A national teacher shortage?

Wrong scope, wrong solutions

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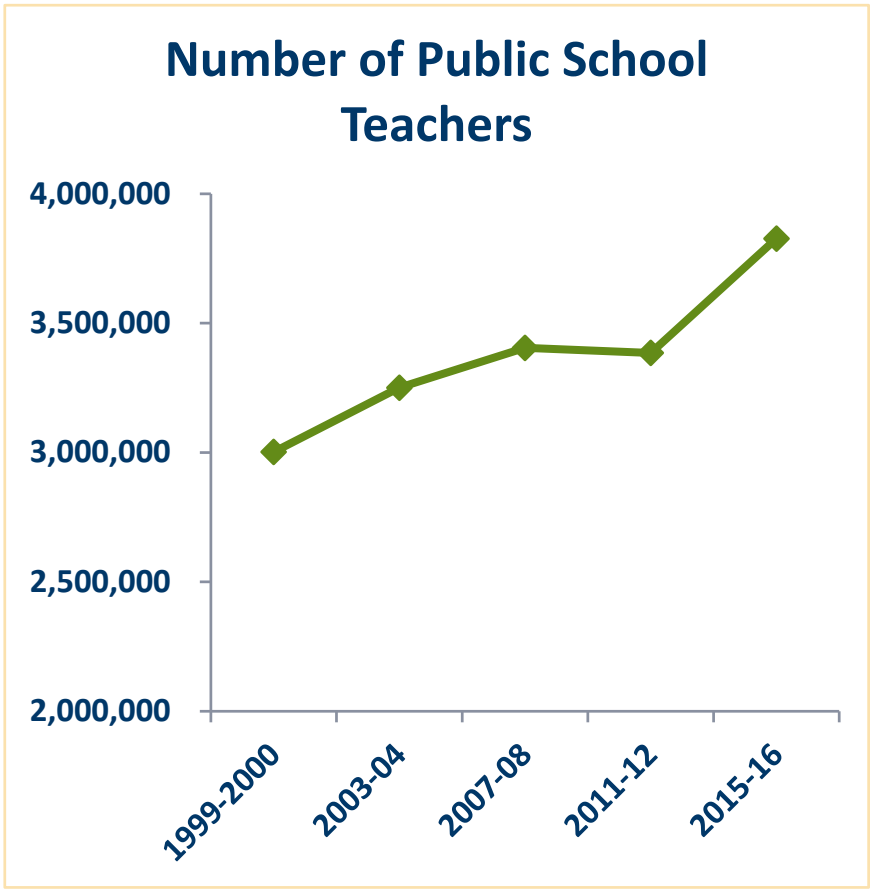
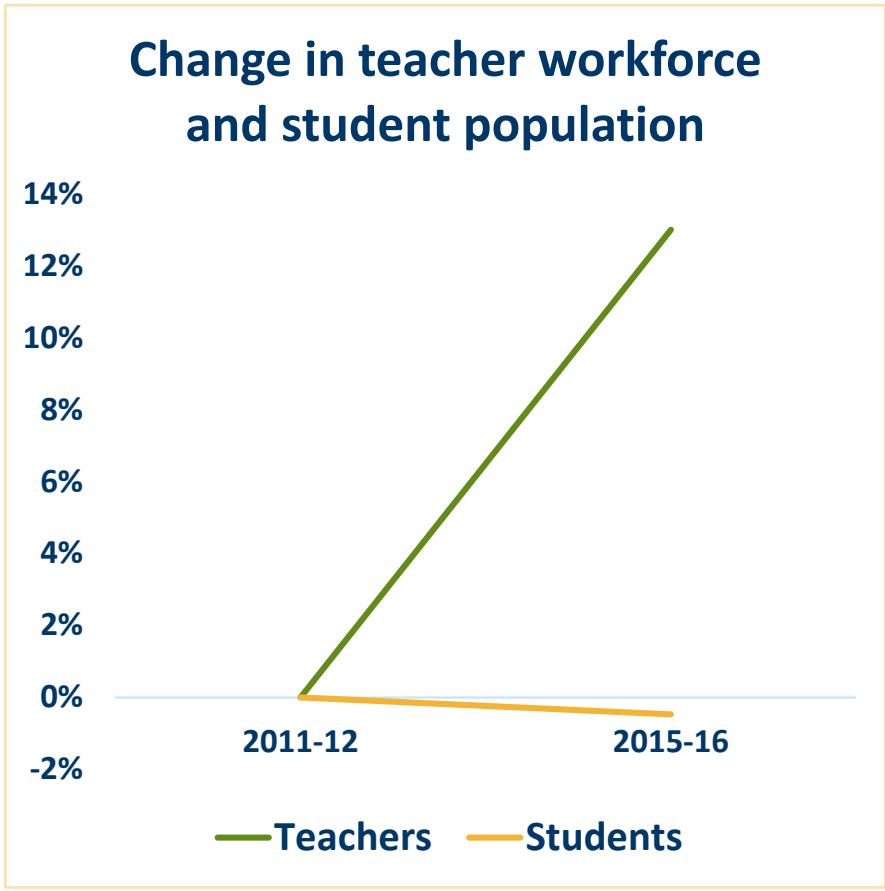
What do the data say?





