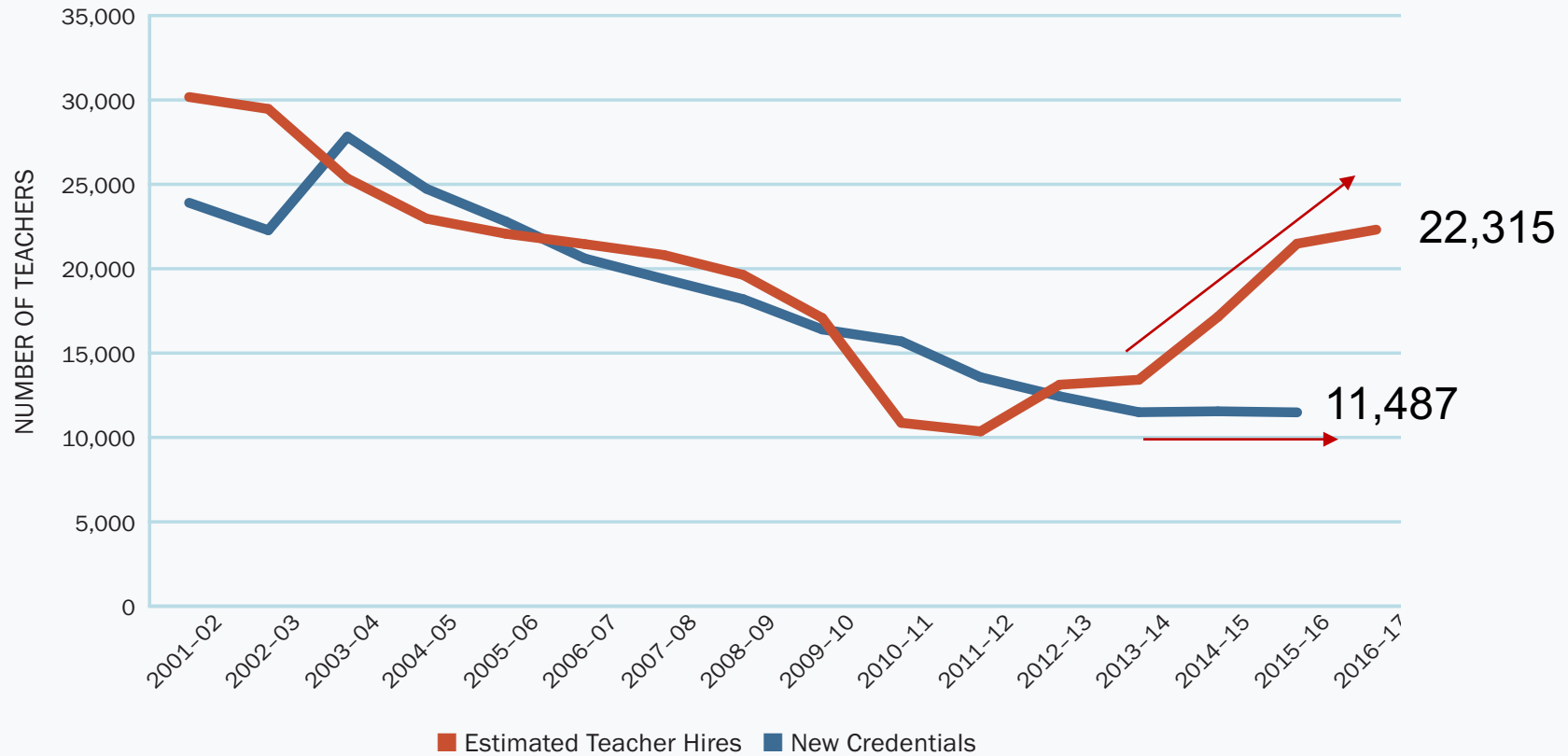

Addressing California's Growing Teacher Shortage

Assembly Budget Subcommittee No. 2 on Education Finance

March 21, 2017

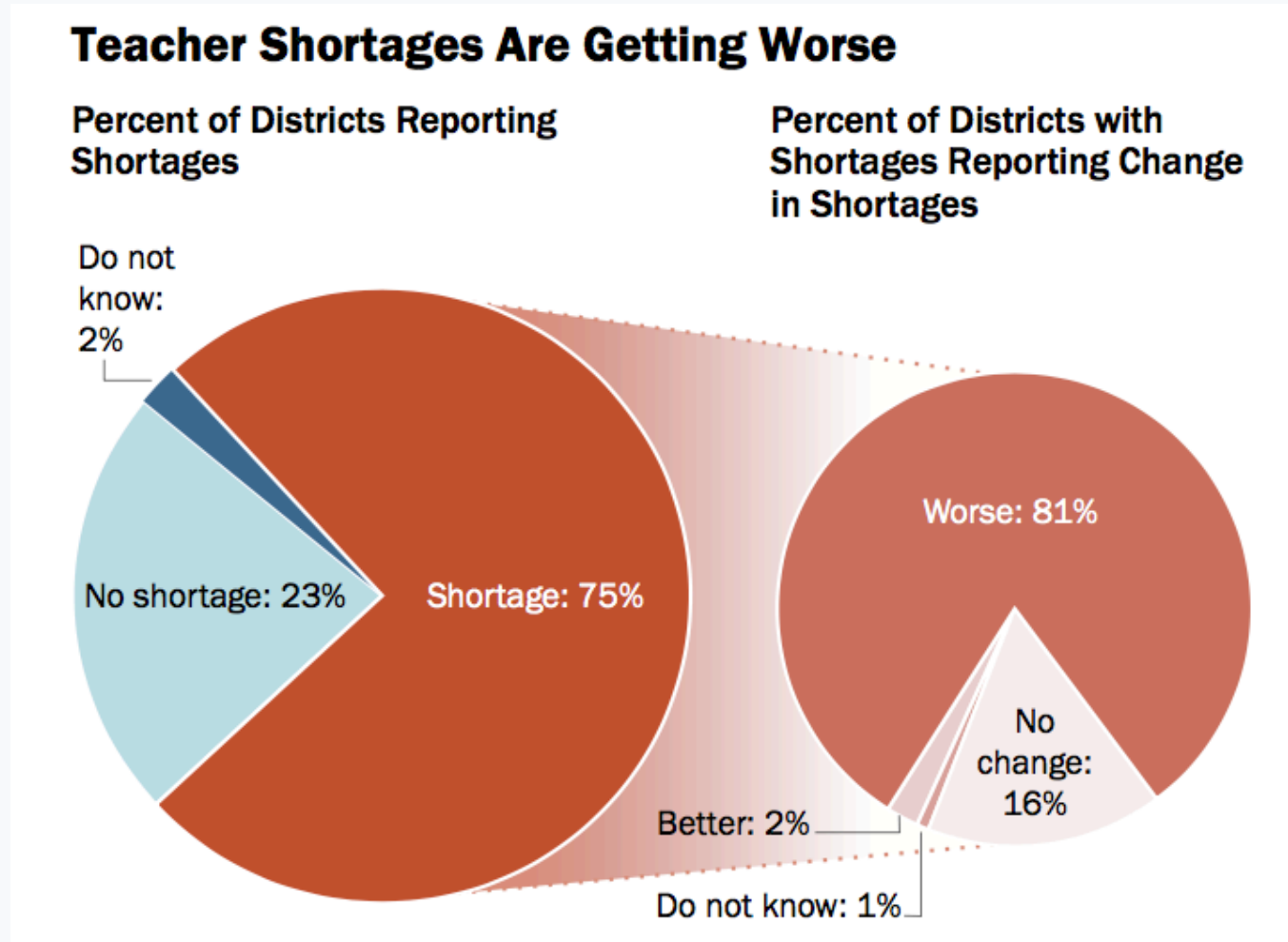
Teacher demand increases and teacher supply stagnates



Note: Note: The 2015-16 credential data represent preliminary credentials issued to new California-prepared teachers who have met all initial credential requirements.

