

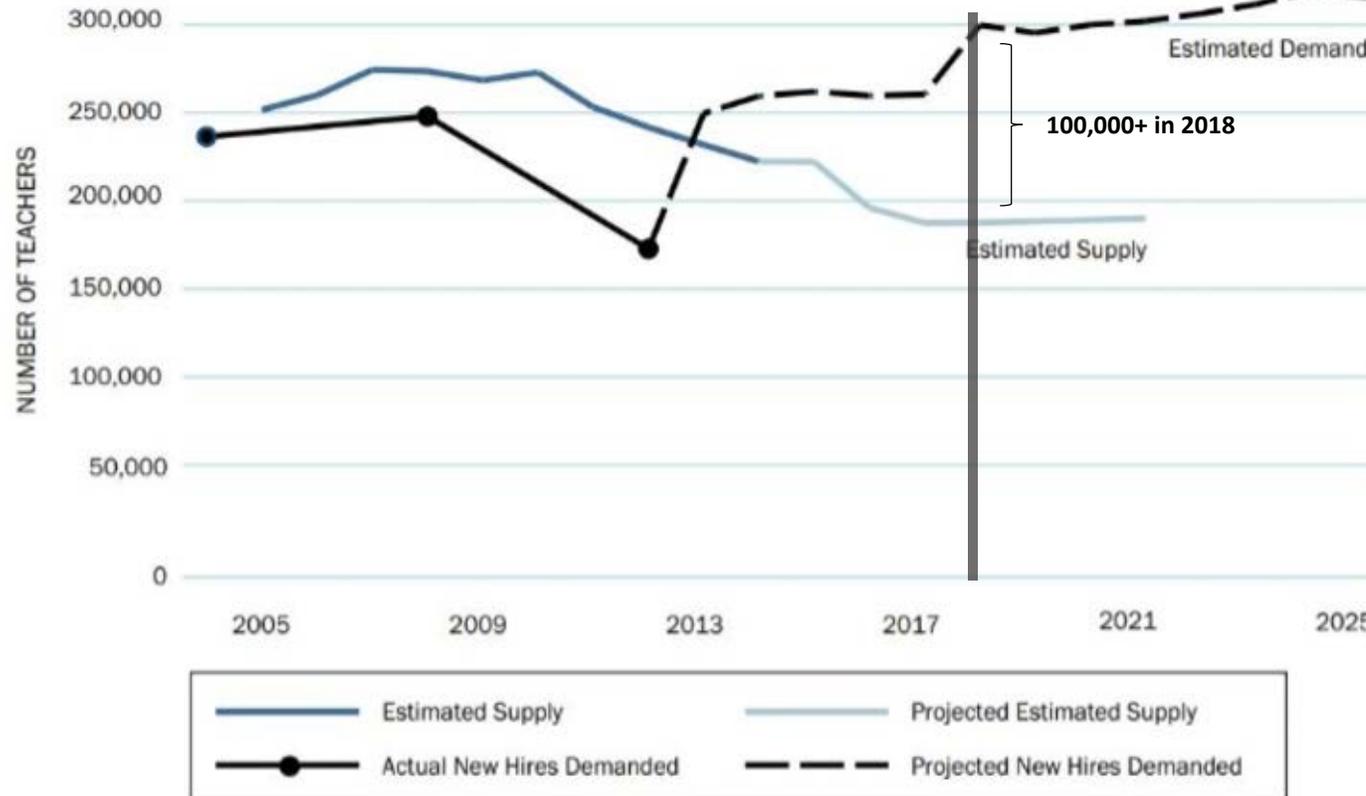
The Teacher Shortage: Myths, Realities & Solutions

