

Teacher Recruitment and Retention

SW MASA

February 2020





Teacher Workforce Data



Part I

Current Teacher Workforce Data

Teacher Preparation in Missouri



Item	2015-16	2016-17	Change
Total Completers	3,908	3,868	-1.0%
Total Enrollment	7,830	8,265	+5.6%
Male Enrollment	1,716	1,719	+0.1%
Female Enrollment	5,823	6,307	+8.3%
Traditional programs	782	766	-2.0%
Alternative (*IHE-based)	176	127	-27.8%
Alternative (non-*IHE)	58	63	+8.6%
Total Preparation Programs	1,016	956	-5.9%

*IHE – Institutions of Higher Education

Missouri's Title II Report, October 2018

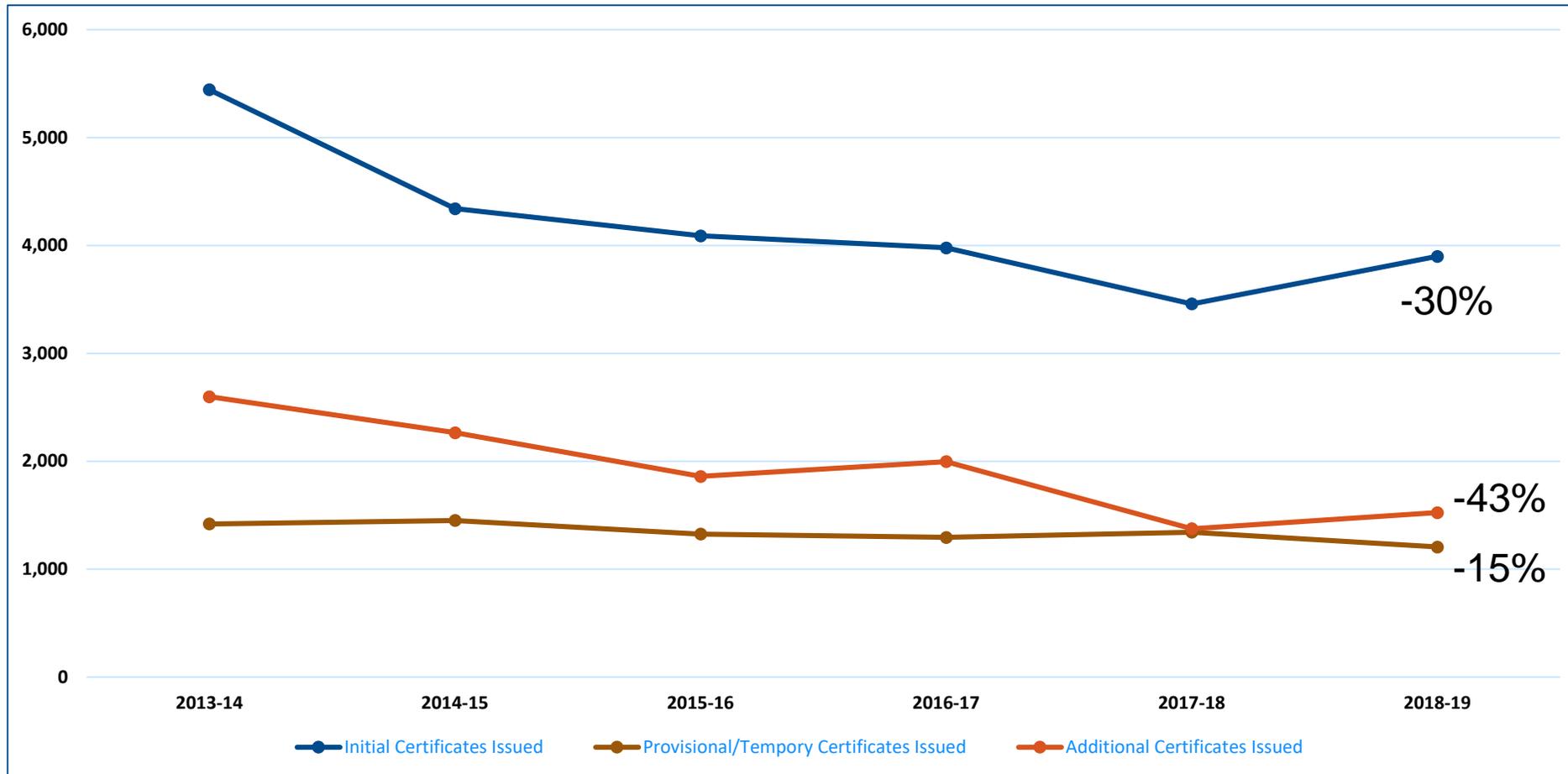
Teacher Preparation in Missouri



Item	2015-16	2016-17	2017-18	Change
Total Completers	3,908	3,868	3,028	-21.7%
Total Enrollment	7,830	8,265	8,214	-0.6%
Male Enrollment	1,716	1,719	1,782	+3.7%
Female Enrollment	5,823	6,307	6,244	-1.0%
Traditional programs	782	766	766	----
Alternative (*IHE-based)	176	127	138	+8.7%
Alternative (non-*IHE)	58	63	54	-5.7%
Total Preparation Programs	1,016	956	958	+0.2%

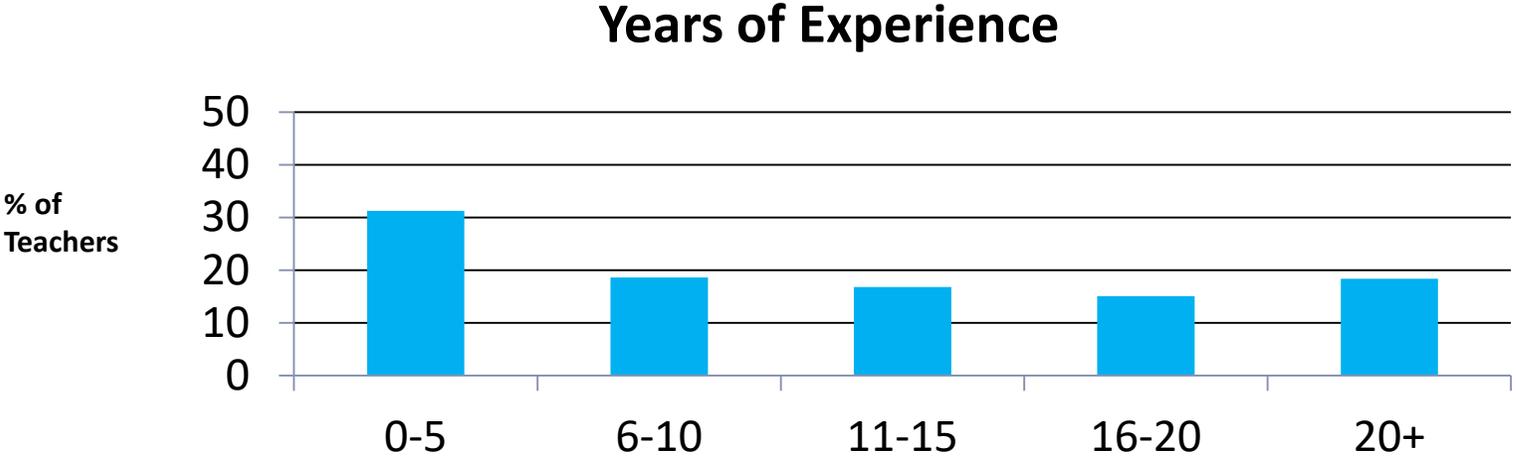
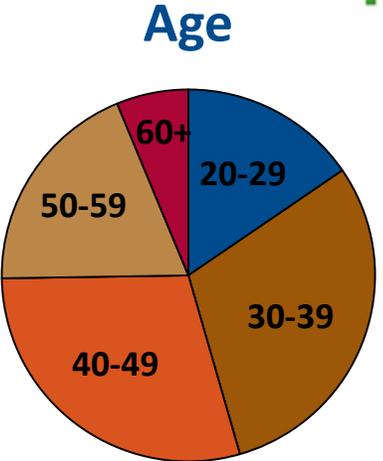
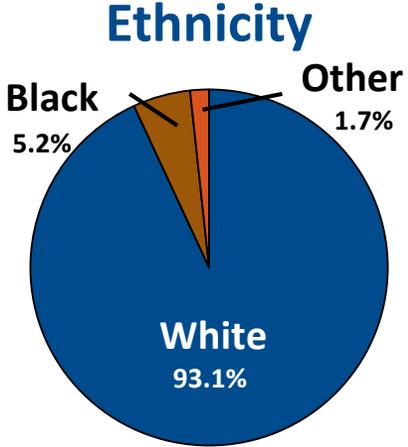
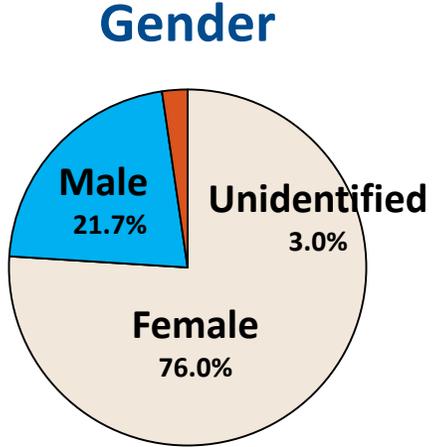
Trend Data: Certificates Issued

