



CONVENING

# Tackling Teacher Shortages: Investing in California's Teacher Workforce

# Get Connected

## Join the conversation

▶ Submit questions for Q&A by writing your questions on the index cards provided. Raise your hand, and someone will come by to collect the card.

▶ **Wi-fi Network**  
IHG ONE REWARDS FREE



# Welcome

**Linda Darling-Hammond** | President and CEO, Learning Policy Institute;  
President, California State Board of Education



# Opening Remarks

Al Muratsuchi | California Assemblymember, District 66



# Research Presentation

**Desiree Carver-Thomas** | Senior Researcher and Policy Analyst,  
Learning Policy Institute

# Tackling Teacher Shortages

What We Know About California's  
Teacher Workforce Investments

# Grounding the Conversation

- ✓ Teacher preparation, certification, experience, and stability matter for student achievement.
- ✓ Preparation matters for teacher retention.
- ✓ Students of color and students from low-income families are disproportionately taught by underprepared and inexperienced teachers.



## Tackling Teacher Shortages

What We Know About California's  
Teacher Workforce Investments

Desiree Carver-Thomas, Melanie Leung-Gagné, and Danielle Jeannite



LEARNING  
POLICY  
INSTITUTE

DECEMBER 2024



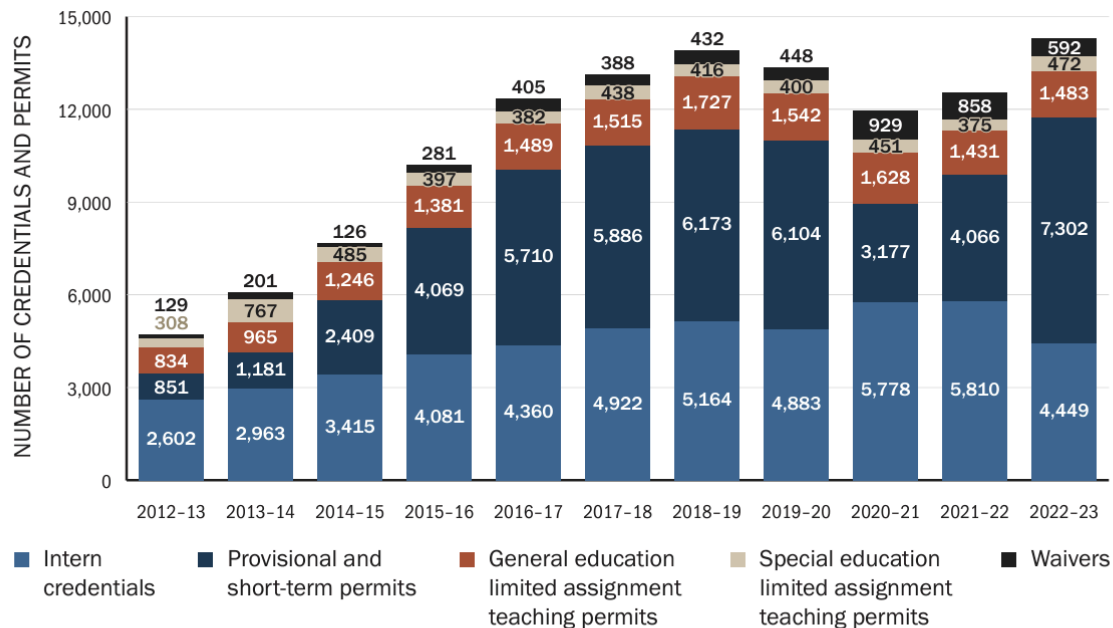
# Study Design

- ▶ Most recent data on teacher shortage indicators
  - Teacher preparation and enrollment and completion trends
  - Substandard credentials and permits issued
  - Distribution of credentials in priority and non-priority schools
- ▶ Major state teacher workforce investments
  - Participation trends
  - Interviews with GSTG recipients





## Substandard Credentials and Permits, 2012–13 to 2022–23



Source: California Commission on Teacher Credentialing. (2024). *Teacher supply: Interns, permits, and waivers* [Data dashboard] (accessed 12/16/2020; 4/23/2024).

