

WEBINAR SERIES

# 2025 Legislative Prep Session: Education Challenges and Solutions

BUILDING AND RETAINING THE TEACHER WORKFORCE

@LPI\_Learning



Tuesday, December 3, 2024

# Opening Remarks

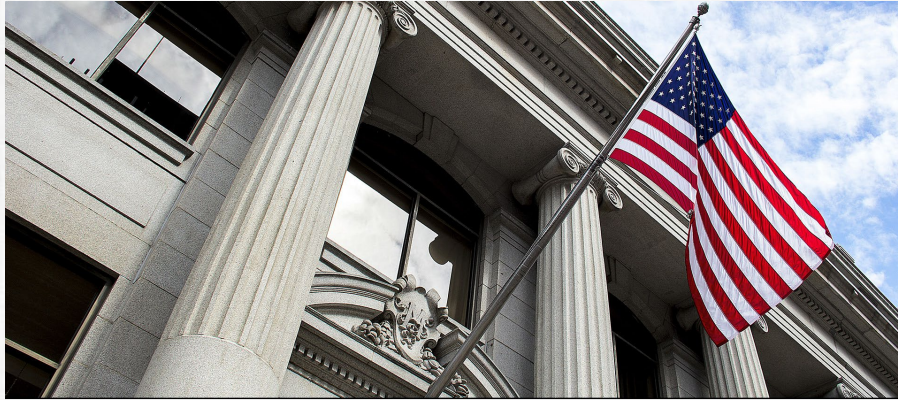


**Linda Darling-Hammond**

President and CEO,  
Learning Policy Institute

@LPI\_Learning

# 2025 Legislative Prep Session: Education Challenges Solutions



## **Building and Retaining the Teacher Workforce**

Tuesday, December 3, 3 – 4 PM ET

## **Long-Term Solutions to Teacher Shortages**

Thursday, December 5, 1 – 2 PM ET

## **Eliminating Chronic Absence**

Tuesday, December 10, 1 – 2 PM ET

## **Emerging Topics in Education Finance**

Thursday, December 12, 3 – 4 PM ET

# Recruiting and Retaining the Teacher Workforce

- ▶ Retention is as important as recruitment.
- ▶ Reducing attrition is a function of preparation, mentoring, salaries and working conditions.
- ▶ We provide tools for states to evaluate and address these factors.
- ▶ New strategies like residencies can provide long-term solutions.





# Research Presentation

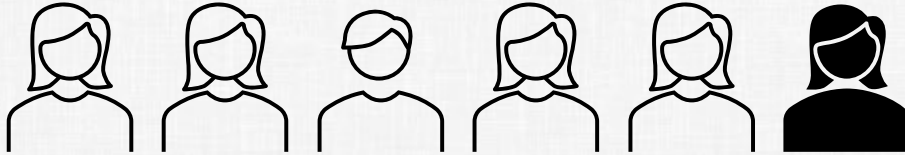


**Melanie Leung-Gagné**

Researcher,  
Learning Policy Institute

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# The High Cost of Teacher Turnover



About 1 in 6 teachers are leaving their school or the profession annually

(NCES, 2024)