2013-14 to 2018-19



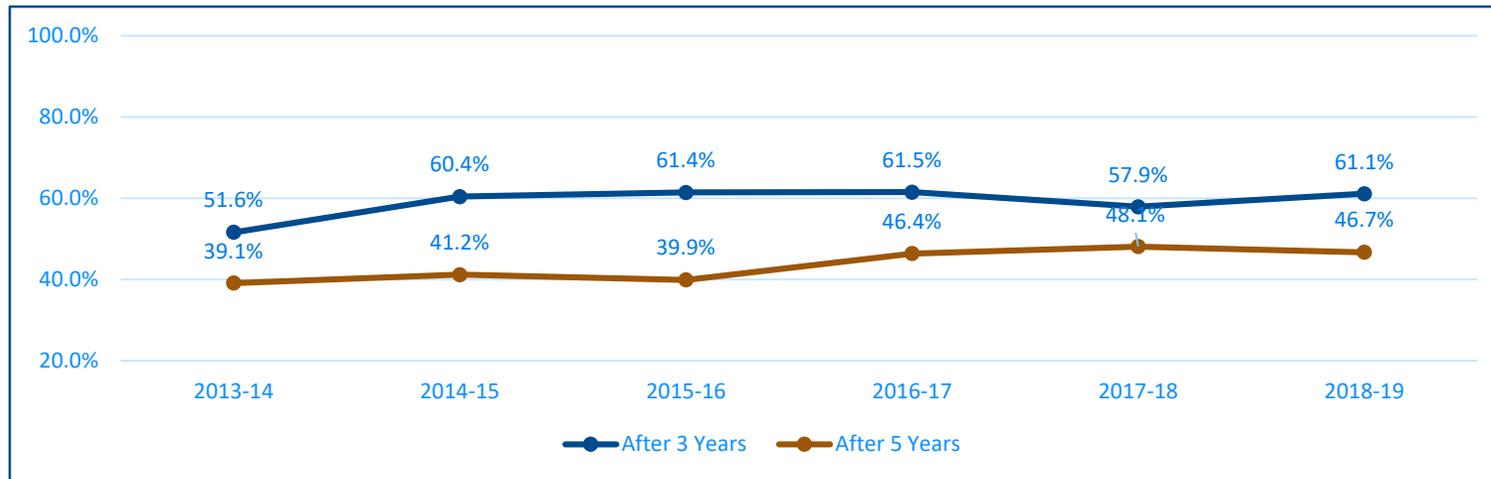
* Recruitment and Retention Report 2019

The Missouri Teacher



* Recruitment and Retention Report 2019

Trend Data: Retention Rates of Teachers



District New Hires						
	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
Total Teachers	69,025	69,407	69,859	69,683	70,220	70,575
District New Hires	7,377	7,745	7,840	7,714	7,986	7,587
First-Year Teachers	59.0%	58.1%	56.7%	55.3%	54.0%	54.3%
Another District	36.0%	36.5%	37.5%	38.6%	39.4%	39.6%
Out-of-state	5.0%	5.4%	5.8%	6.1%	6.6%	6.1%
Overall Retention Rate	86.8%	86.5%	86.5%	86.6%	86.3%	86.9%



