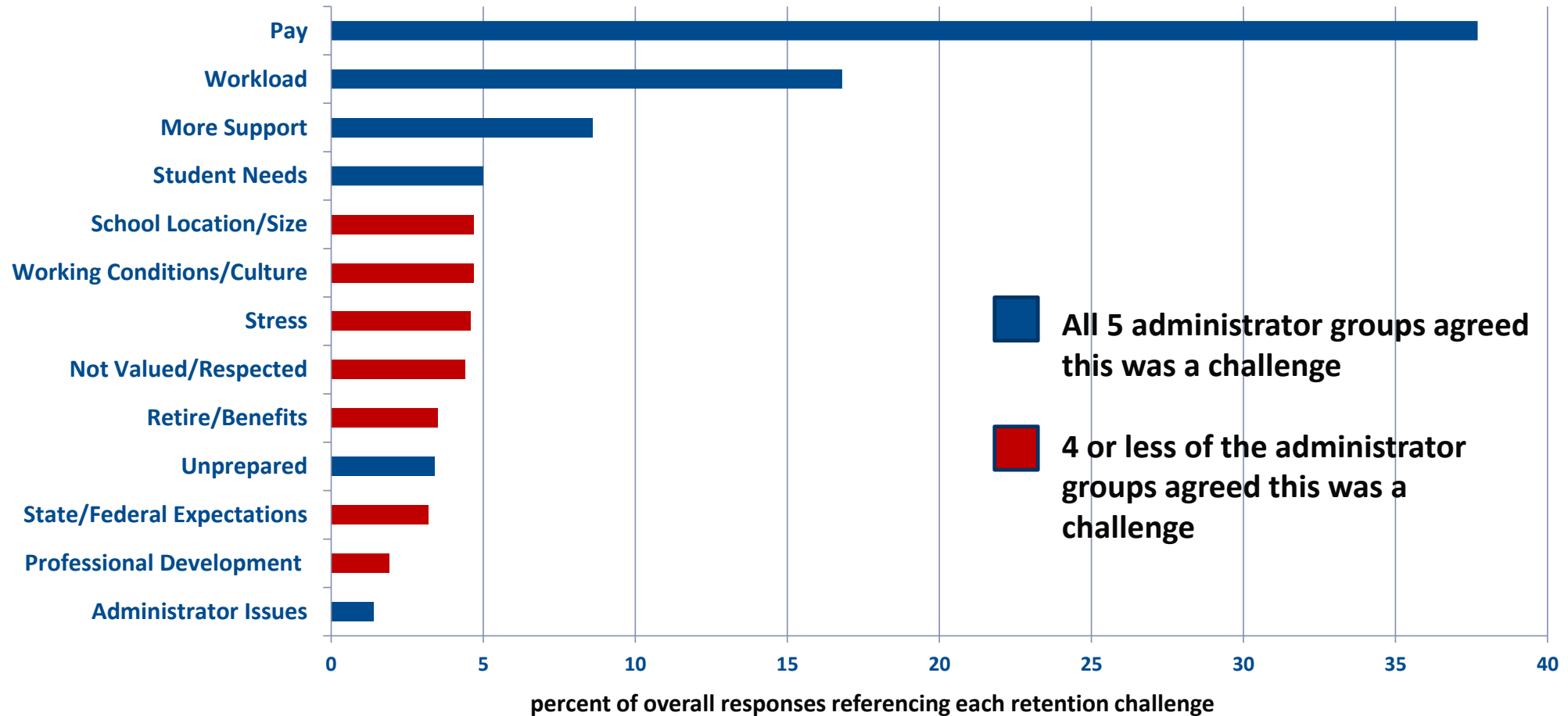
Superintendents, HR Directors, Principals, Special Education Directors, Charter School Leaders (N=754)