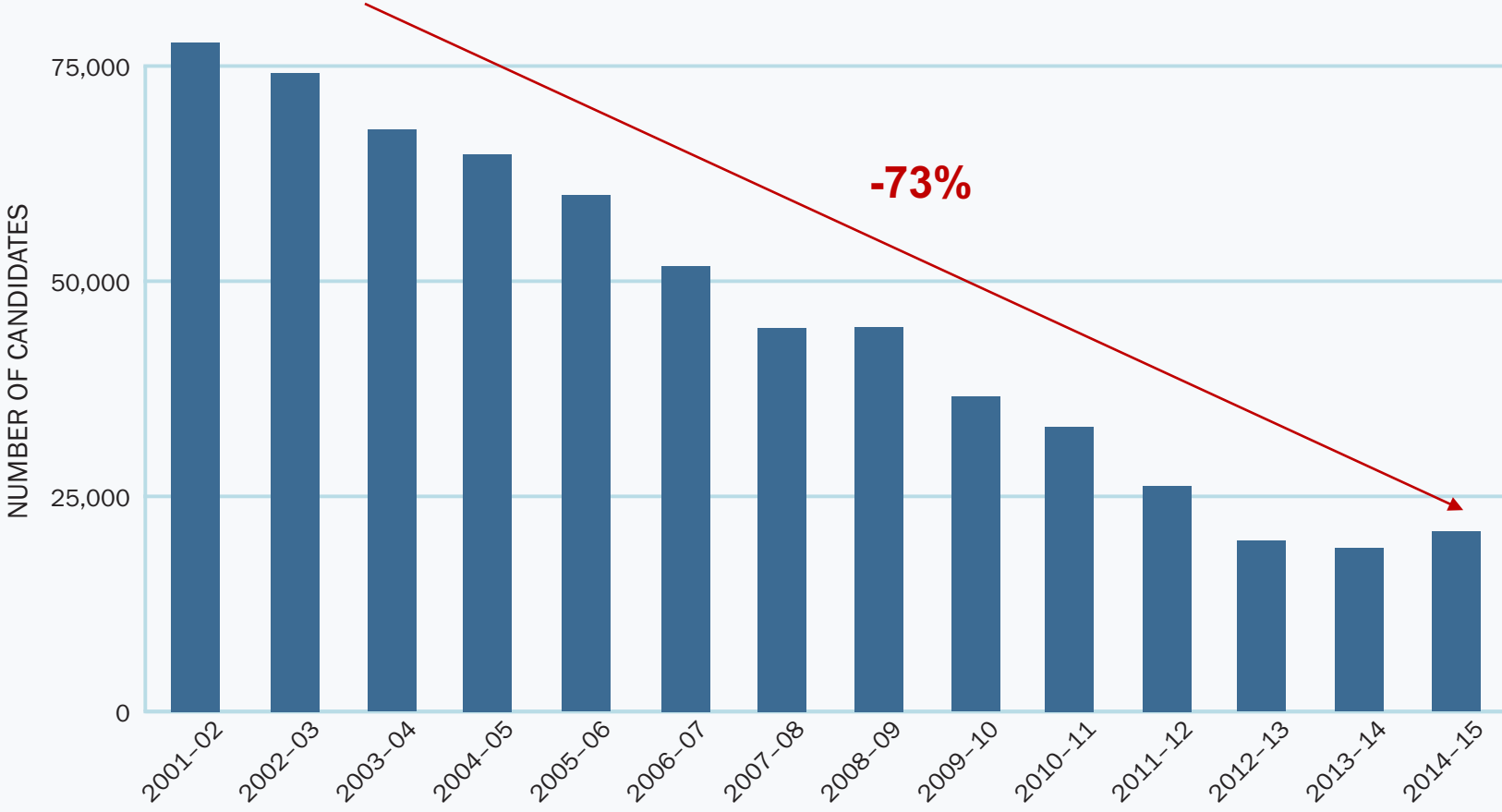
Source: Data on estimated teacher hires are from the California Department of Education. Data on new credentials are from the California Commission on Teacher Credentialing.