Teacher Workforce Data



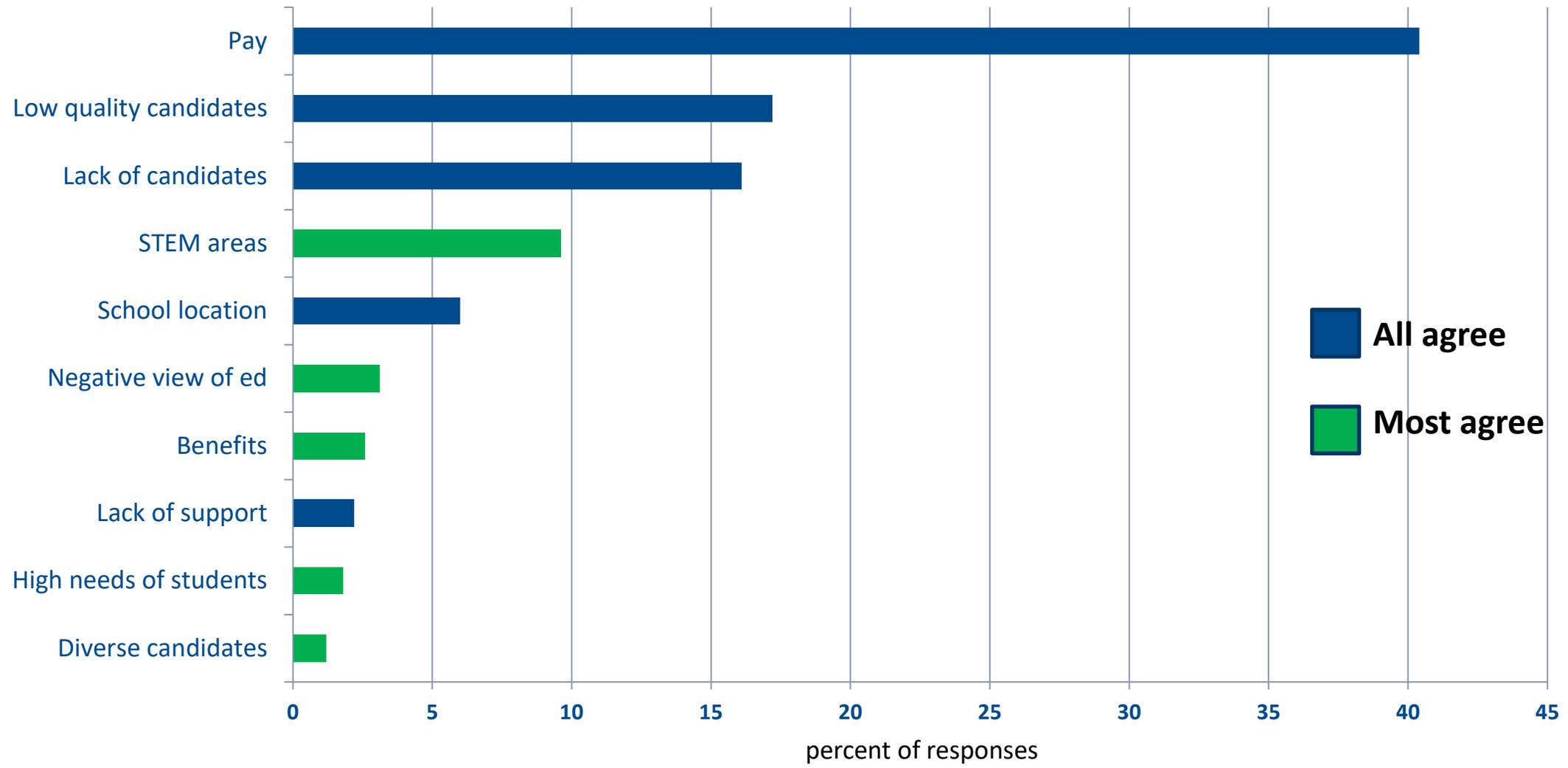
Part II

Recruitment and Retention

Data

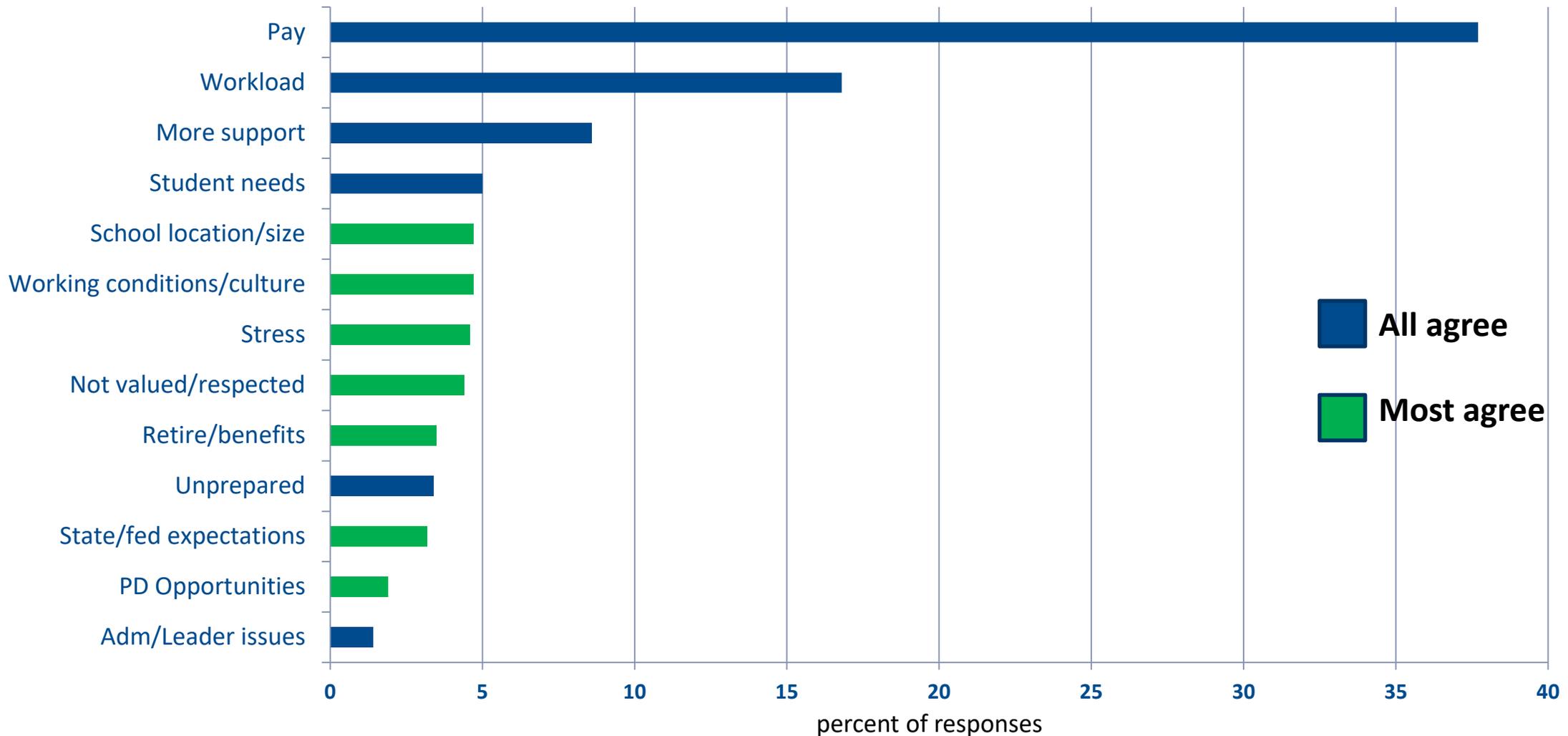
Challenges RECRUITING high quality teachers

(N = 754 administrators)

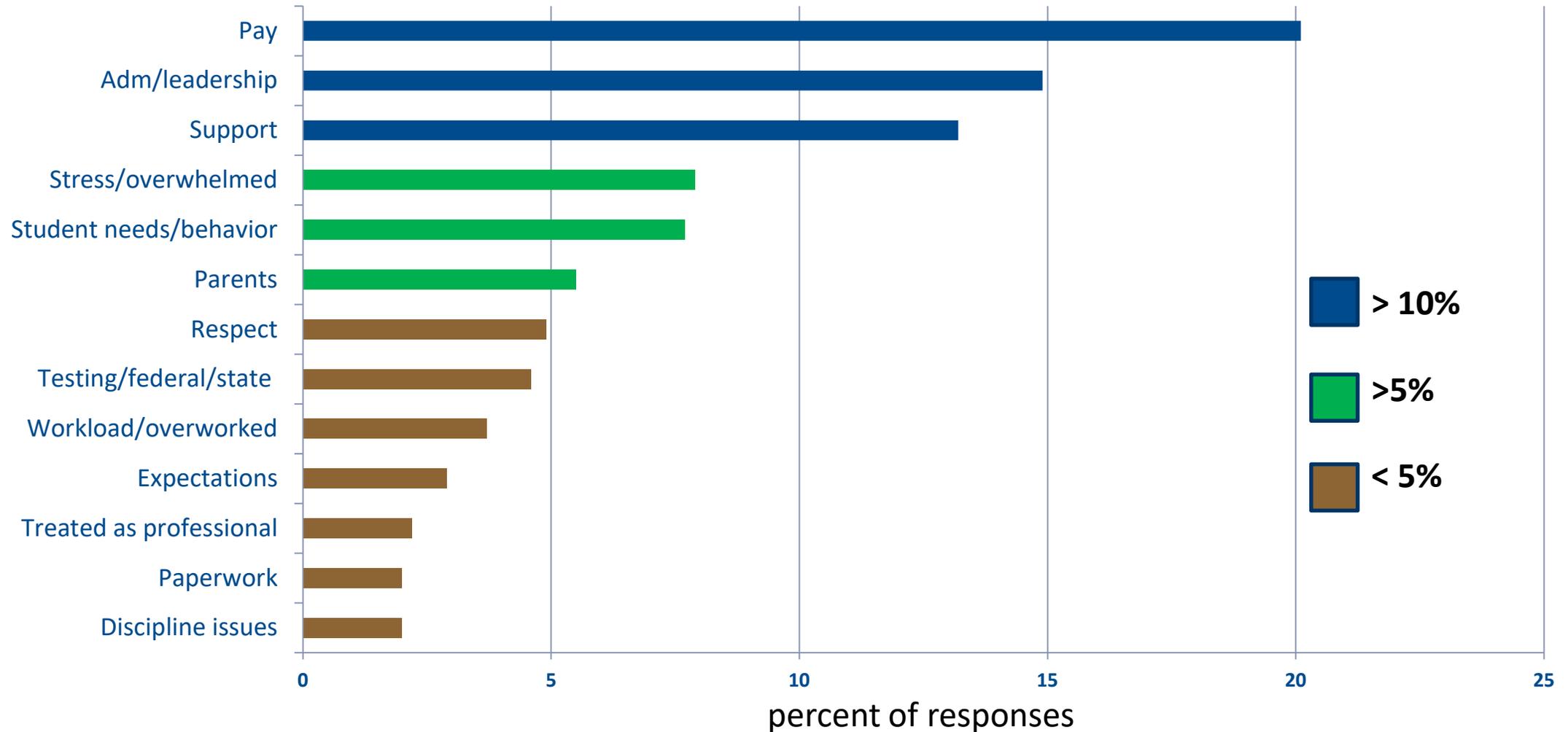


Challenges RETAINING high quality teachers

(N = 754 administrators)