## California Teacher Shortages are Serious

- ▷ 3x as many substandard credentials and permits
- ▷ 8x as many emergency-style permits

# California Teacher Workforce Investments

Program	Funding years	Total funding, in millions
Teacher Residency Grant Program	2018–2027	\$672 M
Golden State Teacher Grant Program	2019–2026	\$521 M
National Board Certified Teacher Incentive Program	2021–2026	\$250 M

# Teacher Residency Grant Program

## Teacher residencies:

- ▶ Are partnerships between LEAs and teacher preparation programs
- ▶ Recruit diverse candidates for specific district instructional and hiring needs
- ▶ Require a full year of residency teaching with an accomplished mentor teacher while completing tightly integrated coursework
- ▶ Provide financial support in exchange for a teaching commitment





# Teacher Residency Grant Program

- ▶ Has supported a large number of teacher residents
- ▶ Grants support planning, implementing, and expanding residency programs
- ▶ Grants provide residents stipends of at least \$20,000



# Teacher Residency Grant Program

## Districts are increasingly demanding residencies

- ▶ 295 grants awarded (most awarded since 2021)
- ▶ 5,000 residents graduated between 2021 and 2024

## TRGP is supporting fully prepared teachers for high-need positions

- ▶ 1,400 TRGP-funded residents graduated from 48 programs, 2020 to 2023
- ▶ Most residents were people of color
- ▶ 40% enrolled in special education, 34% enrolled in STEM fields, and 27% were pursuing a bilingual authorization.



*We have more residents than traditional student teachers or interns across all of our programs. There are a lot more BIPOC teachers in our residency program than there are in the student teaching or intern pathway. We used to have a really hard time recruiting residents for special education because many were going into the internship pathway. Now that we have a larger stipend and some scholarships, we have more residents in our special ed program than we've ever had.*

-Rhianna Casesa, Sonoma State University

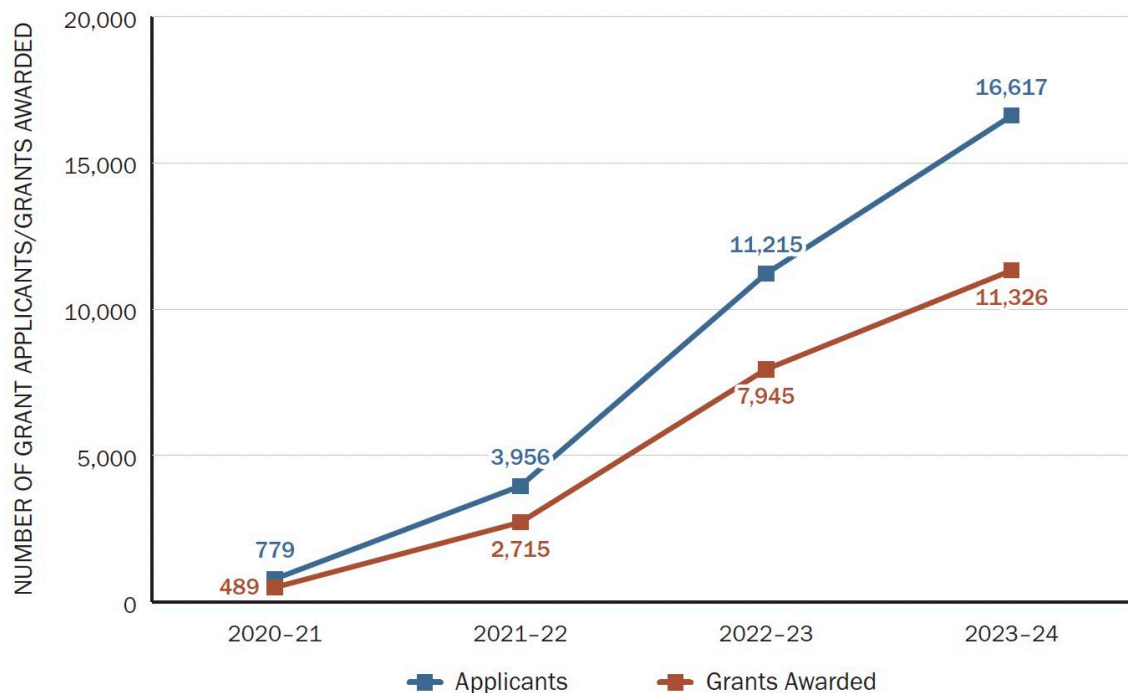


# Golden State Teacher Grant Program

- ▶ Has made teaching possible for recipients who commit to teaching in high-need schools
- ▶ Grants provide up to \$20,000 to candidates who will teach in priority schools



## Number of Golden State Teacher Grant Applicants and Grants Awarded, 2020-21 to 2023-24



Source: California Student Aid Commission data provided by special request. (2024).