Districts report shortages are worse in 2016



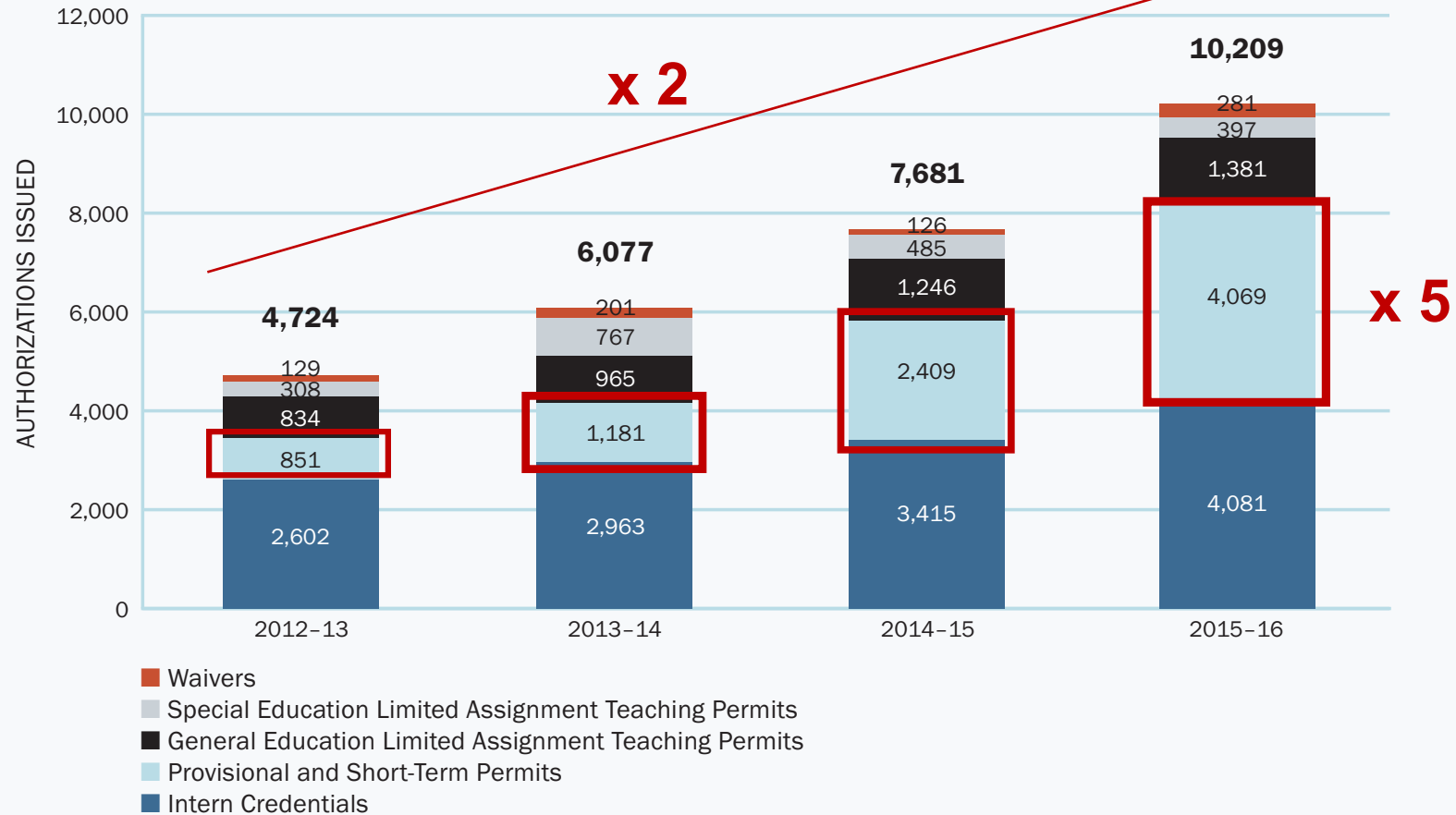
LPI analysis of CSBA Survey of Delegate Assembly Districts (2016).

Teacher preparation enrollments are down 73%



Source: California Commission on Teacher Credentialing. Data available at <http://www.ctc.ca.gov/reports/data/titlell-prog-info.html>.