Sources: 2015-16 data from NCES National Principal and Teacher Survey: https://nces.ed.gov/surveys/ntps/;; 2011 teacher data from https://nces.ed.gov/programs/digest/d15/tables/dt15_209.20.asp.;2011 student data from https://nces.ed.gov/pubs2013/2013312.pdf. Historic teacher data from NCES digest of education statistics Table 209.20, https://nces.ed.gov/programs/digest/2015menu_tables.asp

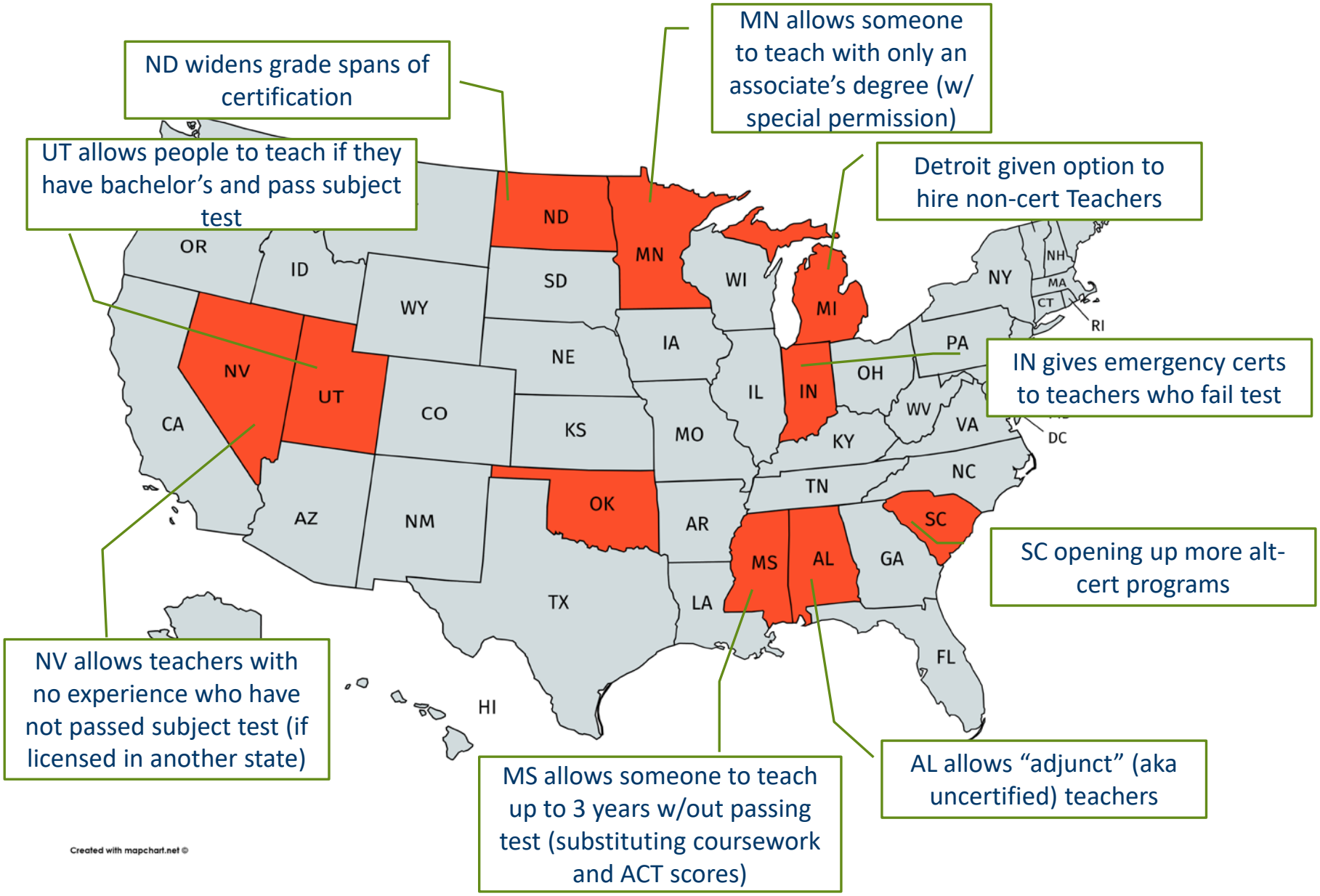
Why quibble about word choice?

Common solutions for the “national shortage”

Raise salaries

Lower entry requirements

Improve working conditions


ND widens grade spans of certification
MN allows someone to teach with only an associate's degree (w/ special permission)
UT allows people to teach if they have bachelor's and pass subject test
Detroit given option to hire non-cert Teachers
IN gives emergency certs to teachers who fail test
SC opening up more alt-cert programs
NV allows teachers with no experience who have not passed subject test (if licensed in another state)
MS allows someone to teach up to 3 years w/out passing test (substituting coursework and ACT scores)
AL allows "adjunct" (aka uncertified) teachers
ND
MN
OR
ID
SD
WI
MI
NY
NH
MA
CT
RI
WY
NE
IA
PA
NV
UT
CO
KS
MO
IL
IN
OH
WV
VA
DC
CA
KY
NC
TN
OK
AR
SC
AZ
NM
MS
AL
GA
TX
LA
FL
HI
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Policy levers for a “misalignment”

- Strategic pay
- State reciprocity
- Collaboration with prep programs
- Targeted recruitment in specific subjects
- Better data systems
- State approval limitations for prep programs

What does a good state data system look like?

Teacher prep program data	District data
# of teacher candidates enrolling in and completing programs	Projected vacancies for upcoming 1-2 years by subject or cert area
# of teacher candidates produced in each certification area	Actual vacancies at specified points in time (e.g., start of hiring process and one month into school year)
%age of graduates hired in each cert area	"Health" of hiring process – date position opened, applicants per position, reasons applicants were not hired
%age of graduates working in high-needs schools	