The GSTG Program is extremely popular

# GSTG Interview Findings

- ▶ Attracted candidates to the teaching profession
- ▶ Reduced stress and covered tuition and other important expenses while candidates completed rigorous and demanding preparation programs
- ▶ Made entry to teaching possible for recipients who were eager to teach in priority schools

# National Board Certified Teacher Incentive Program

- ▶ National Board Certification is “designed to develop, retain, and recognize accomplished teachers and to generate ongoing improvements in schools nationwide”
- ▶ Supports student academic achievement in high-need schools
- ▶ NBCTs can also mentor early career teachers



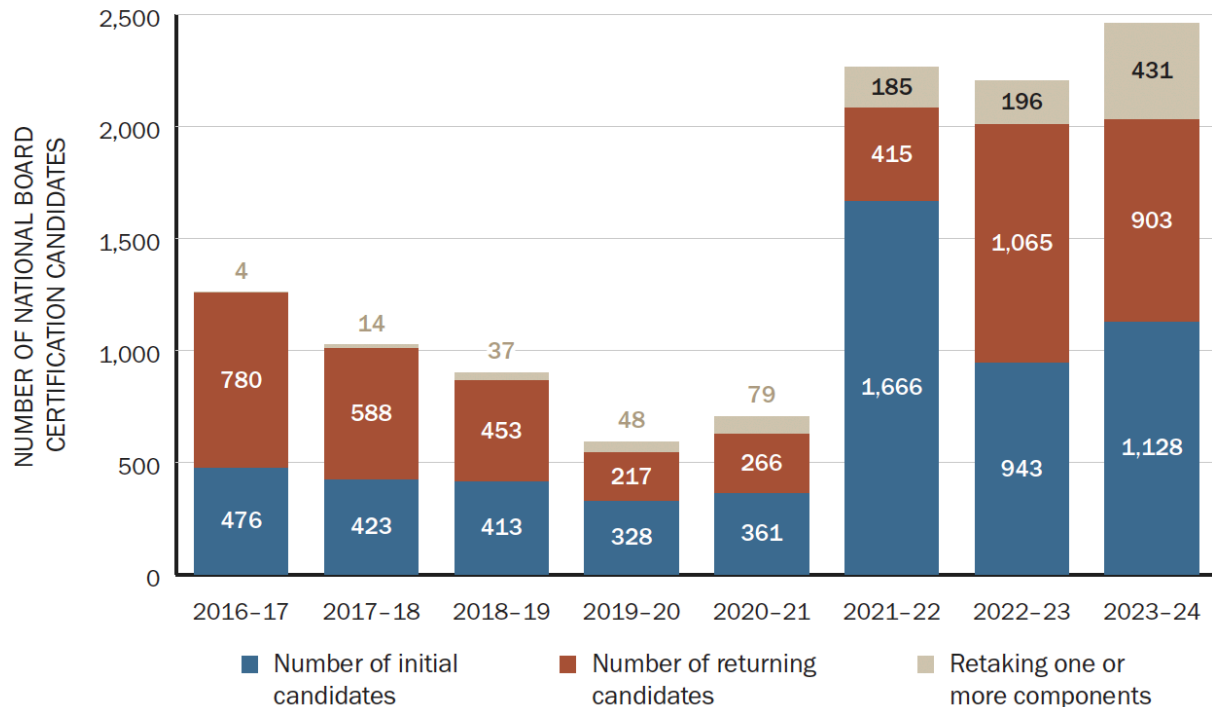


# National Board Certified Teacher Incentive Program

- ▶ Has motivated many more teachers in high-need schools to pursue certification, including teachers of color
- ▶ \$2,500 subsidy to pursue Board certification
- ▶ \$5,000 annual incentive, up to 5 years, in a priority school



## Number of National Board Certification Candidates, 2016–17 to 2023–24



Source: National Board of Professional Teaching Standards data provided by special request. (2024).