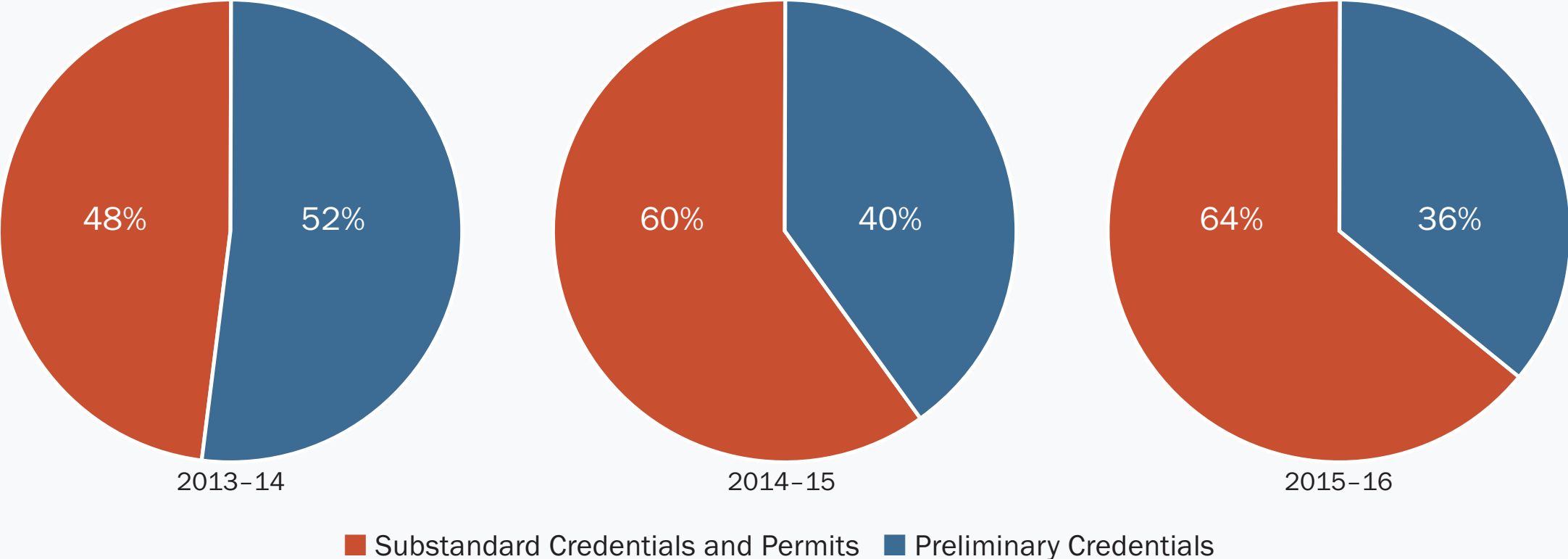
Substandard authorizations more than doubled, emergency-style permits increased nearly five-fold



Note: Number of substandard credentials and permits issued between July 1 of each year and June 30 of the following year.

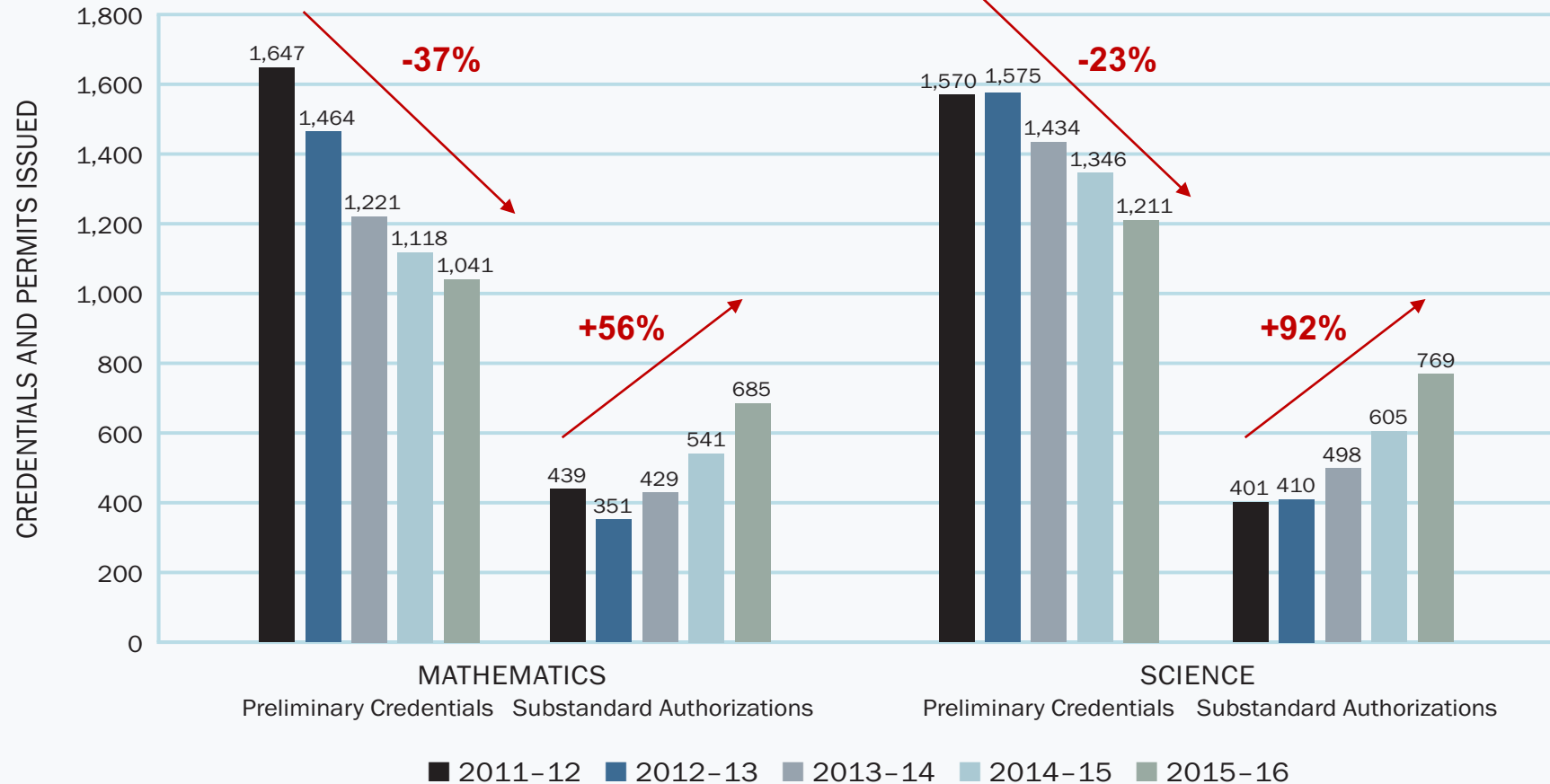
Source: Data provided by the California Commission on Teacher Credentialing in response to LPI request.

