California’s Emerging Teacher Shortage

Patrick M. Shields and Leib Sutcher
## Discontinued and Inactive Teacher Recruitment Programs

<table>
<thead>
<tr>
<th>Program</th>
<th>Funding History/Timeline</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teacher Recruitment Incentive Program (TRIP)</td>
<td>* Funded beginning in 2000-01 &lt;br&gt; * Suspended 2003-04</td>
</tr>
<tr>
<td>California Center for Teaching Careers (CalTeach)</td>
<td>* Funded beginning in 1997 &lt;br&gt; * Funding peaked in 2000-01 and 2001-02 &lt;br&gt; * Suspended 2003-04 (CDE took over website)</td>
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<tr>
<td>Governor’s Teaching Fellowship</td>
<td>* Funded beginning in 2000-01 &lt;br&gt; * Suspended 2002-03</td>
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<tr>
<td>Cal Grant T</td>
<td>* Funded beginning in 1998-99 &lt;br&gt; * Discontinued 2003-04</td>
</tr>
<tr>
<td>Teacher Retention Tax Credit</td>
<td>* Funded beginning in 2000 &lt;br&gt; * Suspended 2002, reinstated 2003, suspended again 2004</td>
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<tr>
<td>Mathematics Initiative for Teaching</td>
<td>* Funded beginning in 1998 &lt;br&gt; * Significantly reduced 2002-03 &lt;br&gt; * Eliminated 2003-04</td>
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<tr>
<td>Teaching as a Priority (TAP) Block Grant</td>
<td>* Funding began, peaked in 2000-01 &lt;br&gt; * Funding suspended in 2003-04 &lt;br&gt; * Rolled into PD Block Grant in 2005-06</td>
</tr>
<tr>
<td>Assumption Program of Loans for Education (APLE)</td>
<td>* Long-standing loan forgiveness program &lt;br&gt; * New warrants suspended in 2012-13 &lt;br&gt; (active recipients still received remaining funds)</td>
</tr>
</tbody>
</table>
Anecdotal Evidence of Teacher Shortages

Principals say state teacher shortage now amid a crisis

Bay Area schools say teacher shortage now

SD schools have recently spred

State finds teacher shortage in more subject areas

Teacher shortage in special ed

Teacher Shortage. Teacher Shortages. Teacher Shortages.

SLO County school districts feeling impacts of teacher shortages

Monterey County dealing with teacher shortage

SHORTAGE OF TEACHERS IN CALIFORNIA AFFECTS LOCAL SCHOOL CLASSROOM SIZES
Teacher Preparation Enrollments Down 76%

Number of candidates enrolled in California teacher preparation programs, 2001-02 to 2013-14


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California’s Teacher Shortage

Number of preliminary new teaching credentials issued and district-estimated new hires, 1999-2000 to 2015-16

Note: Estimated teacher hires are reported annually by each California school district for the upcoming school year. New credentials are preliminary credentials issued to California prepared teachers. 2014-15 credential data are preliminary.

Source: Estimated hires data are from California Department of Education DataQuest Web Page, at http://data1.cde.ca.gov/dataquest/ New credentials data were provided from the California Commission on Teacher Credentialing upon request.

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Underprepared Teachers Are on the Rise

Note: Number of credentials issued between July 1st of each year and June 30 of the following year. (See Appendix B.)

Source: Data provided by the California Commission on Teacher Credentialing through a special request.

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The Least Prepared Teachers Are Growing the Fastest

Note: Number of credentials issued between July 1st of each year and June 30 of the following year. (See Appendix B.)
Source: Data provided by the California Commission on Teacher Credentialing through a special request.
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2013: 26% of New Credentials and Permits Are Issued to Underprepared Teachers

2012-13

- Full Credentials
- Substandard Credentials
2014: 35% of New Credentials and Permits Are Issued to Underprepared Teachers

2013-14

- Full Credentials
- Substandard Credentials
2015: More Than 40% New Credentials and Permits Are Issued to Underprepared Teachers
Math and Science: New Fully Prepared Teachers Decline As Underprepared Teachers Increase

- **Mathematics**
  - Full Credentials: 32% decline
  - Substandard Credentials: 23% increase

- **Science**
  - Full Credentials: 14% decline
  - Substandard Credentials: 51% increase

Legend:
- 2011-12
- 2012-13
- 2013-14
- 2014-15
Almost 50% of Entering Special Education Teachers are Underprepared

2011-12
5,273 Teachers

2012-13
5,070 Teachers

2013-14
4,829 Teachers

Substandard Credentials
Full Credentials
Looking to the Future
CA Needs 60,000 Additional Teachers to Return to Pre-Recession Student-Teacher Ratios

California

United States


0.0 5.0 10.0 15.0 20.0 25.0 30.0
CA Needs 135,000 Additional Teachers Reflect the National Average Student-Teacher Ratio
Retirements Not Out of the Picture Yet

California public school teacher age distribution, 2006-07 and 2014-15

Source: California Department of Education data, provided in response to a special request.
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What about your County?

Placer County

- 70,496 Student Enrollment
- 215 Teachers Needed to Reduce Student-Teacher Ratios
- 161 Projected Teacher Hires 2015-2016
- 1.3% Underqualified Teachers

Statewide

- -0.4% Enrollment Growth
- 13,361 Teachers Needed to Reduce Student-Teacher Ratios
- 20.0% Enrollment Growth
- 3,413 Number of Teachers

PERCENT CHANGE

23%  -11%

*These data represent county averages; indicators vary significantly at the district and school level. These data do not include public charter schools.

View County Data Page >