

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

November 12, 2020 | #CATeacherShortage



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Moderator



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Remarks



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Agenda

- **Introduction and Framing**
- **Research Presentation**
- **Panel Discussion**
- **Audience Q&A**

Panelists



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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



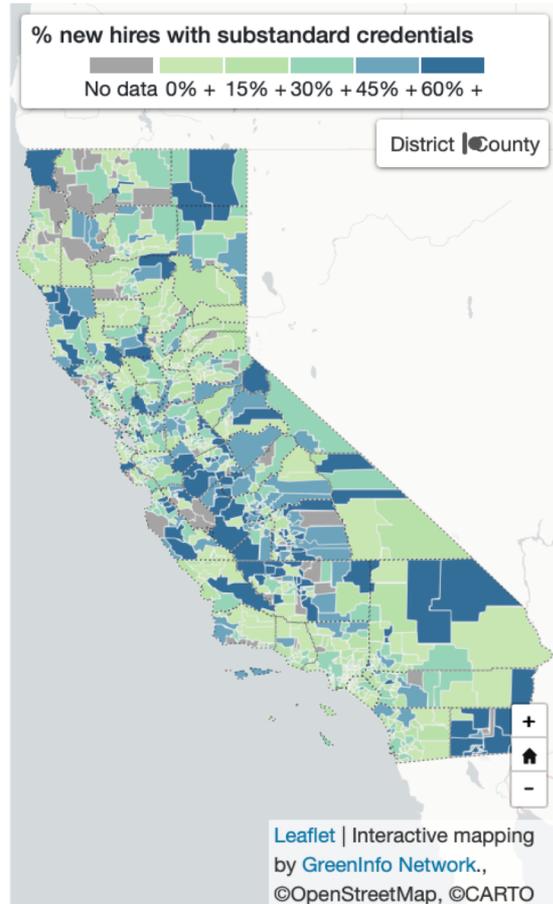
High quality teacher residencies

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.

[More](#) ▾



Search for a district or county

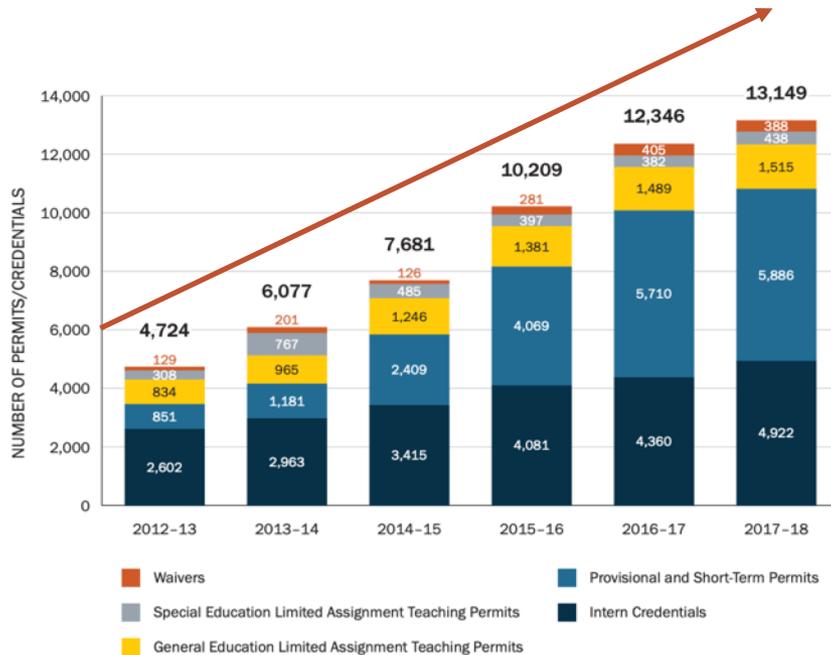


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Select an indicator below to change map view