Dan Goldhaber

CALDER, American Institutes for Research

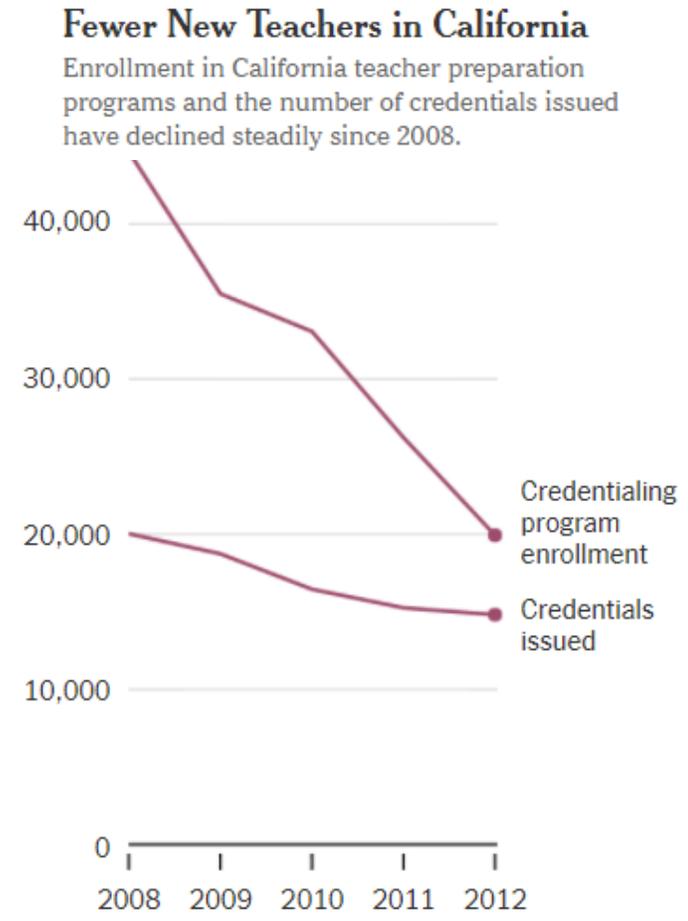
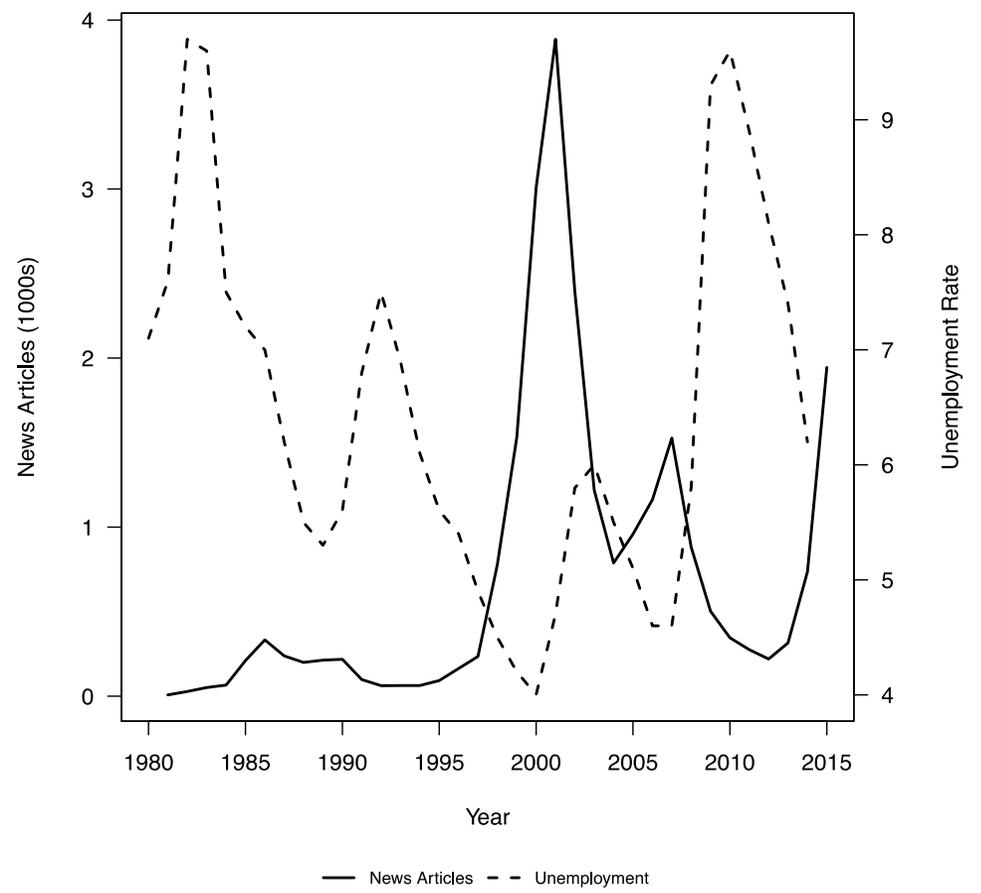
Learning Policy Institute (LPI)