## Academic:

Students have lower achievement gains in schools with higher turnover

## Social:


High turnover lowers trust and damages relationships among teachers and students

## Professional:

Turnover hinders school improvement efforts by disrupting norms and structures

## Financial:

Turnover costs an estimated \$25,000 per teacher in a large school district

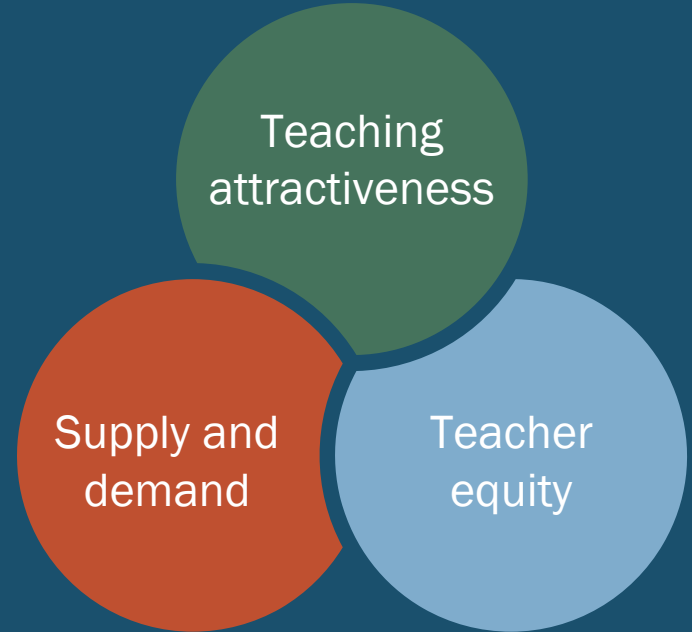


How can states strengthen their  
teacher workforce and reduce turnover

# State of the teacher workforce: an interactive tool



- Uses most recent national data to capture 40+ research-based indicators across 3 categories
- Shows each state's data and relative position, and the U.S. data
- Two overall ratings
  1. Teaching attractiveness
  2. Teacher equity

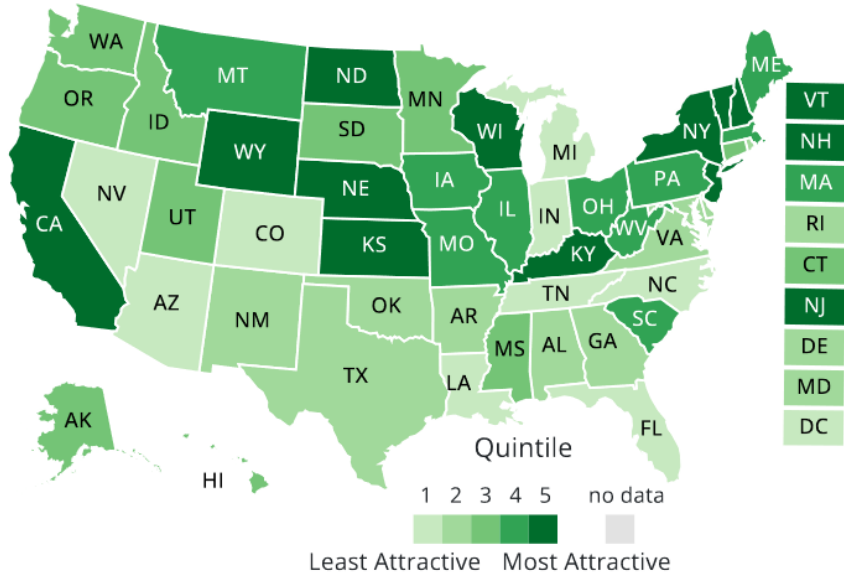


[Link to interactive map](#)