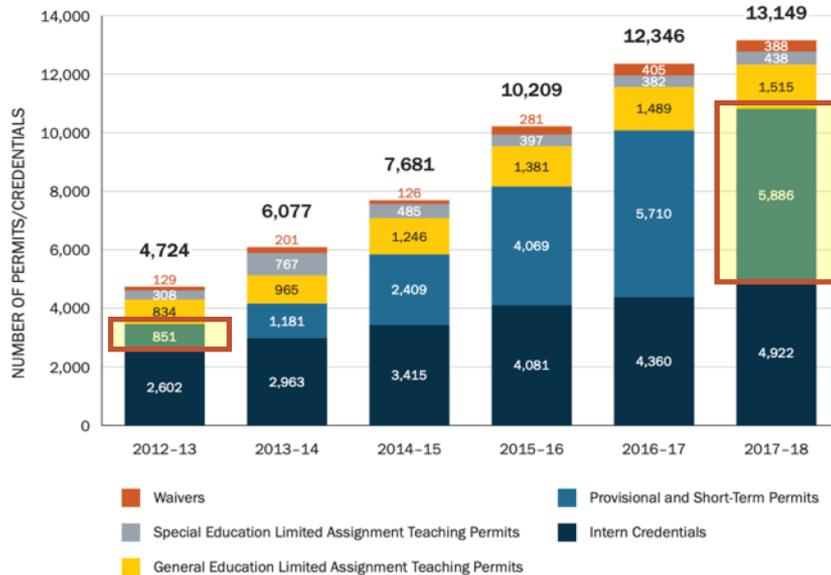
Indicator	State
Teacher Supply Factors	
Total teachers ⓘ	306,261
% teachers who are new hires ⓘ	10%
% new hires with substandard credentials ⓘ	34%
% beginning teachers ⓘ	12%
% teachers of color ⓘ	34%
Re-entrants: % leavers who re-enter ⓘ	12%
Teacher Demand Factors	
Attrition: % left public school teaching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

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



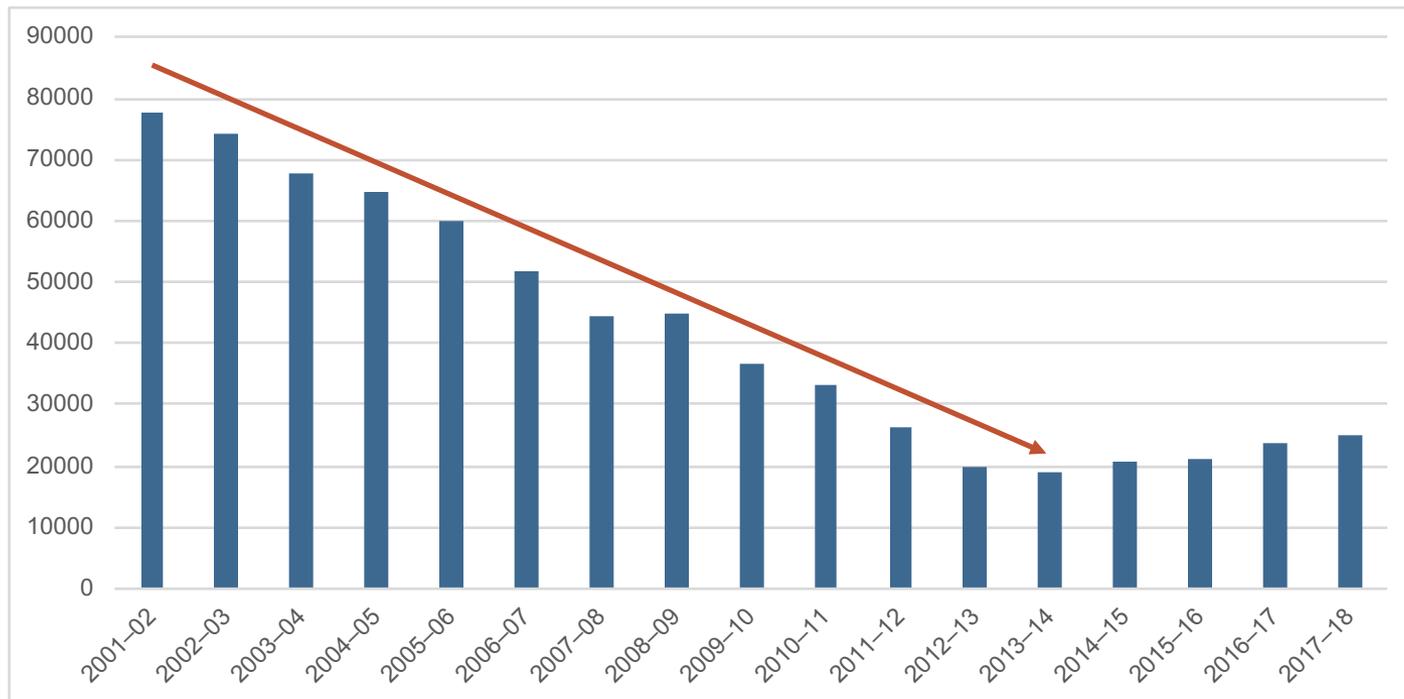
- **34%** of California teachers are teachers of color
- **9%** of districts have no teachers of color
- About 6 in 10 districts have fewer than 20% teachers of color