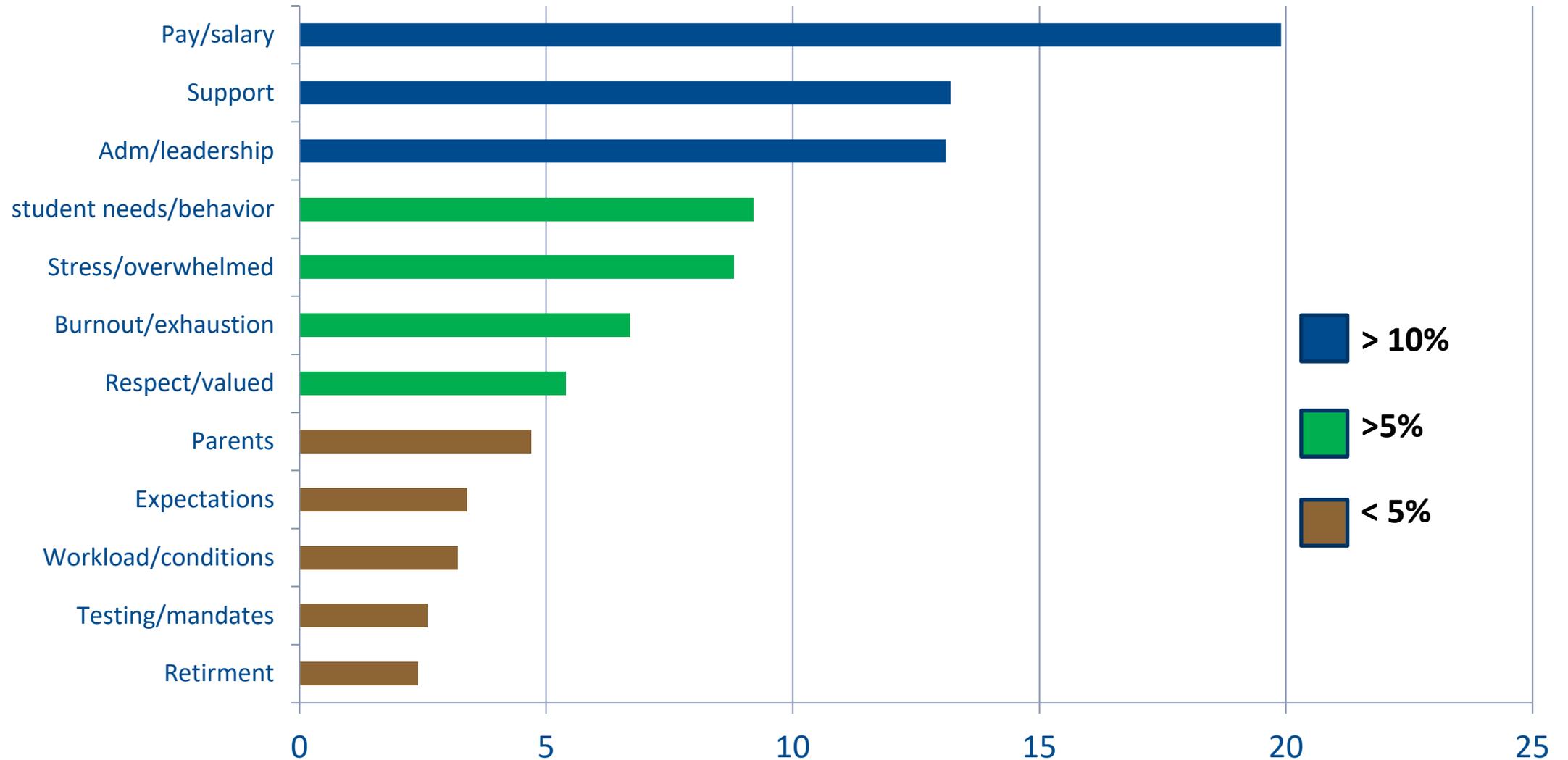


#1 reason you considered leaving the teaching profession (N=6,000 teachers)



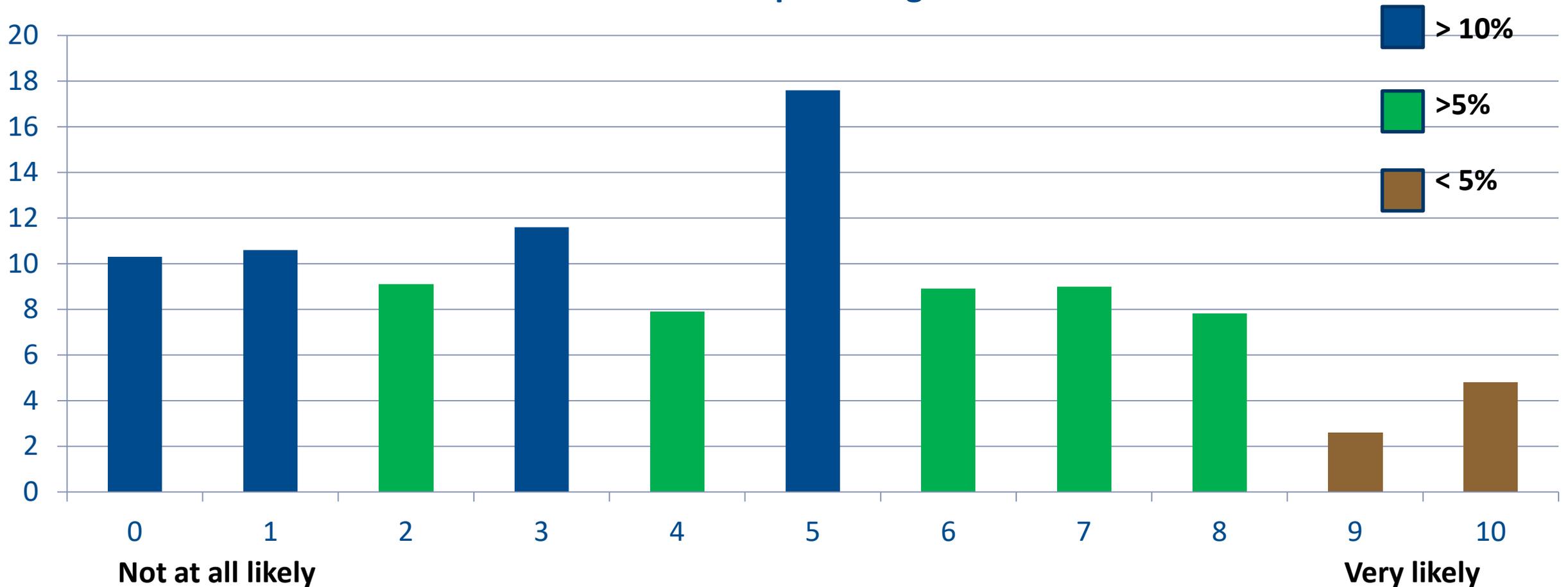
What was the main reason for this teacher leaving the teaching profession?

N = 6,000 teachers



On a scale of 0-10, would you recommend the teaching profession to your child or a friend's child?

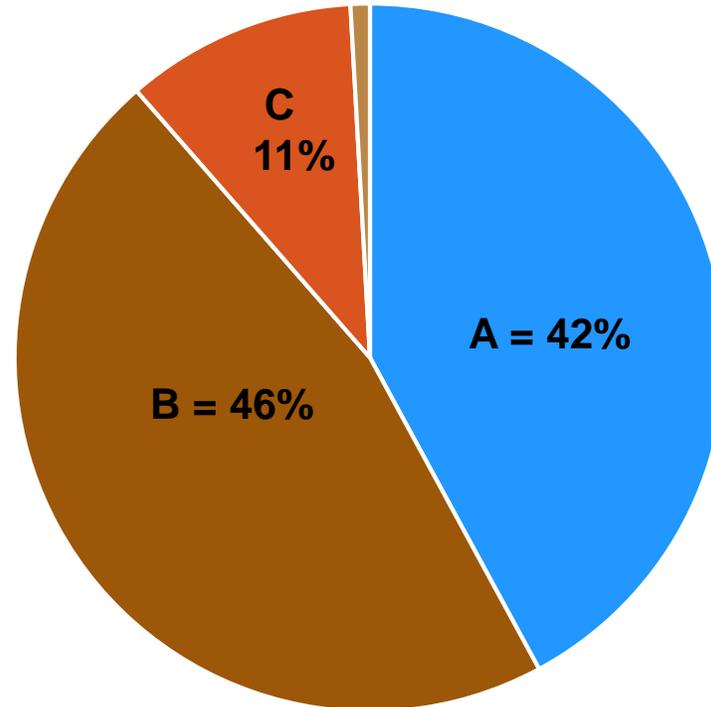
Percent per rating



Parent Surveys

93% of parents have confidence in teachers providing high quality learning for the students in the schools in their community

What grade would you give the public schools in your community?