Challenges RETAINING Teachers

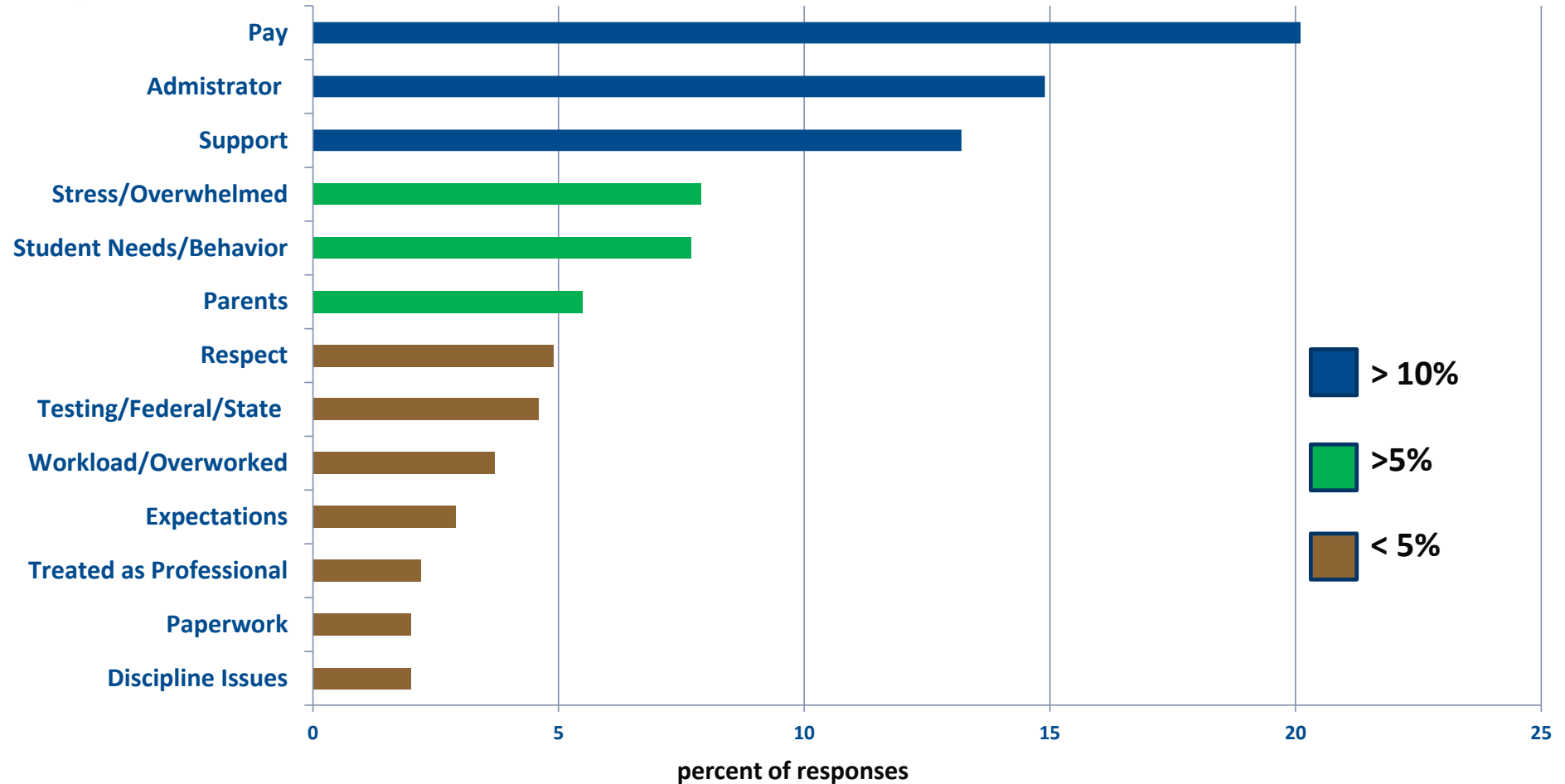
Administrator perceptions

Superintendents, HR Directors, Principals, Special Education Directors, Charter School Leaders (N=754)



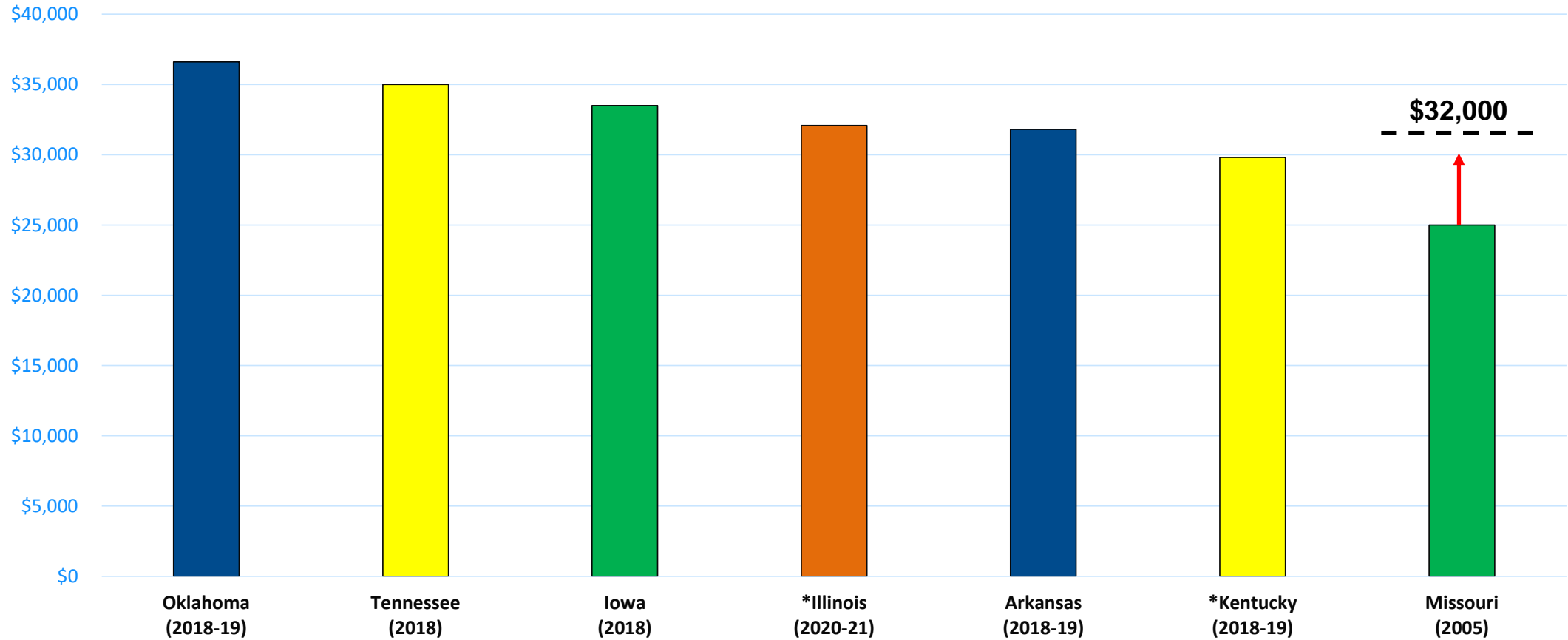
Teacher Responses (N=5,782)

#1 reason why you considered leaving the teaching profession



Starting Teacher Salary

Missouri v Border States



Illinois: \$40,000 (2023-24)

Kentucky: Rank III schools



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