New, underprepared special education teachers outnumber those who are fully prepared 2:1



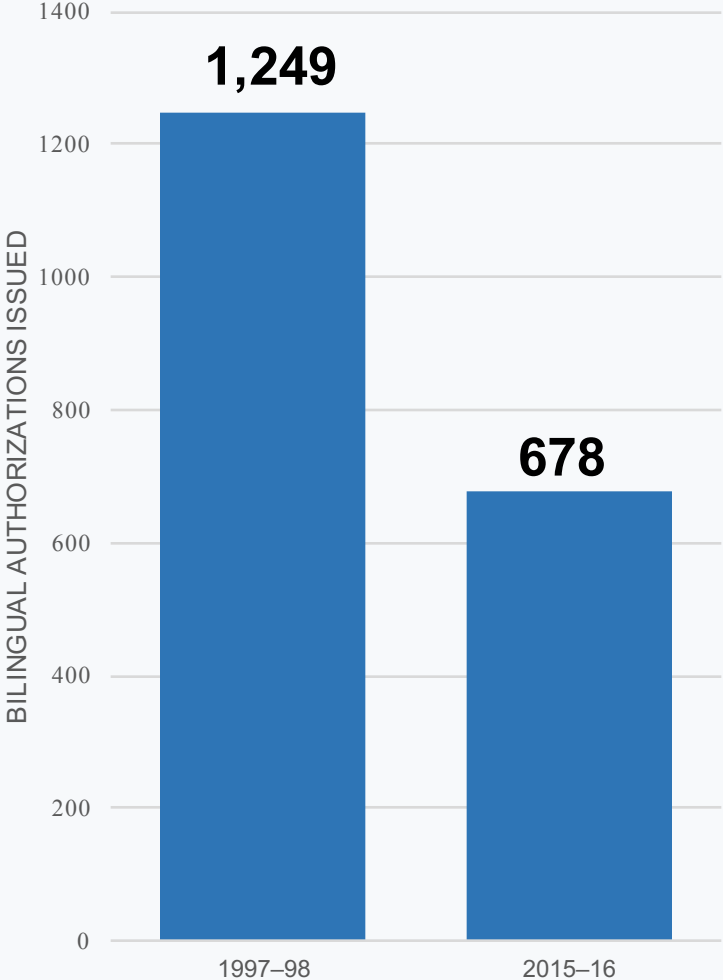
Source: California Commission on Teacher Credentialing.

Math and Science: New, fully prepared teachers decline as underprepared teachers increase