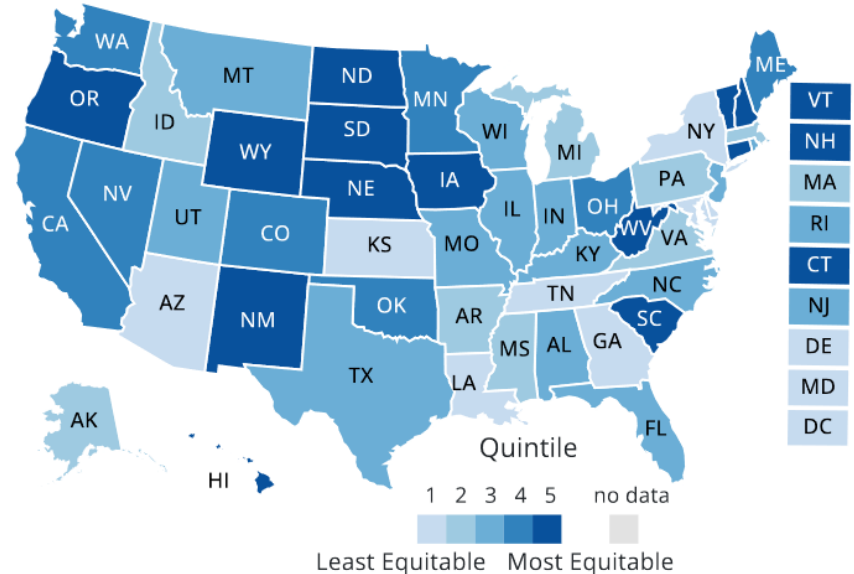


# Overall ratings

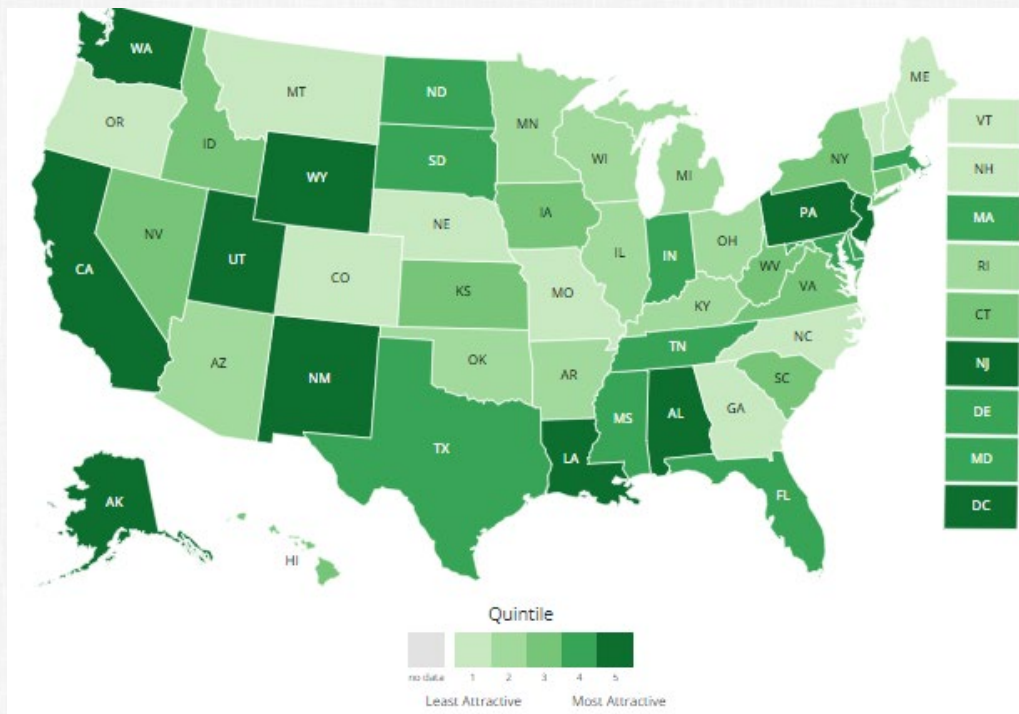
## Teaching attractiveness rating



## Teacher equity rating



# Starting salary



Average starting teacher salary, adjusted for cost-of-living differences

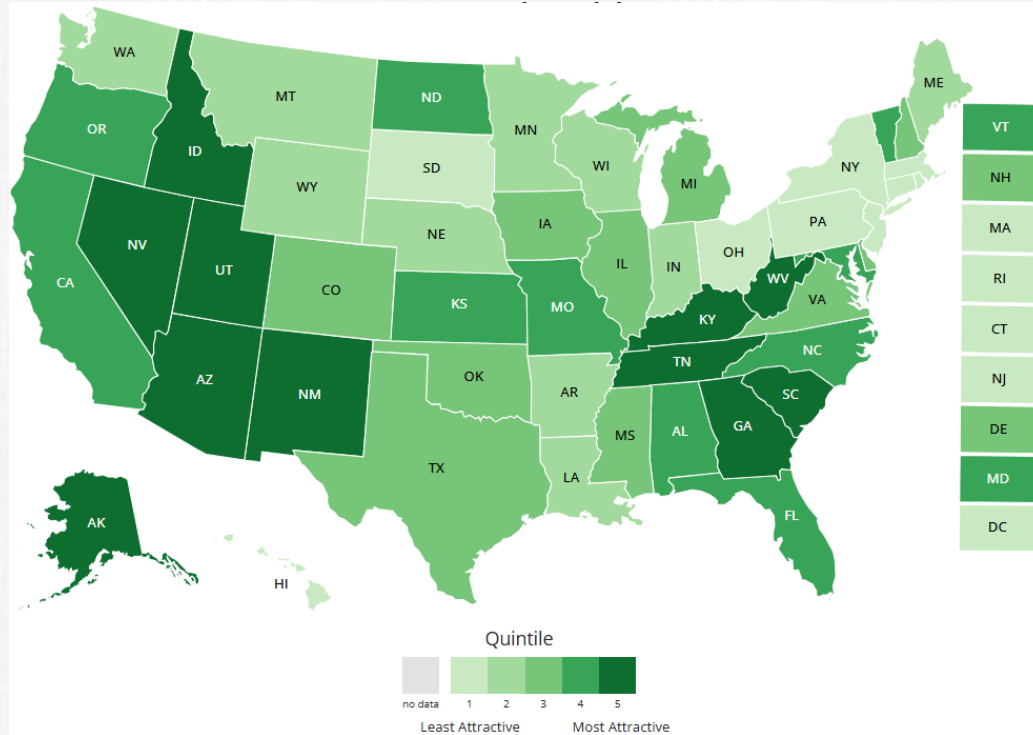
United States: \$44,530

Lowest: 4 states below \$40,000 (CO, MT, NH, OR)

Highest: 8 states plus D.C. above \$50,000 (AK, DC, LA, PA, NJ, NM, UT, WA, WY)

