MISSOURI STATE BOARD OF EDUCATION AGENDA ITEM: REPORT ON TEACHER WORKFORCE IN MISSOURI

STATUTORY AUTHORITY:
Section 161.098, RSMo

☐ Consent Item ☐ Action Item ☒ Report Item

STRATEGIC PRIORITY

Teachers and Leaders – Prepare, develop and support educators to ensure an effective teacher in every classroom and an effective leader in every school.

SUMMARY

This report on the teacher workforce in Missouri includes data from national studies on educator supply and demand. It also includes Missouri-specific data from the Recruitment and Retention Report, the Teacher Shortage Report, certification data, and educator vacancy data.

The purpose of this report is to provide general information to the State Board of Education on various factors that influence supply and demand of teachers in Missouri and the implications for Department initiatives and policy regarding educator certification, preparation, evaluation and equity.

PRESENTER

Paul Katnik, Assistant Commissioner, Office of Educator Quality, will participate in the presentation and discussion of this item.
Why is it important to talk about the Missouri teacher workforce?

Teacher quality has been consistently identified as the **MOST important school-based factor in student achievement.**

~McCaffrey, Lockwood, Koretz, & Hamilton, 2003; Rivkin, Hanushek, & Kain, 2000; Rowan, Correnti & Miller, 2002; Wright, Horn, & Sanders, 1997), and teacher effects on student learning have been found to be cumulative and long-lasting (Kain, 1998; McCaffrey et al., 2003; Mendro, Jordan, Gomez, Anderson, & Bembry, 1998; Rivers, 1999; Sanders & Rivers, 1996.)
Teacher Workforce Data

Part I

A National Perspective
National Headlines for the Teacher Workforce

• Persistent Shortage Areas
• America’s Teachers – Still White and Female
• Evaluation System Revisions Alone Don’t Improve Learning
• Teachers’ Pension Debt is a Growing National Crisis
• Teachers Run for Public Office in Record Numbers
• Teachers Do Not Want to be Armed
• Teacher Walkouts in Six States
• Teachers Dissatisfaction with Salaries

The Teaching Profession in 2018, Madeline Will, EdWeek, December 2018
Teacher Shortage Areas by Content

Number of States with this Shortage Area

What kind of Teachers are in Highest Demand, All Education Schools.com, June 2018
The Nation’s Teacher Workforce

Views of public school teaching

Would you like to have your child take up teaching in the public schools?

- Yes: 46%
- No: 54%

Do you have trust and confidence in public school teachers?

- Yes: 61%
- No: 39%

Would you like your child to become a teacher?

- Percentages over time showing fluctuations

Source: PDK International

Slide updated January 7, 2019
The Nation’s Teacher Workforce

Education Week Research Center, September 2017
Teacher Workforce Data

Part II

Our State Perspective
# Teacher Preparation in Missouri

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

*IHE – Institutions of Higher Education  
Missouri’s Title II Report, October 2018
Teacher Certification 2018
(*4,472 initial certificates issued / +6.0%)

Type of Certificate

- Elementary (38.4%)
- Early Childhood (10.4%)
- Mild/Mod. (Spec. Ed) (7.6%)
- English 9-12 (4.2%)
- Social Science 9-12 (4.2%)
- Physical Education K-12 (3.6%)
- Mathematics 5-9 (3.8%)
- Art K-12 (1.5%)
- Social Science 5-9 (3.2%)
- 30 Other Areas (23.0%)

* Through November 2018
Teaching Assignments in Missouri

N=69,080 (+1.5%)

Elementary (48.2%)
High School (29.1%)
Middle School (14.5%)
Junior High (2.8%)
Early Childhood (2.2%)
Other (3.2%)

## Average Starting Teacher Salary

<table>
<thead>
<tr>
<th>State</th>
<th>Avg. Starting Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Illinois</td>
<td>$38,820</td>
</tr>
<tr>
<td>US Average</td>
<td>$38,617</td>
</tr>
<tr>
<td>Kentucky</td>
<td>$36,494</td>
</tr>
<tr>
<td>Tennessee</td>
<td>$36,402</td>
</tr>
<tr>
<td>Iowa</td>
<td>$35,766</td>
</tr>
<tr>
<td>Kansas</td>
<td>$34,883</td>
</tr>
<tr>
<td>Arkansas</td>
<td>$33,973</td>
</tr>
<tr>
<td>Nebraska</td>
<td>$33,854</td>
</tr>
<tr>
<td>Oklahoma</td>
<td>$31,919</td>
</tr>
<tr>
<td>Missouri (49th in the U.S.)</td>
<td>$31,842</td>
</tr>
<tr>
<td>Montana (50th in the U.S.)</td>
<td>$30,036</td>
</tr>
</tbody>
</table>