“A Coming Crises in Teaching”



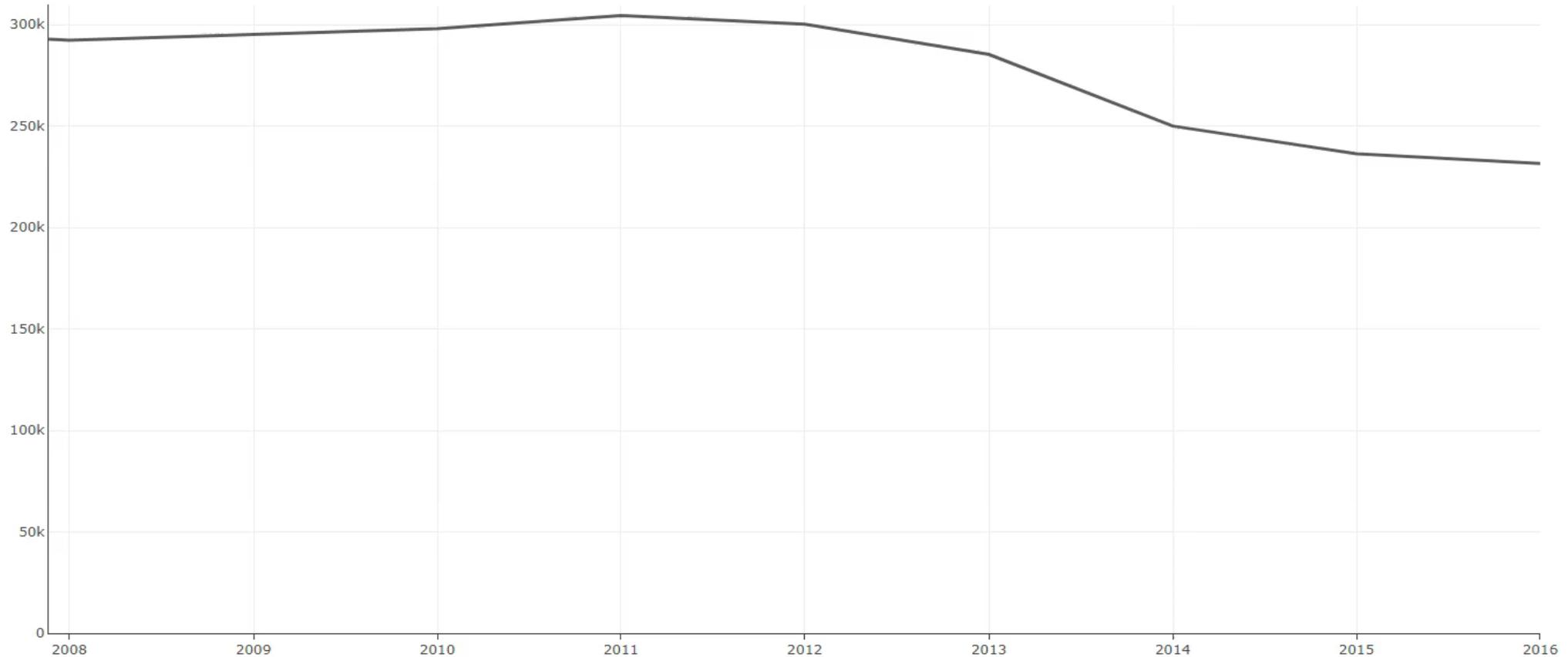
Reprinted from Sutchter, L., Darling-Hammond, L., & Carver-Thomas, D. (2016). A coming crisis in teaching? Teacher supply, demand, and shortages in the U.S. Palo Alto, CA: Learning Policy Institute. page 2.

