Closing California’s Opportunity Gap: Ensuring All Students Have Access to Fully Prepared Teachers

November 12, 2020 | #CATeacherShortage
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Agenda

- Introduction and Framing
- Research Presentation
- Panel Discussion
- Audience Q&A
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Closing California’s Opportunity Gap:
Ensuring All Students Have Access to Fully Prepared Teachers

Desiree Carver-Thomas, Researcher and Policy Analyst
November 12, 2020
Overview

- California’s deepening teacher shortage
- Shortage causes
- How shortages expand inequality
- Building on recent investments
- High quality teacher residencies
Interactive Map: Understanding Teacher Shortages in California

A district- and county-level analysis of the factors influencing teacher supply and demand

This map highlights a number of key factors that reflect and influence teacher supply and demand and signal whether California districts and counties are likely to have an adequate supply of qualified teachers to fill their classrooms.

Select an indicator below to change map view

<table>
<thead>
<tr>
<th>Indicator</th>
<th>State</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teacher Supply Factors</td>
<td></td>
</tr>
<tr>
<td>Total teachers</td>
<td>306,261</td>
</tr>
<tr>
<td>% teachers who are new hires</td>
<td>10%</td>
</tr>
<tr>
<td>% new hires with substandard credentials</td>
<td>34%</td>
</tr>
<tr>
<td>% beginning teachers</td>
<td>12%</td>
</tr>
<tr>
<td>% teachers of color</td>
<td>34%</td>
</tr>
<tr>
<td>Re-entrants: % leavers who re-enter</td>
<td>12%</td>
</tr>
<tr>
<td>Teacher Demand Factors</td>
<td></td>
</tr>
<tr>
<td>Attrition: % left public school teaching in California</td>
<td>9%</td>
</tr>
<tr>
<td>Turnover: % left public school teaching in district/county</td>
<td>12%</td>
</tr>
<tr>
<td>Student enrollment</td>
<td>6,220,413</td>
</tr>
<tr>
<td>Enrollment change (2016–17 to 2017–18)</td>
<td>0%</td>
</tr>
<tr>
<td>Projected enrollment growth (2017–18 to 2027–28)</td>
<td>-4%</td>
</tr>
<tr>
<td>Projected teacher hires (2018–19)</td>
<td>20,918</td>
</tr>
<tr>
<td>Teachers needed to reduce student-teacher ratio to pre-recession levels</td>
<td>4,126</td>
</tr>
<tr>
<td>% teachers 50 and older</td>
<td>40%</td>
</tr>
<tr>
<td>% teachers 60 and older</td>
<td>14%</td>
</tr>
</tbody>
</table>

https://learningpolicyinstitute.org/product/interactive-map-understanding-teacher-shortages-california
California’s Deepening Teacher Shortage

- Substandard credentials and permits have tripled
California’s Deepening Teacher Shortage

- Substandard credentials and permits have tripled
- Emergency-style permits have increased 7 times
Teachers of Color

• 34% of California teachers are teachers of color

• 9% of districts have no teachers of color

• About 6 in 10 districts have fewer than 20% teachers of color
Shortage Causes

- Decline in teacher preparation enrollments
- Increased demand for teachers
- Teacher attrition and turnover
Decline in Teacher Preparation Enrollments

- Enrollments declined *75%* (2001-02 to 2013-14)
Increased Demand for Teachers

- District hiring estimates increased by 43% (2013-14 to 2017-18)
- Districts hire to reduce student-teacher ratios
- Attrition accounts for 90% of demand for new teachers
Teacher Attrition and Turnover

- Turnover rate of **12%** includes **9% leavers** and **3% movers**
- Turnover rates vary from **under 5% to 25% or more**
How Shortages Expand Inequality

Districts serving more students from low-income families have:

• Higher turnover rates

• More new hires and beginning teachers

• More teachers on substandard credentials and permits
How Shortages Expand Inequality

Districts serving more students from low-income families have:

- Higher turnover rates
- More new hires and beginning teachers
- More teachers on substandard credentials and permits
- Financial costs
- Revolving door of teachers
- Impacts on student learning
Between 2016 and 2019, the California state legislature invested nearly $300 million to build the teacher pipeline. Funded programs include:

- Classified Staff Teacher Training Program
- Integrated Undergraduate Teacher Preparation Program
- Center on Teaching Careers
- Golden State Teacher Grant Program
- California Teacher Residency Grant Program
High-quality, funded teacher residencies can advance equity by helping to:

- **address shortages in targeted areas** by preparing effective, fully-credentialed teachers who are recruited for specified content areas

- **reduce teacher turnover** by producing teachers who stay in the profession

- **increase teacher diversity** by providing financially feasible pathways for candidates who may not otherwise be able to afford a teacher preparation program
High-Quality Teacher Residencies

- Consist of strong partnerships between school districts/LEAs, universities, and sometimes other entities;
- Tightly integrate coursework about teaching and learning with classroom practice;
- Require a full year of residency teaching working alongside an accomplished mentor teacher;
- Recruit diverse candidates for specific district instructional and hiring needs, often in shortage areas;
- Provide financial support, often in exchange for the resident’s commitment to teach in the district for a minimum number of years;
- Place cohorts of residents in “teaching schools” that model evidence-based practices with diverse learners; and
- Many offer ongoing mentoring and support for residency graduates hired by the partner LEA after they enter the teaching workforce.
Addressing the Special Education Teacher Shortage: North Coast Teacher Residency Consortium

- Primarily rural county
- In 2017-18 17% of teachers were new hires
- Nearly 1 in 5 was hired on a substandard credential or permit
- Through a CA Teacher Residency Grant Humboldt County Office of Education and Humboldt State partnered to develop a special education focused residency
- Recruited special education paraeducators already working in the county
- Paras keep their jobs and salaries while gaining high quality clinical experience and taking aligned coursework
- Inaugural cohort of 10 in 2019-20; 8 were paraeducators
- 9 of 10 residents were hired full-time in the county in fall 2020
Thank you!

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Thank you!

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