Source: [National Education Association, 2022-23](#)

# Leadership support



Percent of teachers who strongly agree their “school administration’s behavior towards the staff is supportive and encouraging.”

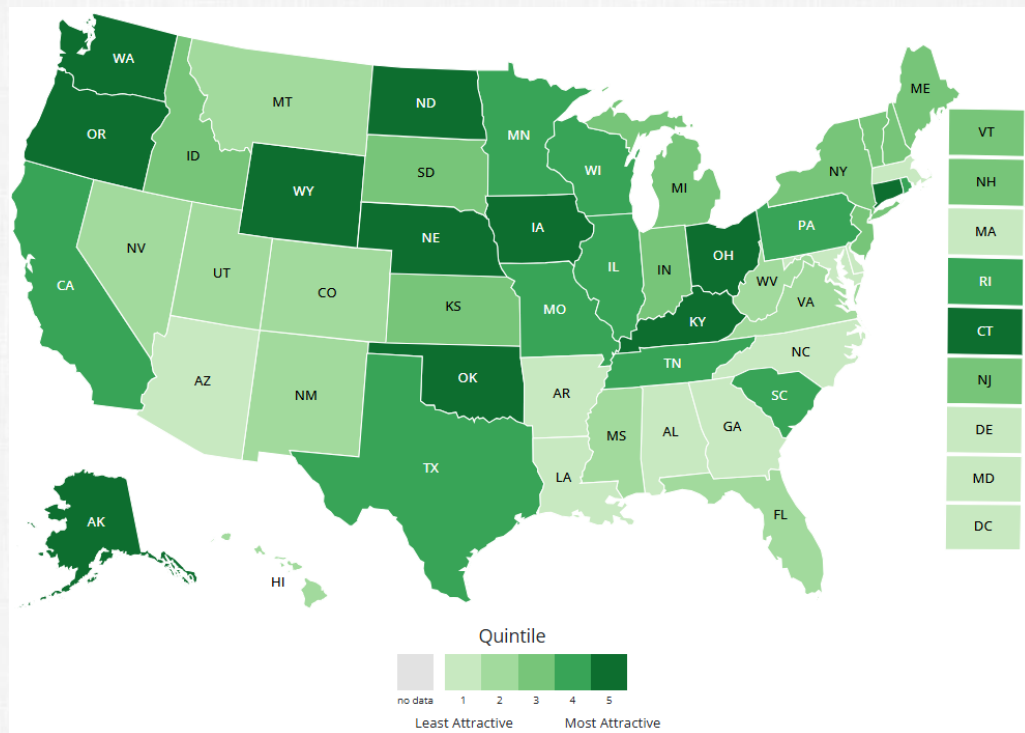
United States: 51.5%

Lowest: 6 states below 45% (CT, HI, MA, NJ, OH, PA,)

Highest: 3 states above 60% (ID, KY, UT)

Source: [National Teacher and Principal Survey, 2020-21](#)

