The Teacher Shortage: Myths, Realities & Solutions

Dan Goldhaber
CALDER, American Institutes for Research
Learning Policy Institute (LPI)
“A Coming Crises in Teaching”
Media and the Teacher “Shortage”

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)
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)
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
  - Teacher shortage explainer: [http://www.caldercenter.org/missing-elements-discussion-teacher-shortages](http://www.caldercenter.org/missing-elements-discussion-teacher-shortages)


• 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