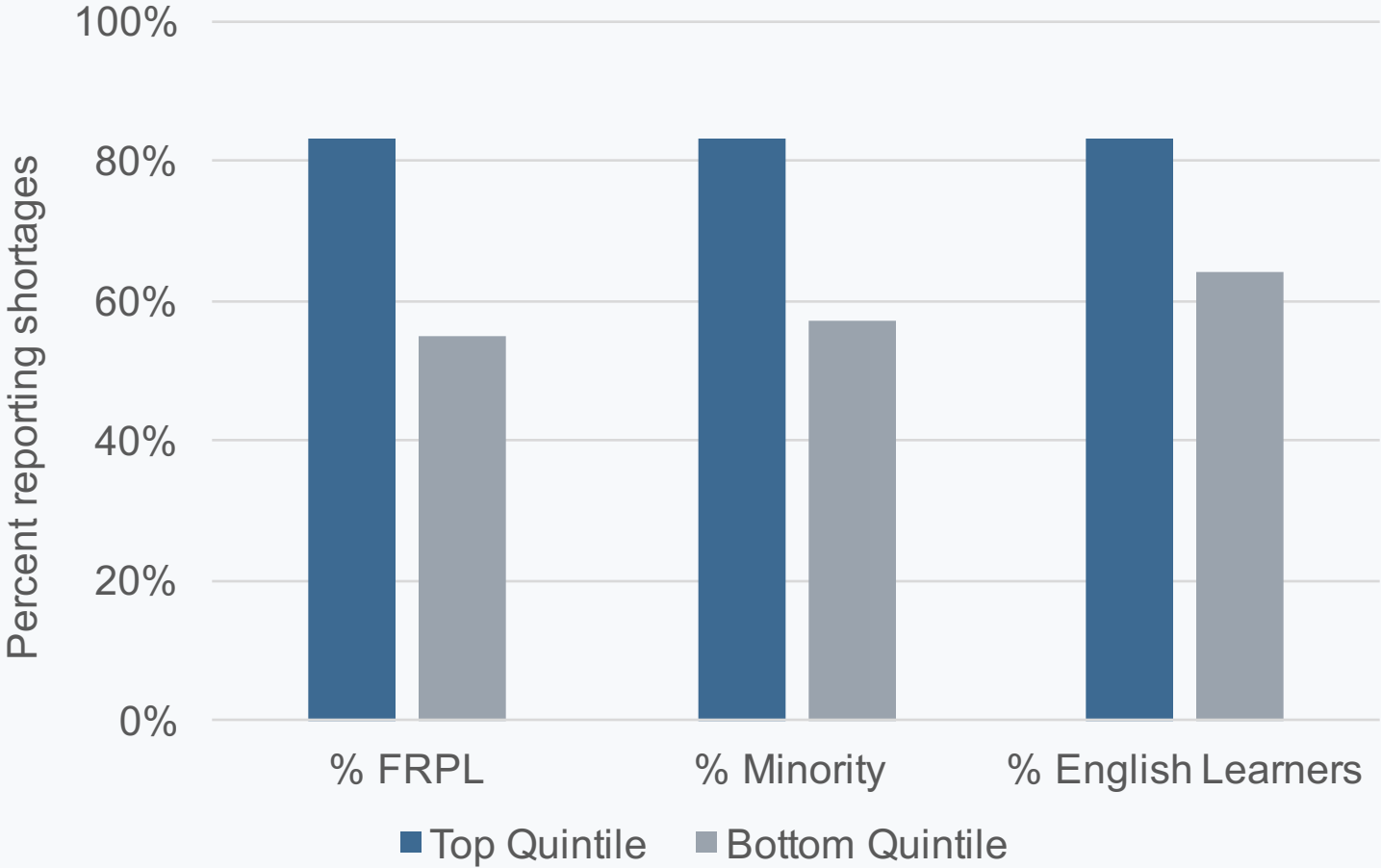
Source: California Commission on Teacher Credentialing.