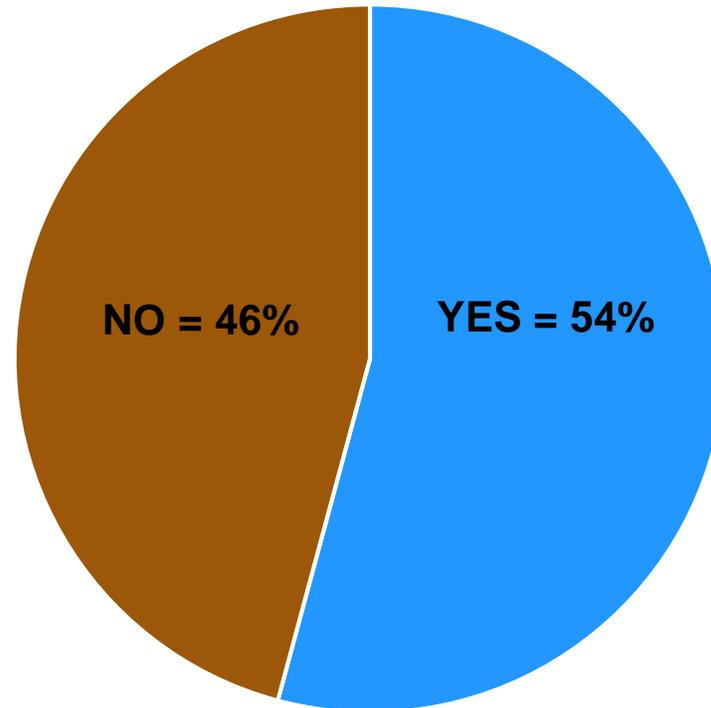


■ A - Excellent ■ B ■ C ■ D ■ F - Poor

Parent Surveys

Would you want your child to become a public school teacher?