## Average Teacher Salary

<table>
<thead>
<tr>
<th>State</th>
<th>Avg. Teacher Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>New York</td>
<td>$79,637</td>
</tr>
<tr>
<td>California</td>
<td>$78,711</td>
</tr>
<tr>
<td>Massachusetts</td>
<td>$77,804</td>
</tr>
<tr>
<td>Average US teacher salary</td>
<td>$58,950</td>
</tr>
<tr>
<td>Missouri (39th in the U.S.)</td>
<td>$48,293</td>
</tr>
<tr>
<td>Mississippi (49th in the U.S.)</td>
<td>$42,925</td>
</tr>
<tr>
<td>South Dakota (50th in the U.S.)</td>
<td>$42,668</td>
</tr>
</tbody>
</table>

The Missouri Teacher

Gender

- Male: 21.5%
- Female: 78.5%

Ethnicity

- White: 93.2%
- Black: 5.0%
- Other: 1.8%

Age

- 20-29: 60%
- 30-39: 30%
- 40-49: 10%
- 50-59: 10%
- 60+: 0%

Years of Experience

- 0-5: 30%
- 6-10: 20%
- 11-15: 20%
- 16-20: 10%
- 20+: 10%

* Recruitment and Retention Report 2018
Trend Data: Experience of Teachers

* Recruitment and Retention Report 2018
## Trend Data: Ethnicity of Teachers

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<thead>
<tr>
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</thead>
<tbody>
<tr>
<td>White</td>
<td>93.3%</td>
<td>93.2%</td>
<td>93.5%</td>
<td>93.5%</td>
<td>93.1%</td>
<td>93.2%</td>
</tr>
<tr>
<td>Black</td>
<td>5.2%</td>
<td>5.2%</td>
<td>4.9%</td>
<td>4.9%</td>
<td>5.2%</td>
<td>5.0%</td>
</tr>
<tr>
<td>Other</td>
<td>1.5%</td>
<td>1.6%</td>
<td>1.6%</td>
<td>1.6%</td>
<td>1.7%</td>
<td>1.8%</td>
</tr>
</tbody>
</table>

*Recruitment and Retention Report 2018*
## Trend Data: Retention Rates of Teachers

### District New Hires

<table>
<thead>
<tr>
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</thead>
<tbody>
<tr>
<td>Total Teachers</td>
<td>69,025</td>
<td>69,407</td>
<td>69,859</td>
<td>69,683</td>
<td>70,220</td>
<td>70,575</td>
</tr>
<tr>
<td>District New Hires</td>
<td>7,377</td>
<td>7,745</td>
<td>7,840</td>
<td>7,714</td>
<td>7,986</td>
<td>7,587</td>
</tr>
<tr>
<td>First-Year Teachers</td>
<td>59.0%</td>
<td>58.1%</td>
<td>56.7%</td>
<td>55.3%</td>
<td>54.0%</td>
<td>54.3%</td>
</tr>
<tr>
<td>Another District</td>
<td>36.0%</td>
<td>36.5%</td>
<td>37.5%</td>
<td>38.6%</td>
<td>39.4%</td>
<td>39.6%</td>
</tr>
<tr>
<td>Out-of-state</td>
<td>5.0%</td>
<td>5.4%</td>
<td>5.8%</td>
<td>6.1%</td>
<td>6.6%</td>
<td>6.1%</td>
</tr>
<tr>
<td>Overall Retention Rate</td>
<td>86.8%</td>
<td>86.5%</td>
<td>86.5%</td>
<td>86.6%</td>
<td>86.3%</td>
<td>86.9%</td>
</tr>
</tbody>
</table>

*Recruitment and Retention Report 2018*
Educator Vacancy Data
(Self-reported by school districts through Screen 21 of the Core Data System)
Things We Think We Know...

• Less people are earning a teaching certificate.

• The demand for teachers will increase due to expanding student enrollment and high attrition rates.

• Teachers leave the profession due to family reasons, lack of administrative support, low salaries and challenging working conditions.

• Shortage areas exist in particular areas, both content and geographic.
Solving Teacher Shortage

- Strong preparation and mentoring
- Comparable salaries
- Material supports
- Professional working conditions
- Teacher leadership

Solving the teacher shortage: Revisiting the lessons we’ve learned, Barnett Berry and Patrick Shields, Phi Delta Kappa, May 2017
Using Policy to Address Teacher Shortage

- Teacher turnover matters
- Turnover varies in ways amenable to policies
- Policy strategies can make a difference

Why it's a big problem that so many teachers quit – and what to do about it, Valerie Strauss, November 2017
So...what are we doing

- Vacancy data can direct recruitment and preparation of future teachers.

- Strategies of the Equity Plan, like Grow Your Own and Equity Labs, can help address the particular challenges found in the teacher workforce.

- High-quality teacher education contributes to teacher retention.

- Strategies to reduce teacher attrition can have a significant impact on the overall teacher shortage.

- A comprehensive, systemic approach to leadership development and support can significantly impact teacher attrition.
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Phone: 573-751-2931

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