# Uncertified teachers



Percent of teachers who have not met state certification requirements

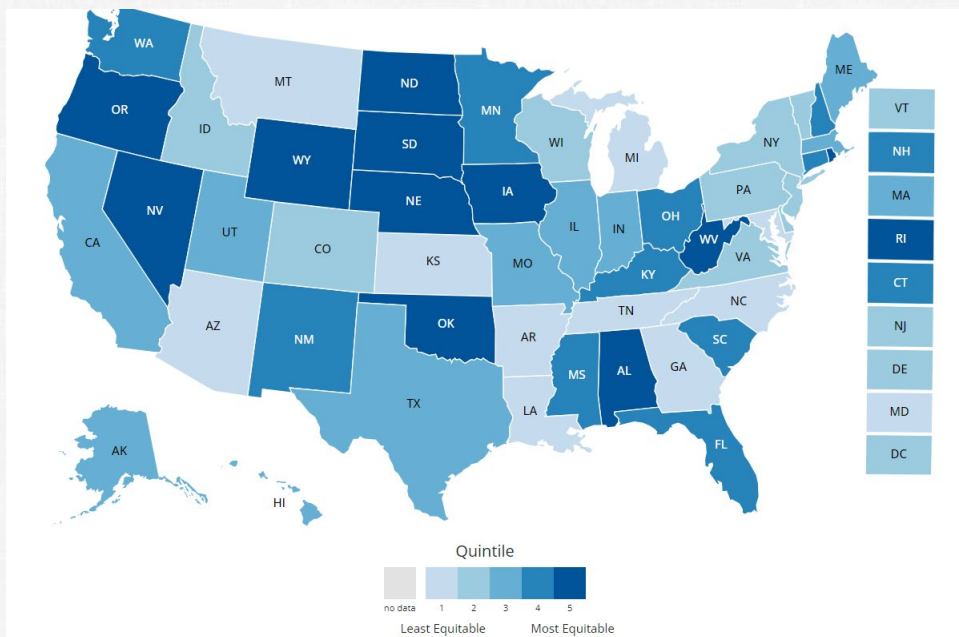
United States: 3.7%

Lowest: 6 states below 1% (IA, ND, NE, OH, OK, WY)

Highest: 4 states plus DC above 10% (AZ, DC, DE, NC, LA)

Source: [Civil Rights Data Collection](#), 2020-21

# Equitable distribution of well-qualified teachers



Difference in percent of uncertified teachers between high and low poverty schools

United States: 3.3 pp

- *High* poverty schools: 5.7%
- *Low* poverty schools: 2.4%

**Highest:** 7 states with gaps above 6.5 pp  
(AR, GA, KS, LA, MD, MI, TN)

**Lowest:** 6 states with negative gaps  
(ND, NV, OR, RI, SD, WV)

Source: [Civil Rights Data Collection](#), 2020-21

# Panel Discussion Moderator



**Susan Kemper Patrick**

Senior Researcher,  
Learning Policy Institute

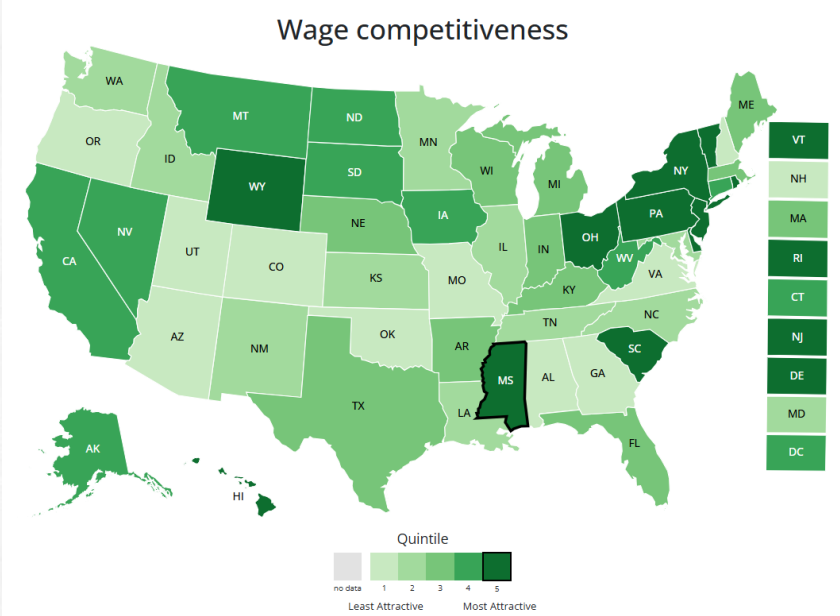
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# State of the teacher workforce