Percent of Responses

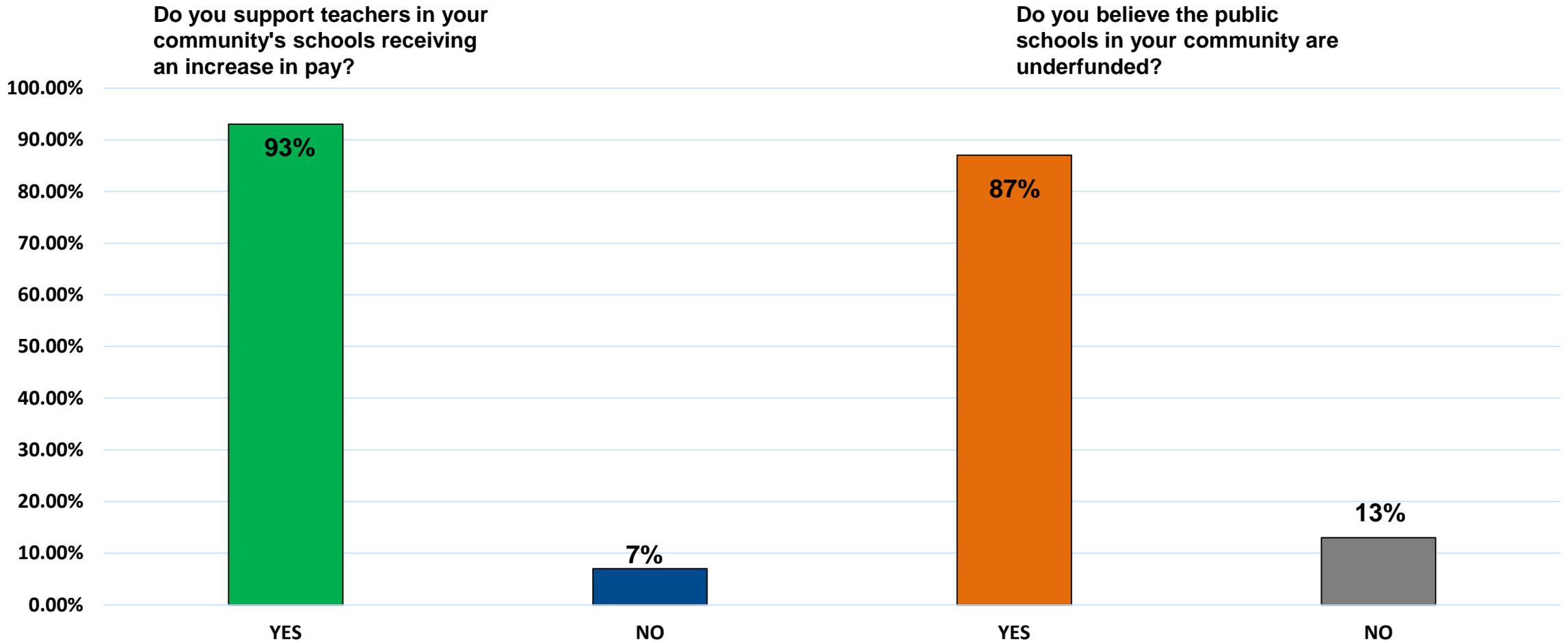


■ Yes ■ No

Parent Surveys

MSBA / MO PTA

N = 228

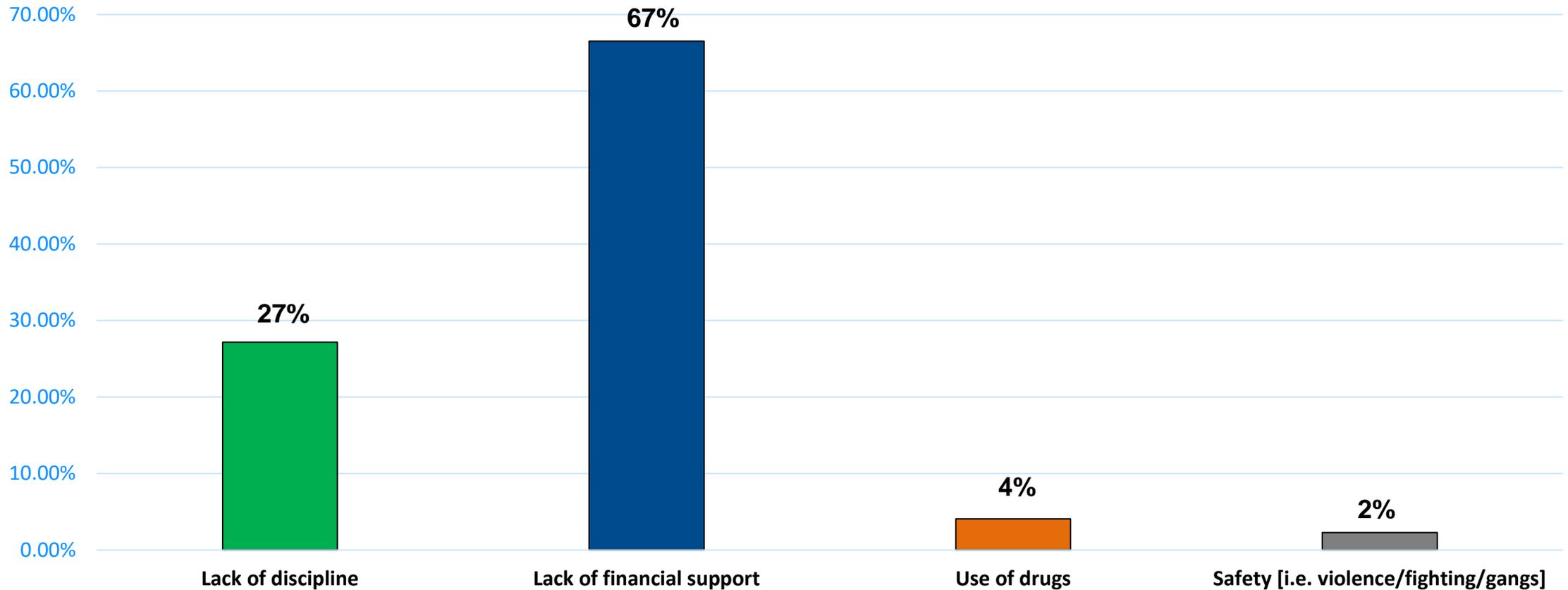


Parent Surveys

MSBA / MO PTA

N = 228

Biggest Problems Facing the Public Schools in your Community



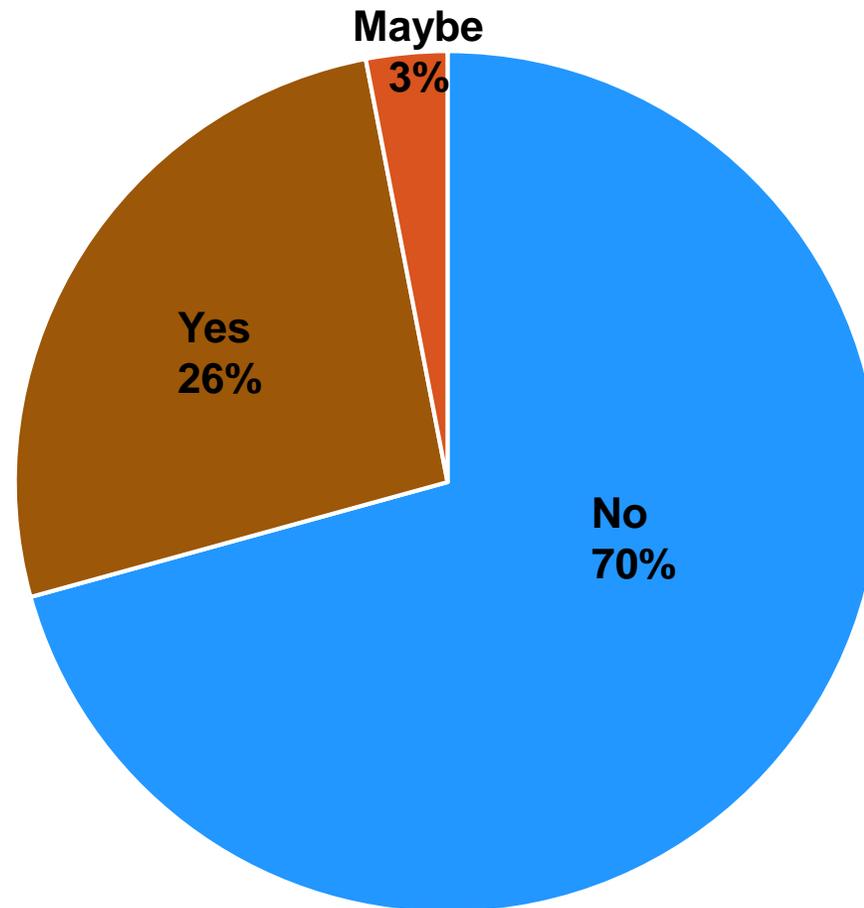
Student Surveys

N = 800 (grades 2-12)

- Are you interested in pursuing teaching as a future career? Why or why not?
- Has teaching been presented as a career option to you during any point of your time in school?
- Do the teachers you have seem satisfied/happy with their job? Why or why not?
- What would make the teaching profession more attractive or enticing to you?
- Are there programs or courses in your school that a person who wants to teach could be involved in? If so, what are they?
- Would your parents want you to be a teacher? Why or why not?
- What is the biggest problem facing your school?
- Do you think your school has everything it needs to support your learning?

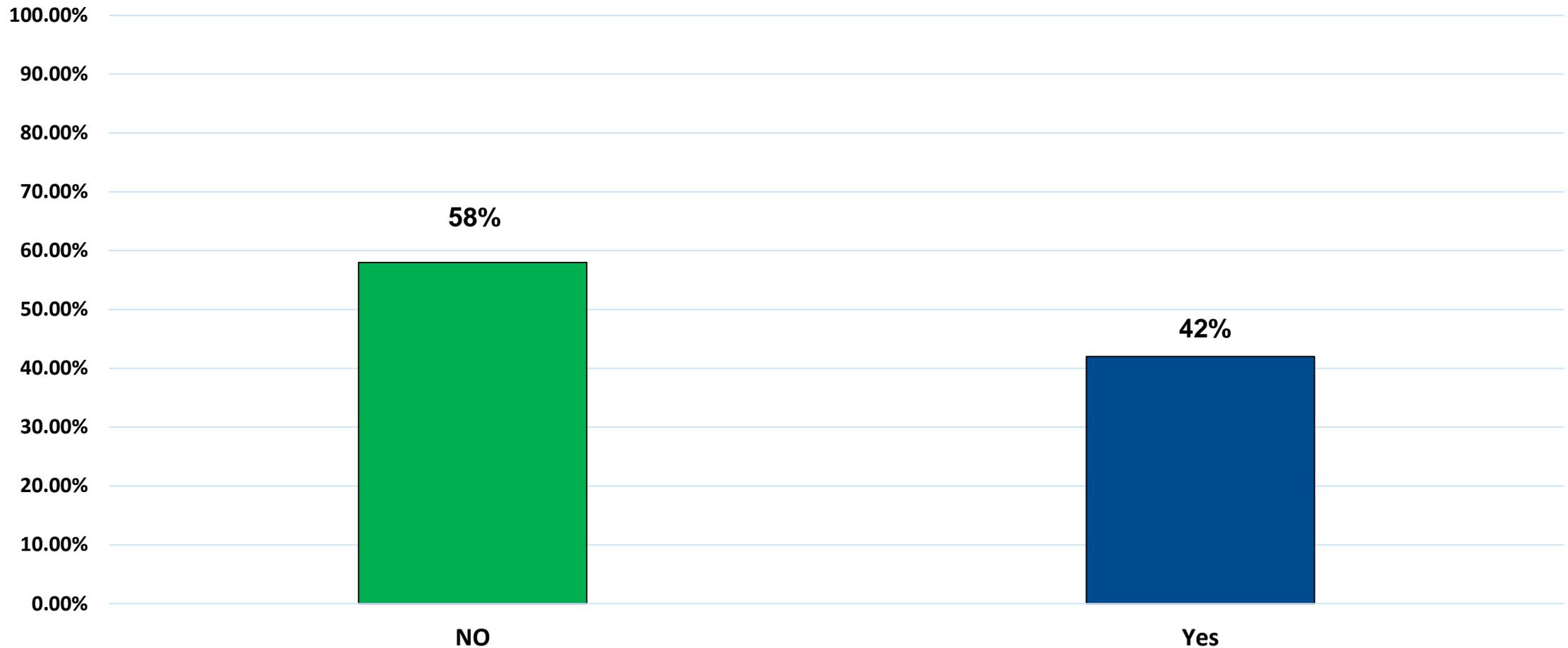
Student Surveys

Are you interested in pursuing teaching as a future career?



Student Surveys

Has teaching been presented as a career option to you during any point of your time in school?



Student Surveys

What would make the teaching profession more attractive or enticing to you?

- Better pay
- More prestige
- More freedom with curriculum
- Better behaved kids/less disrespect
- Less outside work
- If teachers would make their job seem fun

Student Surveys

Would your parents want you to be a teacher? Why or why not?

- “Would support me but would not encourage me to teach.”
- “They’d rather me do a career with more money.”
- “No—too much loan debt, and I wouldn’t make enough money to pay them back.”
- Some kids had parents as teachers and said they didn’t want them to teach.

Student Surveys

What is the biggest problem facing your school?

- Student disrespect of teachers
- Students have aggressive/poor behavior and aren't disciplined
- Drugs/Vaping
- Bullying