**Candidates pursuing National Board certification more than tripled after the incentive program began in 2022**



# Recommendations

- ▶ Ensure continued funding for Golden State Teacher Grants
- ▶ Plan for strategic sustainability for teacher residencies that have been launched and for continued expansion
- ▶ Support ongoing funding, continued uptake, and impact studies of the National Board Incentive Program
- ▶ Gather and report additional data on state workforce programs to understand their use and impact



# Research Presentation

Kai Mathews | Executive Director, Urban Ed Academy



# An Unsustainable Profession

Kai Mathews, PhD

*UrbanEd*



# Financial Barriers to Entry

- ❑ Growing Tuition Fees
- ❑ Unpaid Student Teaching
- ❑ Mounting Student Debt

# Viable Compensation

80%

of CA teachers find it  
difficult to find  
**affordable housing**  
in or near the communities  
where they teach.



---

**“Teachers are the lifeline of our future generation. *Pay them like you care* deeply for their unconditional care and support of your children.”**

---

**“Only being paid during school hours–a.k.a., when we have students– is the most *INSANE* aspect of teaching. Essentially being paid for about 50 to 60% of the workload we have.”**







# An Unsustainable Profession



# Research Presentation

**Melissa Eiler White** | Senior Advisor, Research and Policy, WestEd

# Establishing a Strategic Framework for the Teacher Workforce in California

Melissa White, WestEd  
Senior Advisor, Research & Policy  
January 29, 2025

# A Perspective on the Broader Context of Teacher Shortages



Existing research offers extensive insight into drivers of teacher shortage and how to strengthen the workforce.



Many solutions require new systems within and across institutions and sustained long term commitments.



Approaches to teacher workforce management have been built over decades of policy, regulation, and fractured funding purposes and incentive structures.

# California's Current Teacher Workforce Efforts



California has signaled a strong commitment to improving teacher workforce with recent investments.



Effective implementation and sustainability of those efforts are critical to realize outcomes.

# EXAMPLE: Early results from state's Teacher Residency Grant Program (TRGP) investments



~90% of the first three cohorts of TRGP-funded residents were hired in California



88% of teachers from cohort 1 (2019/20) were still teaching in 2022/23



TRGP-funded residencies attracted a more diverse teaching workforce



Residents and mentor teachers praised strength of clinical preparation and support



# EXAMPLE: Early results from state's Teacher Residency investments



## **Insufficient financial resources**

- Challenges with recruitment
- Financial hardship for residents



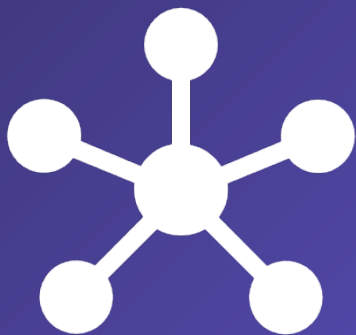
## **Limited awareness of TRGP by LEA leaders**

- Limited financial sustainability planning beyond grant period
- Smaller residency programs (<15 residents)



## **Uneven uptake of TRGP across the state**

- TRGP adopted in areas with greater needs
- Limited uptake in large portions of the state (including rural areas)