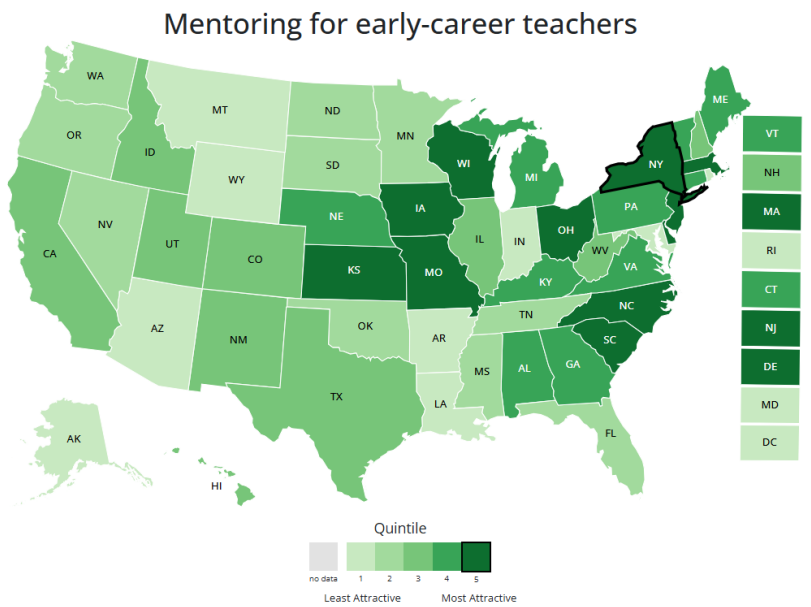
## Mississippi

Teaching Attractiveness Indicators			
Rating	Quintile	MS	US
Teaching attractiveness rating ⓘ		3.1	—
Indicator	Quintile	MS	US
Compensation			
Starting salary ⓘ		\$48,480	\$44,530
Wage competitiveness ⓘ		85.7%	73.6%



# State of the teacher workforce

## New York

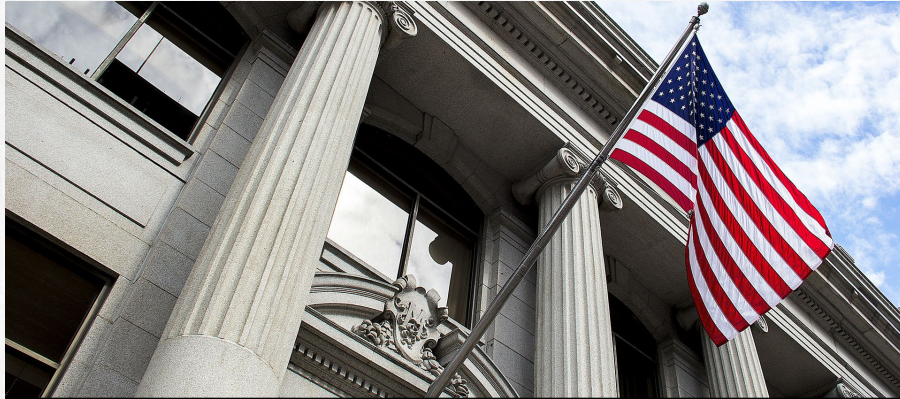


Teaching Attractiveness Indicators			
Rating	Quintile	NY	US
Teaching attractiveness rating ⓘ		3.7	—
Working Conditions			
Mentoring for early-career teachers ⓘ		92.8%	81.4%
Time for professional development ⓘ		68.7%	65%
School Resources			
Expenditures per pupil ⓘ		\$23,750	\$14,300
Pupil-to-teacher ratio* ⓘ		11.7 : 1	15.4 : 1



# Panel Discussion

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Thank You!