Media and the Teacher “Shortage”



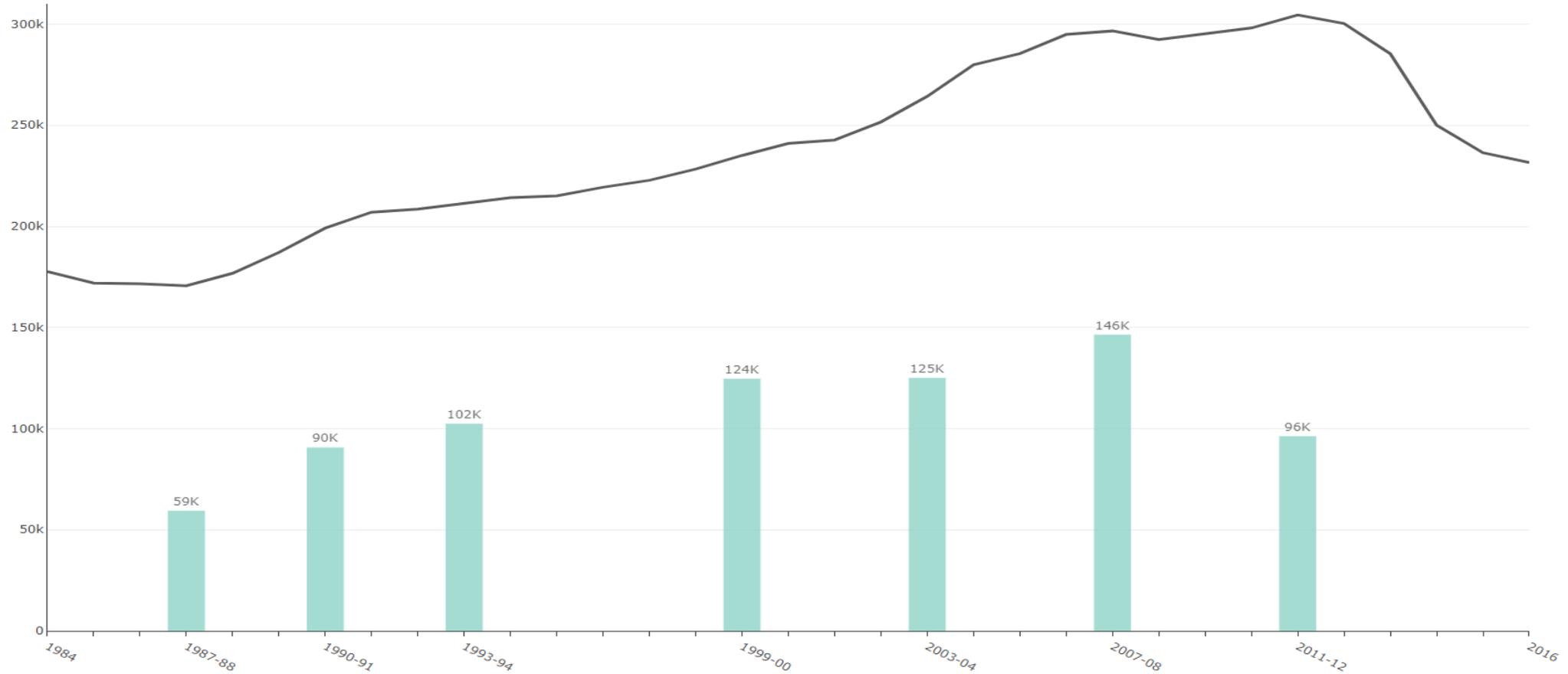
Source: Rich, M (2015) Teacher shortages spur a nationwide hiring scramble (credentials optional). *The New York Times*, August 9, 2015