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**



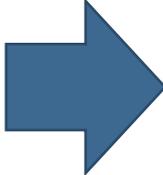
How Shortages Expand Inequality

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**
- 

Building on Recent Investments

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

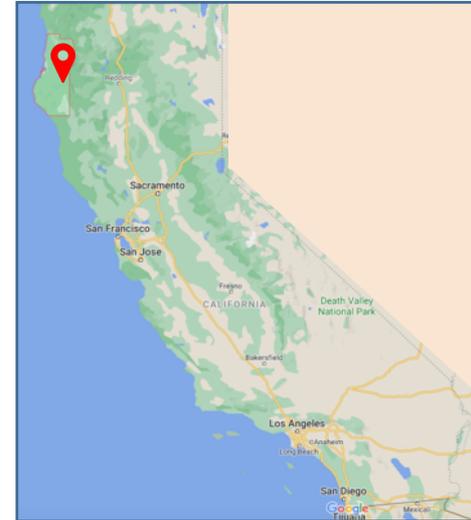
High-Quality Teacher Residencies

- 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

Humboldt County, CA



Thank you!

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Panel Discussion



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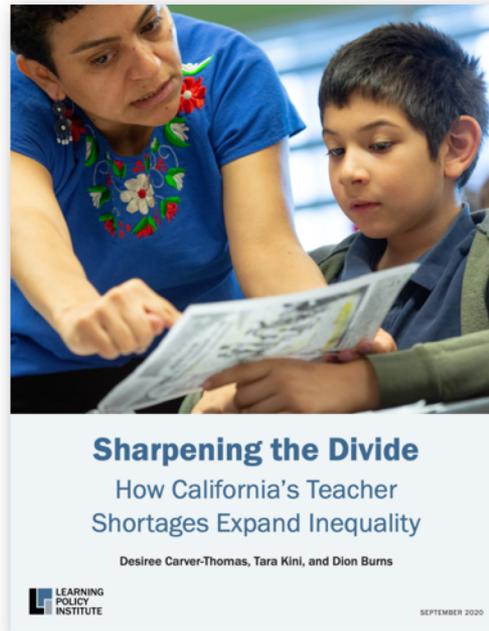
California Partnership for the Future of Learning | futureforlearning.org

California Teacher Residency Lab
cdefoundation.org/cde_programs/thelab

EdPrepLab | edpreplab.org

The Education Trust—West | west.edtrust.org

Prepared to Teach | www.bankstreet.edu



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