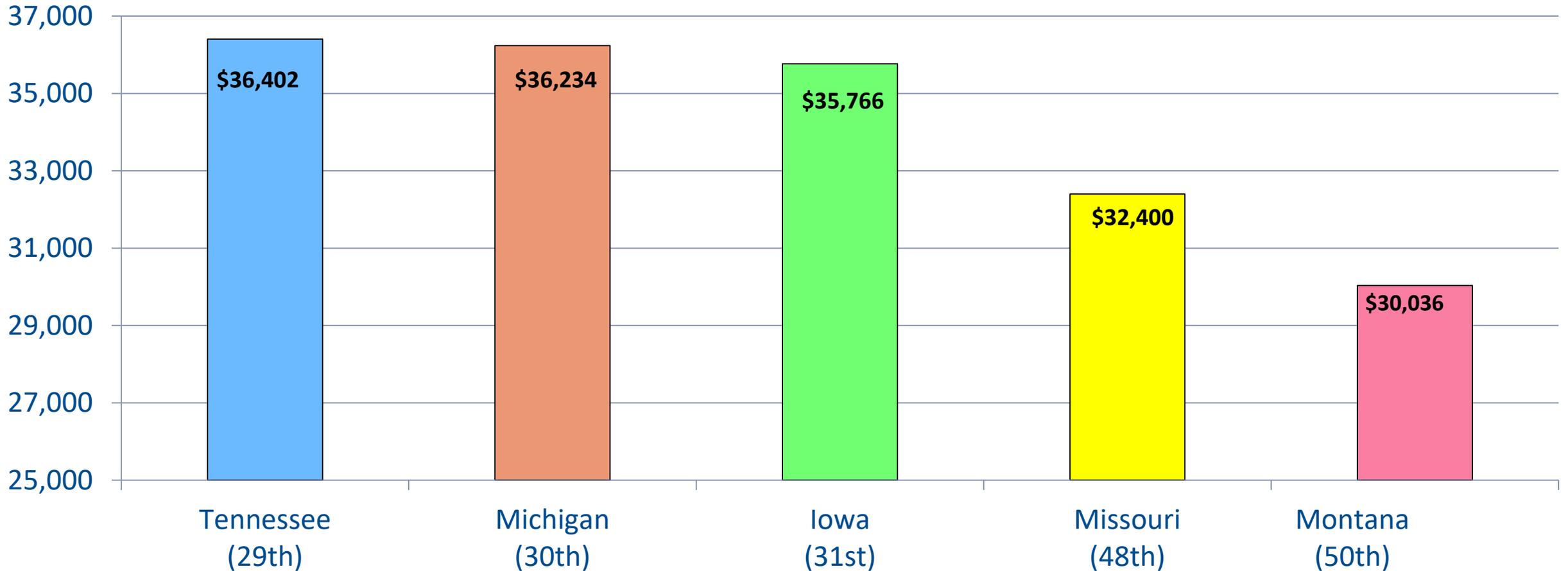
Student Survey Data

Teacher Reflection: *What information from the students' responses do you think is most important for further consideration and discussion?*

- Teachers need to talk about teaching as a career
- Lack of teaching programs in schools
- Many kids are frustrated by the behavior of their peers and lack of discipline from teachers/admin
- Most kids believed teachers should make more money
- We need to find a way to increase teacher morale
- Mental health issues teachers are dealing with needs to be addressed

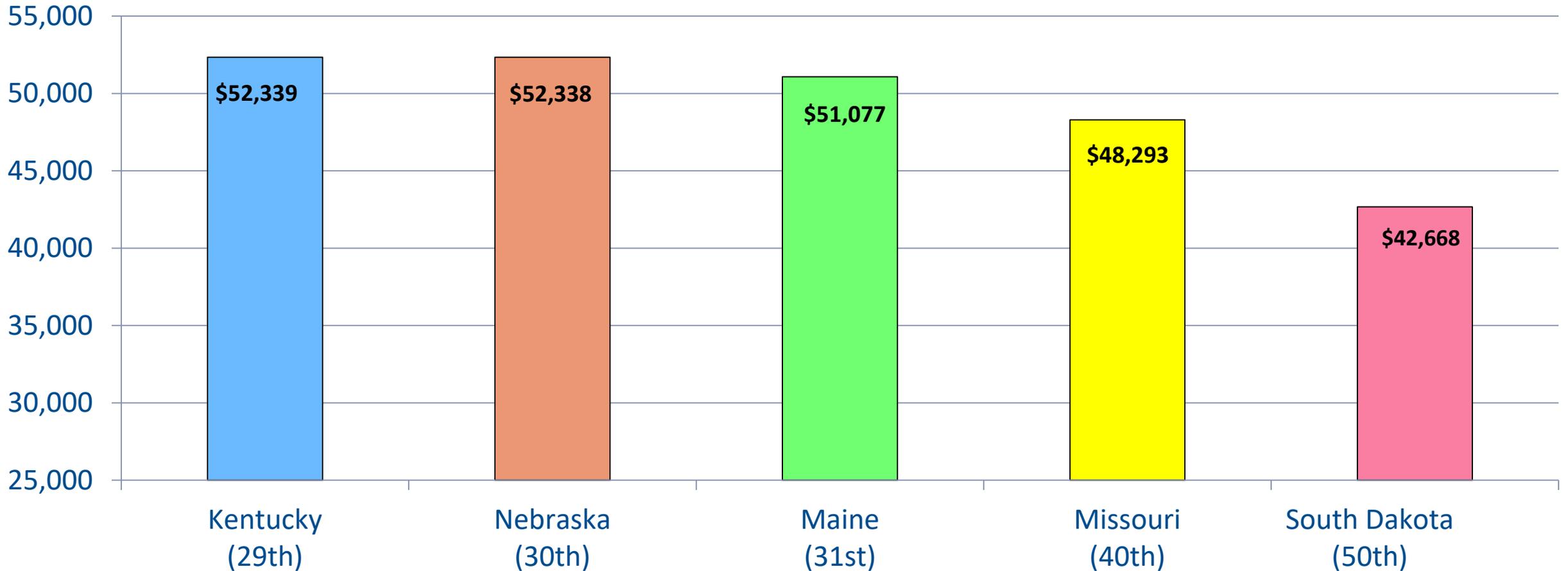
Missouri Ranking 48th

Average Starting Salary



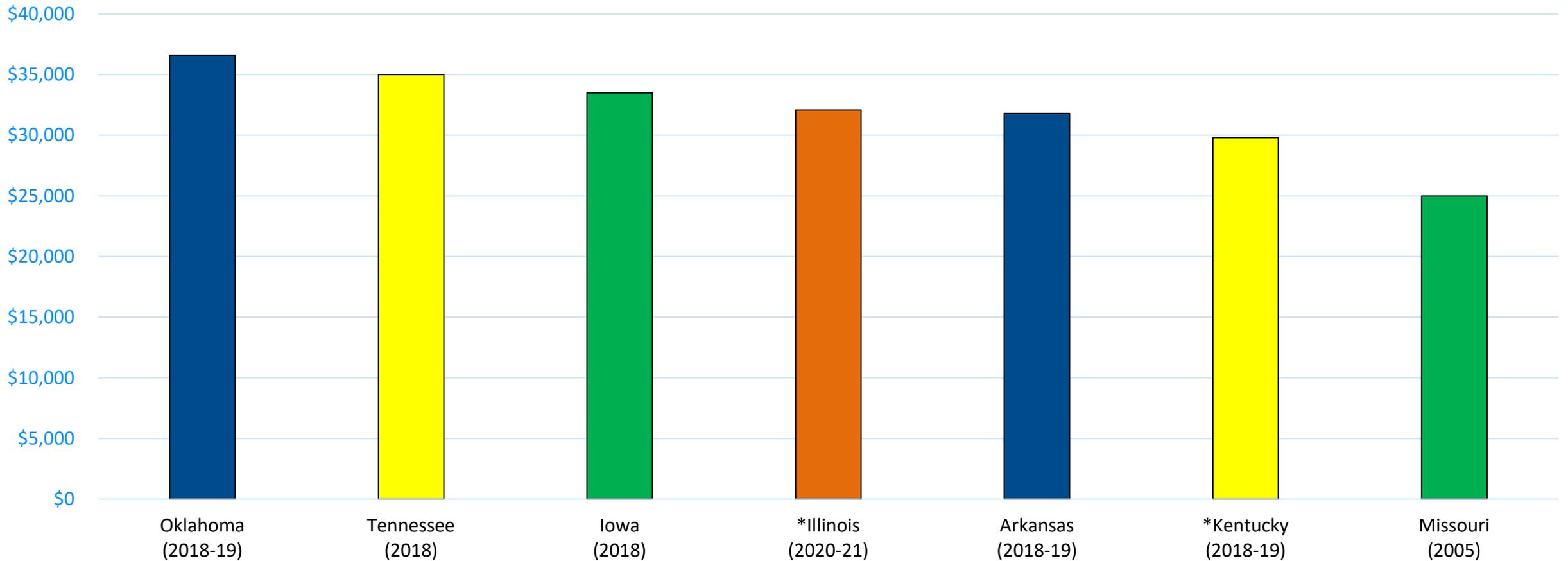
Missouri Ranking 40th

Average Salary



Minimum Teacher Salary

No minimum salary: Kansas and Nebraska



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

Kentucky: Rank III schools

State Ranking of Comparable Salaries

- Missouri (49th) -30.6% less than other workers (teachers \$32,226/others \$46,460)
 - D.C. (50th)
 - CO (51st)
- Oklahoma (41st) -27.6%
- Illinois (40th) -27.1%
- Nebraska (36th) -26.2%
- Kansas (25th) -21.0%
- Arkansas (18th) -19.8%
- Iowa (16th) -19.7%
- Tennessee (12th) – 16.5%
- Kentucky (9th) 14.9%

Sources

- U.S. News, "[Education Rankings](#)"
- National Education Association, "[2017–2018 Average Starting Teacher Salaries by State](#)"
- Bureau of Labor Statistics, "[Occupational Employment Statistics: May 2018 Occupational Profiles](#)"