New Education Degrees¹



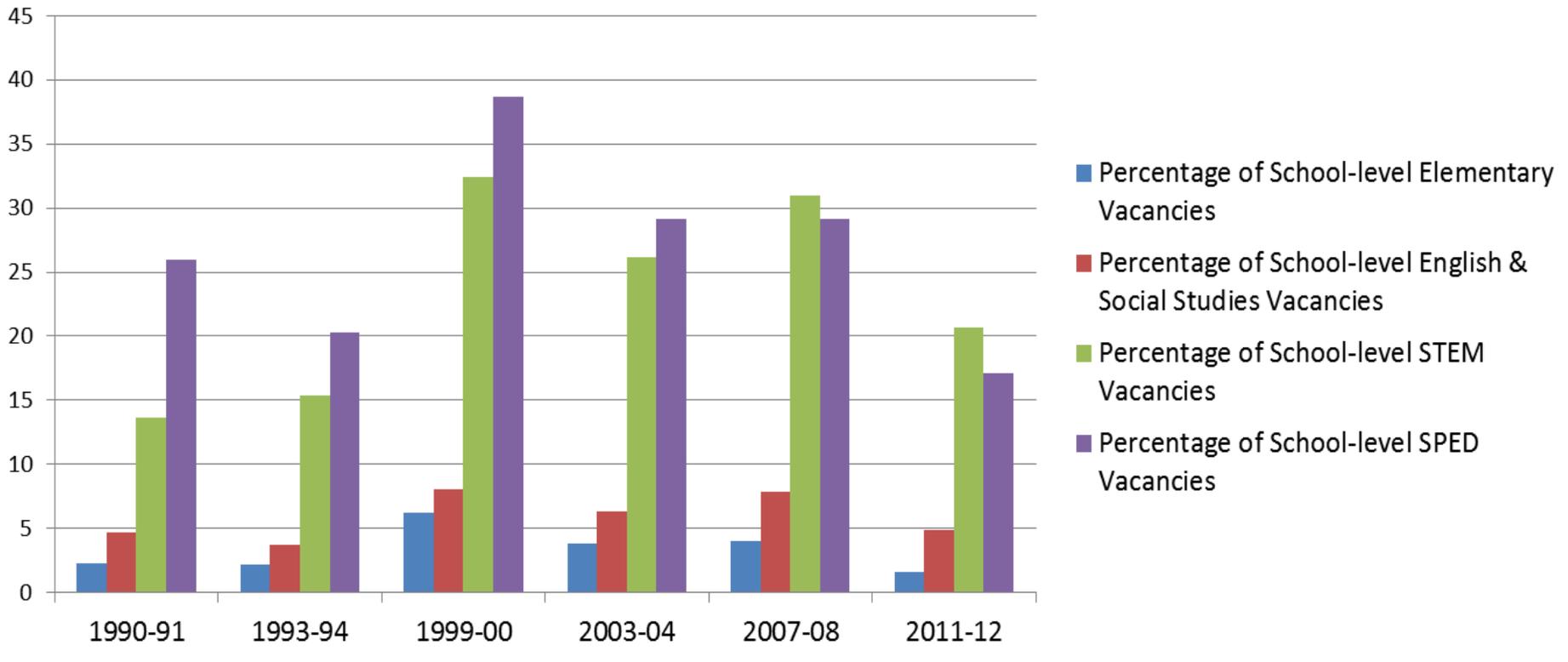
¹ The aggregated number of degrees issued in education fields may not represent the true number of newly credentialed teachers because alternatively certified teachers are not included, individuals who graduate but do not complete the requirements to receive a teaching credential are included, and teachers who receive a bachelor's and higher degree in education may be double-counted. Data on initial teaching credentials in recent years (2010–2013) from Title II suggest that the numbers are about 15% higher than the true number of newly credentialed teachers. Source: School and Staffing Survey (SASS); Integrated Postsecondary Education Data System (IPEDS)

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Schools Reporting Difficulty Filling Vacancies within Specific Disciplines



Source: NCES School and Staffing Survey (SASS)

Schools Reporting Difficulty Filling Vacancies by School Poverty



Source: NCES School and Staffing Survey (SASS)

Resources

- CALDER
 - Information for your state: [Caldercenter.org](http://caldercenter.org)
 - Teacher shortage explainer: <http://www.caldercenter.org/missing-elements-discussion-teacher-shortages>
- Cowan, James, Goldhaber, Dan, Hayes, Kyle, and Theobald, Roddy. (2016). Missing elements in the discussion of teacher shortages. *Educational Researcher*. 45(8), 460-462.
- Brookings paper on teacher shortages: https://www.brookings.edu/wp-content/uploads/2017/04/es_20170426_understanding_and_addressing_teacher_shortages_in_us_pp_dee_goldhaber.pdf
- Solutions:
 - Increase the use of *targeted* financial (salary and retirement) incentives
 - Earlier aggressive recruitment
 - Recruit student teachers who meet anticipated needs
 - Modify licensure requirements (alternative paths and licensure reciprocity)
 - Provide teacher candidates w/ better information about job prospects