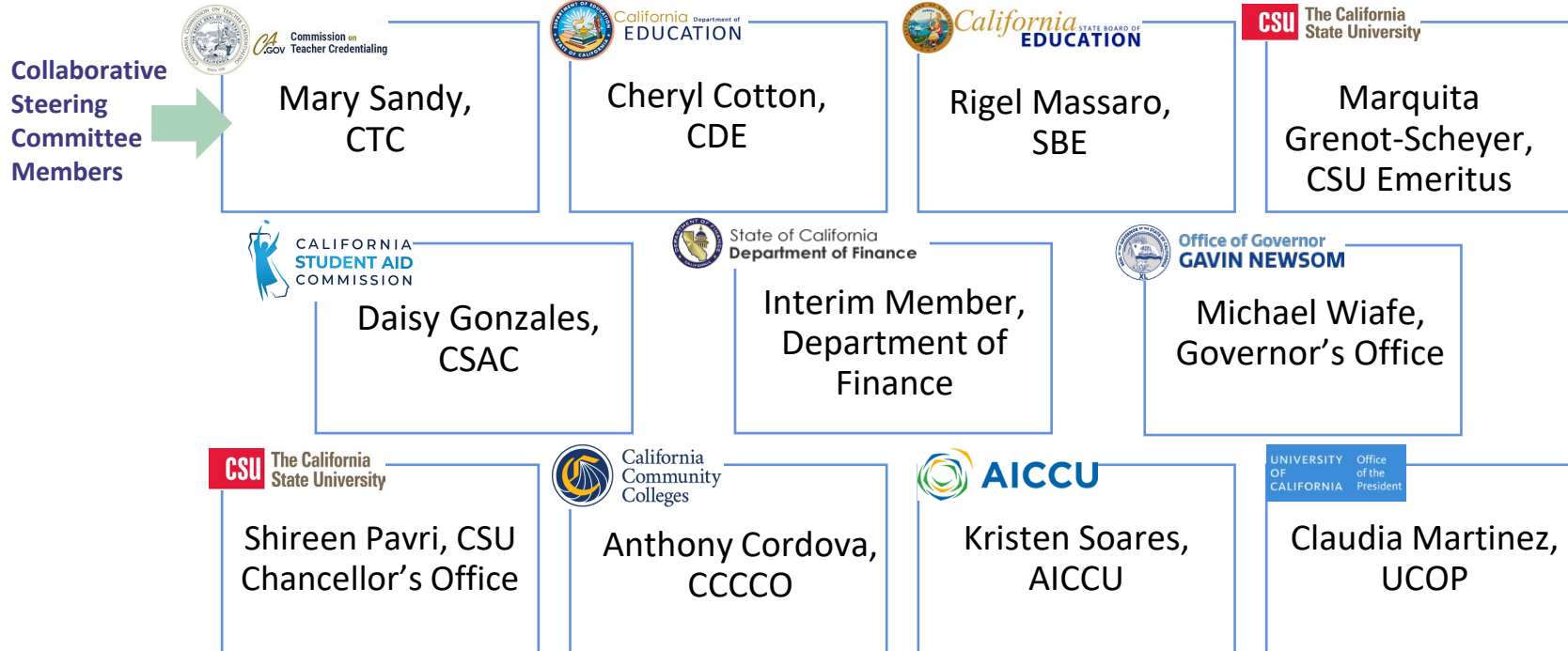


## Purpose of the State Educator Workforce Collaborative

- Improve implementation of one-time investments and initiatives that will strengthen California's educator workforce
- Establish a sustainable mechanism for effective cross-agency collaboration to address challenging educator workforce policy issues

# Members of California's State Educator Workforce Collaborative

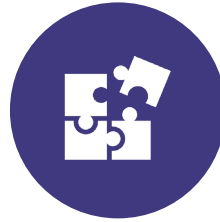
- Current work supported by additional Advisors, including:
- Jacob Guthrie, LAUSD
  - Kristen Cruz-Allen, CDE
  - Efrain Mercado, LPI
  - Jeanna Perry, SRTAC



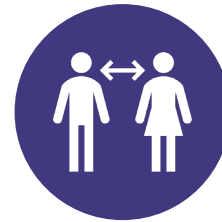
**Current focus:** Districts in California face significant challenges in maintaining a stable, fully-prepared teacher workforce.



Uneven district capacity  
for teacher workforce  
strategic planning



State-level  
approaches are  
often piecemeal



Workforce planning across  
institutions is relational  
rather than systemic



# Current Teacher Workforce Goals and Roles



What are the statewide goals for the teacher workforce?

**No statewide, measurable goals** for strengthening the teacher workforce

- **IHEs:** UC, CSU, CCC Compacts & Roadmap goals aren't specifically for teacher workforce
- **K-12 accountability system:** focuses on student outcomes



Who is responsible for state and regional teacher workforce planning?

**No single institution holds responsibility** for statewide teacher workforce planning



What roles support K -12 and higher education coordination at the state & regional level?