<https://www.business.org/hr/employees/best-us-states-for-teachers/>



Teacher Workforce Data



Part III

Outreach Plan

Recommendations

Outreach Plan

Phase 1: Gather and analyze data

- ✓ Administrator data May 2019
- ✓ Teacher data May 2019
- ✓ Focus group (urban, rural, higher education) data July 2019
- ✓ Parent data October 2019
- ✓ Student data October 2019

Phase 2: Engage key stakeholders to formulate strategies

- ✓ Identify themes and challenges October 2019
- ✓ Engage with teachers and key stakeholders October 2019
- ✓ Summarize feedback into recommendations November-December 2019

Phase 3: Implement strategies and monitor progress

- ✓ Report recommendations to the State Board of Education January 2020
- Implement strategies (by March 2020)
- Monitor and Adjust (ongoing)

Missouri Teacher Table

October 29-30, 2019

- Over 30 participants
- 18 Teachers (51%)
 - Rural, suburban, urban
 - Elementary, middle school, high school
 - All regions of the state
- 17 Stakeholders (49%)
 - Professional associations
 - Focus group representatives
 - Business

Overview

- **3 Recommendations for Recruitment**
- **3 Recommendations for Retention**
 - **Twenty-six(26) strategies**
 - Includes several benchmarks leading to outputs
 - List individuals responsible
 - Includes metrics and target dates
 - **Ninety(90) action steps**
 - Timeline over the next 2 years
- **Teacher Salary Proposal**

Recruitment Recommendations

*Develop and implement a **Public Relations Plan** to increase teacher recruitment*

1. Promotional videos
2. Public Service Announcements
3. Counselors promote the profession
4. TOY finalists present at universities
5. Regional TOYs visit with legislators

Recruitment Recommendations

*Expand and refine the **Grow Your Own Campaign** to increase teacher recruitment*

1. Partnerships with Future Teachers of America and Educators Rising
2. Grow Your Own Start-Up Grants
3. Expanded participation in regions with few programs
4. Incentives for GYO programs

Recruitment Recommendations

*Implement strategies that **Provide Incentives and Reduce Barriers** to increase teacher recruitment*

1. Extended A+ Program for education candidates
2. Increased loan forgiveness options
3. Certification Revisions
4. Innovation and Equity fund

Retention Recommendations

Expand Leadership and Professional Learning Opportunities to increase teacher recruitment

1. High quality professional learning opportunities
2. MLDS program for all principals
3. Master teacher certificate
4. Mentoring and induction for all new teachers
5. Innovation and Equity fund

Retention Recommendations

*Implement innovative **School and District Accountability** measures to increase teacher retention*

1. School accountability indicators support growth
2. Evaluation of time, attention and preparation towards student testing
3. Revised accreditation and testing systems

Retention Recommendations

Improve Culture and Climate in schools to increase teacher retention

1. Statewide climate and culture survey
2. Key positions dedicated to mental health
3. Clinical experience for mental health professionals
4. Guidelines for individual and collaborative planning time

Teacher Salary Proposal

- **Adequacy Target**
 - Increase salary of all teachers
 - Increase the minimum teacher salary requirement
 - Adjust all teachers to earn the new minimum
- **Equity Target**
 - Innovation and Equity Fund

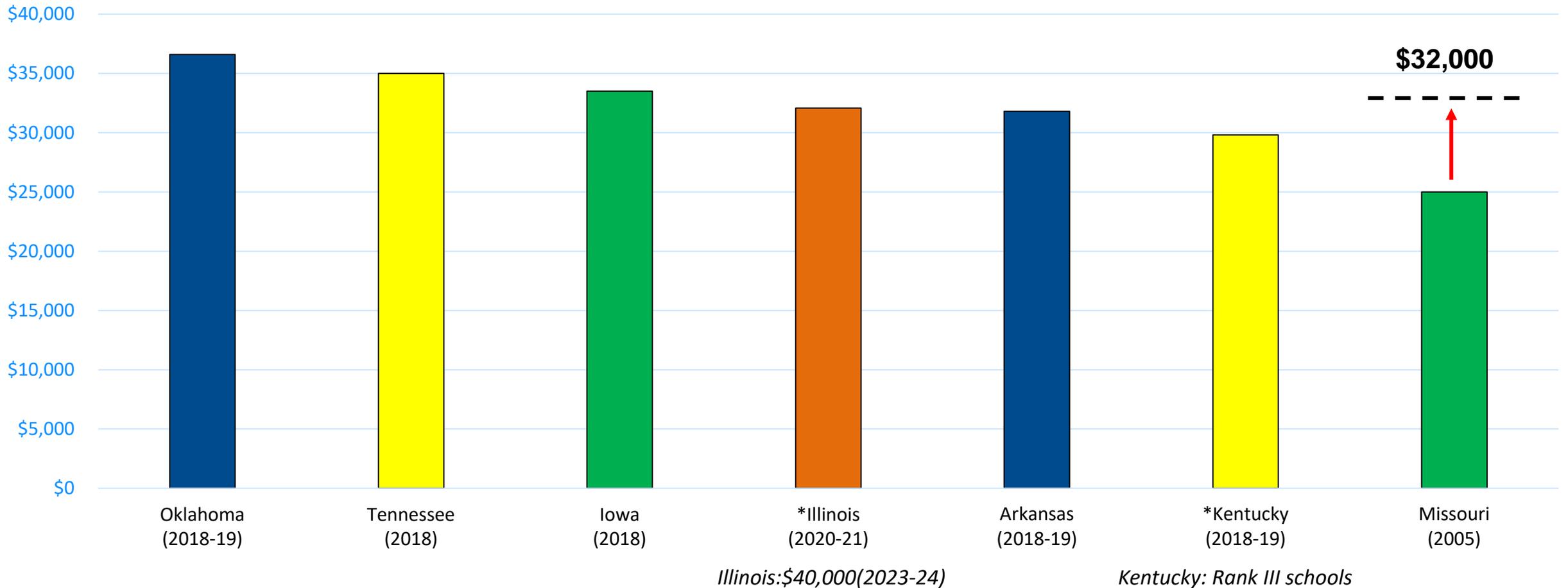
Teacher Salary Proposal

- Adequacy Target
 - Increase salary for all teachers

Total Number of Teachers	Salary Increase per teacher	Estimated Total Cost Includes both salary and benefits
Option 1 (preferred)		
70,433	\$4,000	\$322,583,140
Option 2		
70,433	\$3,000	\$241,937,355
Option 3		
70,433	\$2,000	\$161,291,570

Teacher Salary Proposal

Increase the minimum teacher salary requirement to \$32,000



Teacher Salary Proposal

- Adequacy Target
 - Adjust all teachers to earn the new minimum

Salary Increase for all Teachers	Number of Teachers still making less than \$32,000 after the increase	Total Cost Raise all teacher salaries to \$32,000
Option 1 (preferred)		
\$4,000	246	\$277,675
Option 2		
\$3,000	483	\$658,043
Option 3		
\$2,000	816	\$1,321,893

Teacher Salary Proposal

Adequacy Target Summary Chart

Total cost for salary increase for all teachers	Adjustment to remaining teachers to minimum \$32,000	Total Cost increase for all + minimum from \$25,000 to \$32,000	Average teacher salary per year (average \$ and % increase)	* Approximate national ranking
Option 1				
\$322,583,140 <small>(\$4,000 X 70,433 teachers)</small>	\$277,675	\$322,860,815	\$54,126 <small>(\$4,822 / 9.7%)</small>	26
Option 2				
\$241,937,355 <small>(\$3,000 X 70,433 teachers)</small>	\$658,043	\$242,595,398	\$53,142 <small>(\$3,838 / 7.7%)</small>	28
Option 3				
\$161,291,570 <small>(\$2,000 X 70,433 teachers)</small>	\$1,321,893	\$162,613,463	\$52,160 <small>(\$2,856 / 5.7%)</small>	32

Current average teacher salary \$48,293

Teacher Salary Proposal

- Equity Target
 - Innovation and Equity Fund \$75,000,000
 - Incentives for hard-to-staff areas
 - **Content areas:** Special Education, Math, Science, Foreign Language, English as a Second Language (or other areas as declared shortage by the school district or charter school)
 - **Types of schools:** high minority, high poverty and rural schools



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