Teacher Shortage

New Superintendents
Teacher Workforce Data

Part I

Current Teacher Workforce Data
### Teacher Preparation in Missouri

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

*IHE – Institutions of Higher Education

Missouri’s Title II Report, October 2019
Trend Data: Certificates Issued

2013-14 to 2018-19

- Initial Certificates Issued
- Provisional/Temporary Certificates Issued
- Additional Certificates Issued

* Recruitment and Retention Report 2019
The Missouri Teacher

Gender

- Male: 21.7%
- Female: 76.0%
- Unidentified: 3.0%

Ethnicity

- White: 93.1%
- Black: 5.2%
- Other: 1.7%

Age

- 20-29
- 30-39
- 40-49
- 50-59
- 60+

Years of Experience

- 0-5
- 6-10
- 11-15
- 16-20
- 20+

* Recruitment and Retention Report 2019
Trend Data: Retention Rates of Teachers

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

* Recruitment and Retention Report 2018
Teacher Workforce Data

Part II

Outreach Plan
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)
Challenges RECRUITING high quality teachers
(N = 754 administrators)

- Pay
- Low quality candidates
- Lack of candidates
- STEM areas
- School location
- Negative view of ed
- Benefits
- Lack of support
- High needs of students
- Diverse candidates

Percent of responses

- All agree
- Most agree
What was the main reason for this teacher leaving the teaching profession?

N = 6,000 teachers

- Pay/salary: > 10%
- Support: > 10%
- Adm/leadership: > 10%
- Student needs/behavior: > 5%
- Stress/overwhelmed: > 5%
- Burnout/exhaustion: > 5%
- Respect/value: > 5%
- Parents: < 5%
- Expectations: < 5%
- Workload/conditions: < 5%
- Testing/mandates: < 5%
- Retirement: < 5%
On a scale of 0-10, would you recommend the teaching profession to your child or a friend’s child?
Parent Surveys

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

Percent of Responses

YES = 54% NO = 46%
Student Surveys

Are you interested in pursuing teaching as a future career?

- No: 70%
- Yes: 26%
- Maybe: 3%
Minimum Teacher Salary

No minimum salary: Kansas and Nebraska

- Oklahoma (2018-19)
- Tennessee (2018)
- Iowa (2018)
- *Illinois (2020-21)
- Arkansas (2018-19)
- *Kentucky (2018-19)
- Missouri (2005)

*Illinois: $40,000 (2023-24)
Kentucky: Rank III schools
Teacher Workforce Data

Part III

Outreach Plan

Recommendations
Overview

• Three Recommendations for Recruitment

• Three 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 two years

• Teacher Salary Proposal
Recruitment and Retention Recommendations

1. Grow Your Own
   - Selection and support for your future teachers

2. Support new teachers
   - Effective mentoring + more

3. Submit important data
   - Surveys (First-year teacher and principal); Screen 21
Recruitment & Retention

Teacher Recruitment and Retention

Outreach Plan
Implementation Chart
Timeline

Outreach Plan Presentations

State Board of Education Outreach Plan Update January 2020
State Board of Education Teacher Salary Proposal December 2019
State Board of Education Outreach Plan Update September 2019
State Board of Education Outreach Plan Update May 2019
State Board of Education Outreach Plan March 2019
State Board of Education Teacher Workforce January 2019

Federal and State Reports

Recruitment and Retention Annual Report 2019
Approved Teacher Shortage Report, 2020-21

The U.S. Department of Education has approved the content areas listed in the 2020-2021 Teacher Shortage Report as areas of critical shortage for the State of Missouri. Based on this designation, teachers that are teaching within shortage areas identified by this report are eligible for loan forgiveness. Federal loans that qualify under this designation include the Federal Family Education Loans (FFEL), Federal Perkins Loans, Teacher Education Assistance for College and Higher Education (TEACH) Grant Program, Stafford Loans, and Supplemental Loans for Students (SLS). For more information please visit the U.S. Department of Education – Teacher Shortage webpage.

Loan Forgiveness: For questions concerning Federal Stafford/SLS loans, including the teacher shortage area deferment, contact the Federal Student Aid Hotline at 800-433-3243. More information may be found at the Federal Student Aid site.

Scholarships: The Missouri Department of Higher Education administers the grant and scholarship programs.
Equitable Access to Excellent Education

Overview
Preparing, developing, and supporting effective educators is one of the ways Missouri is working to ensure that all Missouri students become college and career ready. Missouri recently created a plan to recruit, prepare, and retain effective teachers for all public schoolchildren in the state, especially in high-poverty, high-minority or rural districts. Learn more about Missouri’s plan:

Equity Plan and Data Charts
- Educator Equity Plan Data Chart 2019
- Educator Equity Plan Data Chart 2018
- Educator Equity Plan - 2017 to Present
- Educator Equity Plan - Revised June 2017
- Educator Equity Plan - July 2015
- Approval Letter from U.S. Department of Education

Equity Indicators Dashboard
- Equity Indicators Dashboard

Missouri Equity Labs
- Definition of Equity
- 2015-2019 Equity Labs

Grow Your Own Resource Guide
- Grow Your Own Resource Guide UPDATED
- Grow Your Own Resource Guide
- Grow Your Own Infographic

Equity in The News
- Facing limited success, Pattonville hopes to create its own pipeline for minority teachers