**Statute “encourages” but does not mandate** interagency collaboration for teacher workforce planning

Only some **limited -term, limited -scope efforts**

# California's Teacher Workforce Strategic Framework



## Develop Statewide Measurable Teacher Workforce Goals

Set measurable teacher workforce goals grounded in available statewide data and aligned to a shared vision that all learners are served by well-prepared teachers from diverse backgrounds



## Statewide Roles + New State and Regional Processes

Articulate clear state agency and institution roles + new systems that create enabling conditions for state and regional teacher workforce strategic planning to achieve goals



## Implementation and Sustainability Planning

Formalize the statewide goals and roles + launch the State Collaborative Strategic Planning process + implement a regional pilot of the strategic planning process



# Thank you!

For additional information about  
our work and to learn more about the  
Collaborative, contact:

Melissa White  
[mwhite@wested.org](mailto:mwhite@wested.org)

# More resources supporting the teacher workforce in California



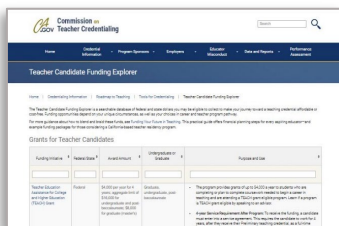
Teacher Candidate Funding Scenarios



Teacher Prep Program Funding Scenarios

Funding Initiative	Eligible Years	Federal Title	Total Amount	Award Amount	Matching Requirement
Countdown School Districts (Teacher Candidate Support)	One-time FY22-FY23	State	\$100 million FY22	\$4,000 per year for four years	California Budget Act of 2017 (SB 1000, Chapter 46, Section 105)
Teacher T. (Harbor Hill) Districts (Teacher)	First-time applicants FY22-FY23	Federal	\$20 million FY24	\$1 million-\$1.5 million (dependent)	Higher Education Act (Title II, Part A)
Teacher T. (Harbor Hill) Districts (Teacher)	Ongoing	Federal	\$100 million FY24	\$400,000 (percentage of new awards)	Higher Education Act (Title II, Part A)
Teacher T. (Harbor Hill) Districts (Teacher)	Ongoing	Federal	\$100 million FY24	\$1.5 million-\$2 million (dependent)	Higher Education Act (Title II, Part A)
Teacher T. (Harbor Hill) Districts (Teacher)	Ongoing	Federal	\$60 million FY24	\$1 million-\$1.5 million (dependent)	Federal Education and Research (Title II, Part A)

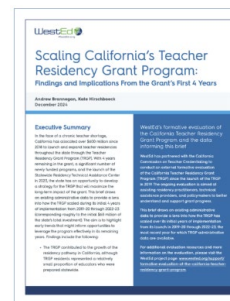
Teacher Candidate & Prep Program Funding Explorers



Teacher Candidate Funding Explorer



Improving Access & Affordability of High-Quality Teacher Preparation



Scaling California's TRGP: Findings & Implications from the Grant's First Four Years



# Research Panel



# Q&A

Please write your questions on the index cards provided, raise your hand, and someone will come by to collect the card.

# Research Panel

- **Desiree Carver-Thomas** | Senior Researcher and Policy Analyst, Learning Policy Institute
- **Kai Mathews** | Executive Director, Urban Ed Academy
- **Melissa Eiler White** | Senior Advisor, Research and Policy, WestEd
- **Linda Darling-Hammond** | President and CEO, Learning Policy Institute; President, California State Board of Education (moderator)



# State Agency Panel

# State Agency Panel

- **Daisy Gonzales** | Executive Director, California Student Aid Commission
- **Ingrid Roberson** | Chief Deputy Superintendent (appointed), California Department of Education
- **Mary Vixie Sandy** | Executive Director, California Commission on Teacher Credentialing
- **Tara Kini** | Chief of Policy and Programs, Learning Policy Institute (moderator)



# Perspectives From the Field Panel



# Perspectives From the Field Panel

- **Annamarie M. Francois** | Associate Dean, UCLA School of Education and Information Studies
- **Marquita Grenot-Scheyer** | Chair, California Commission on Teacher Credentialing
- **Leslie Littman** | Vice President, California Teachers Association
- **Natalie Wheatfall-Lum** | Director of TK-12 Policy, EdTrust-West
- **Efrain Mercado** | Director of California Policy, Learning Policy Institute (moderator)



# Closing Remarks

David Alvarez | California Assemblymember, District 80



## Tackling Teacher Shortages

What We Know About California's  
Teacher Workforce Investments

Desiree Carver-Thomas, Melanie Leung-Gagné, and Danielle Jeannite



DECEMBER 2024

# Thank You!



Scan the QR to find  
detailed event  
information and  
related research.



Please scan the QR  
code to complete the  
event survey.



CONVENING

# Tackling Teacher Shortages: Investing in California's Teacher Workforce