CA issues about half as many bilingual authorizations as it did before Prop 227



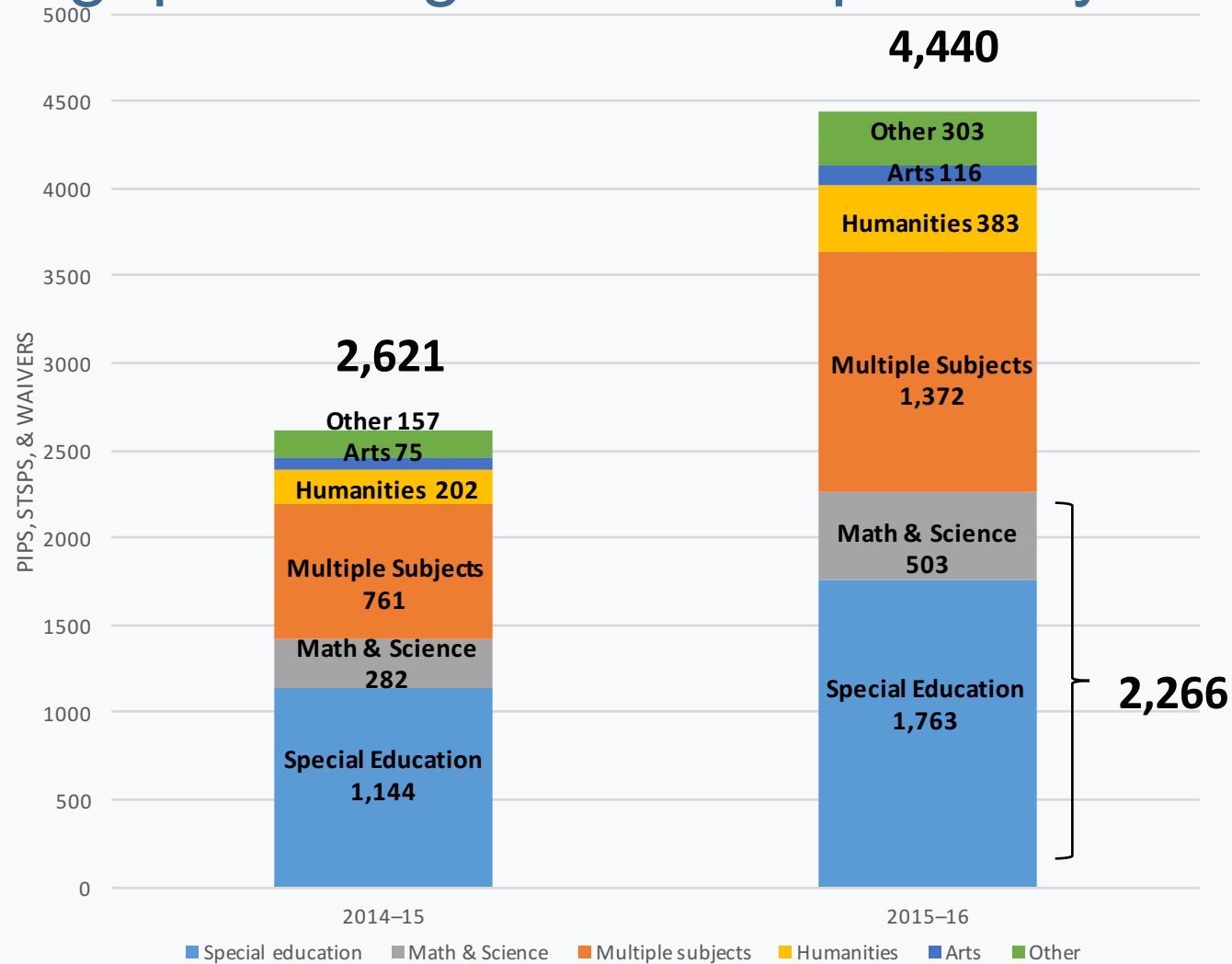
Source: California Commission on Teacher Credentialing

Shortages disproportionately impact our most vulnerable student populations



LPI analysis of CSBA Survey of Delegate Assembly Districts (2016).

Closing the gap with high-retention pathways



Source: California Commission on Teacher Credentialing

Recommendations

- 1. Offer service scholarships or loan forgiveness that cover the cost of tuition and living expenses to teacher candidates who prepare and commit to teach in high-need fields and locations.**
- 2. Boost the supply of teachers entering shortage fields and locations through high-retention teacher preparation programs completed in one year at the postbaccalaureate level, such as the teacher residency models.** These teachers can immediately fill vacancies with the training to have successful and lasting careers.
- 3. Eliminate barriers to re-entry for retired teachers in shortage fields, or postpone their exit.** In the short term, the state could remove caps on earnings that would allow districts to hire retirees to return to schools as teachers and mentors. If employees pay into the retirement system, this would be revenue neutral.

Summary

- **Teacher demand is outpacing stagnant teacher supply**
- **Enrollment in teacher preparation is down 73% since 2001-02**
 - CA authorizes half the number of bilingual teachers than it did when bilingual hiring was at its peak and there are few bilingual preparation programs
- **Substandard credentials and permits continue to grow, with the greatest growth in emergency-style PIPs, STSPs, and Waivers.**
 - Special education substandard credentials and permits outnumber preliminary credentials 2:1
 - New, fully prepared math and science teachers decline as underprepared teachers increase
 - Emergency credentials are twice as common in high-poverty schools and three times more common in high-minority schools
- **High-retention pathways can address these immediate shortfalls without compromising on teacher quality**