California Teacher Shortages: What We Know and Can Do
75% of CA Districts Reported Teacher Shortages in 2016-17

Major Shortage Areas:
- Special Education (88%)
- Mathematics (58%)
- Science (57%)
- Elementary (37%)
- Districts with most high-need students (83%)
- Emerging: CTE, Bilingual

LPI analysis of CSBA Survey of Delegate Assembly Districts (2016).
Shortages Disproportionately Impact Urban & Rural Districts

Shortages Disproportionately Impact Students of Color and Low-income Students

Source: California State Plan to Ensure Equitable Access to Excellent Educators (2016)
10,000 teachers hired on substandard credentials

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 by request.
Emergency-Style Permits Continue to Increase

Number of PIPs and STSPs Issued Over Time

Source: Data provided by the California Commission on Teacher Credentialing by request
Math and Science: New, fully prepared teachers decline as underprepared teachers increase

Source: California Commission on Teacher Credentialing.
New, underprepared special education teachers outnumber those who are fully prepared 2:1.
More than 50% of districts surveyed in Spring 2017 reported a shortage of bilingual teachers.
First Look at 2017-18: Shortages Continue

Percent of Districts Reporting Shortages for the 2017-18 School Year

- Shortage: 76%
- No Shortage: 24%

Source: Analysis of LPI 2017-18 CA School District Survey
Increases in Underprepared Teachers in 2017-18

- More new hires underprepared than last year (47%)
- Fewer new hires underprepared than last year (32%)
- Not changed from last year (21%)

Chart Source: Analysis of LPI 2017-18 CA School District Survey
How Are Districts Filling Vacant Teaching Positions?

Percent of districts with shortages that used the staffing solution to fill vacant positions:

- Hiring teachers with substandard credentials: 55%
- Hiring substitutes: 24%
- Assigning teachers outside of credential field: 22%
- Leaving positions vacant: 17%
- Increasing class sizes: 9%
- Canceling courses: 8%

The cost of underprepared teachers

- Teachers with little/no preparation
  - Lower student outcomes
  - Higher attrition
    - Replacement = up to $20K per teacher
## California’s $68 million investment will improve teacher supply in 3-5 years

### 2016

- California Classified Staff Teacher Credentialing Program: $20M for grants to LEAs to recruit classified staff to become certified teachers
- Integrated Teacher Preparation Program Grant: $10M for grants to IHEs to develop or expand 4-year teacher preparation programs.
- California Center on Teaching Careers: $5M to recruit new teacher candidates

### 2017

- Classified Staff Teacher Credentialing Program: $25M
- Bilingual Professional Development Program: $5M
- CalED Grant Program: $2.7M for teacher recruitment & retention, $6.5M school leader development
What Supports High-Retention Entry Pathways?

<table>
<thead>
<tr>
<th>State</th>
<th>Scholarship Type</th>
<th>Annual Amount / Year</th>
<th>Total Amount / Years</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indiana</td>
<td>Service Scholarships / Forgivable Loans</td>
<td>Up to $7500 / year</td>
<td>$30,000</td>
</tr>
<tr>
<td>Kansas</td>
<td>Service Scholarships / Forgivable Loans</td>
<td>Up to $5500 / year</td>
<td>$22,000</td>
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<tr>
<td>Massachusetts</td>
<td>Service Scholarships / Forgivable Loans</td>
<td>Up to $7500 / year</td>
<td>$30,000</td>
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<tr>
<td>Nevada</td>
<td>Service Scholarships / Forgivable Loans</td>
<td>Up to $6000 / year</td>
<td>$24,000</td>
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<td>North Carolina</td>
<td>Service Scholarships / Forgivable Loans</td>
<td>Up to $8250 / year</td>
<td>$33,000</td>
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<tr>
<td>Virginia</td>
<td>Service Scholarships / Forgivable Loans</td>
<td>Up to $10,000 / year</td>
<td>$40,000</td>
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<tr>
<td>Woodrow Wilson</td>
<td>Woodrow Wilson Scholarship</td>
<td>$30,000 / year</td>
<td></td>
</tr>
</tbody>
</table>

(Graduate Level Preparation)
Residency Programs Offer Another High-Retention Entry Pathway

Districts + Universities Prepare and Retain Effective Teachers to Meet District Needs

1. Recruit and Select Residents
2. Recruit, Select and Train Mentor Teachers
3. Clinical Experience: Apprentice 4 days a week for a full year
4. Masters-level Coursework + Credential
5. Hired to Teach in High-need Schools
6. Induction Support

Residents Selected for Shortage Fields
Residency Funds Training & Living Costs
Service Commitment of 3-5 Years

High Levels of Effectiveness + High Rates of Retention
2017-2018 District Survey: What Can The State Do to Reduce Shortages?

<table>
<thead>
<tr>
<th>Policy Solution</th>
<th>Percent of Districts Agreeing</th>
</tr>
</thead>
<tbody>
<tr>
<td>Loan forgiveness or service scholarship programs</td>
<td>79%</td>
</tr>
<tr>
<td>Teacher residency and other Grow-Your-Own programs</td>
<td>74%</td>
</tr>
<tr>
<td>Support and mentoring for all novice teachers</td>
<td>68%</td>
</tr>
<tr>
<td>Reduce cross-state barriers for veteran teachers</td>
<td>68%</td>
</tr>
<tr>
<td>Greater articulation between CC and teacher prep programs</td>
<td>68%</td>
</tr>
<tr>
<td>Preparation and PD for school leaders</td>
<td>63%</td>
</tr>
<tr>
<td>Affordable housing for teachers</td>
<td>63%</td>
</tr>
<tr>
<td>Improve working conditions e.g. time for collaboration</td>
<td>58%</td>
</tr>
<tr>
<td>Create/expand education academies as part of CTE</td>
<td>47%</td>
</tr>
<tr>
<td>Reduce barriers for retired teachers to return</td>
<td>37%</td>
</tr>
</tbody>
</table>

Source: Analysis of LPI 2017-18 CA School District Survey
• Programs have capacity to serve more teacher candidates.

• >50% report that a lack of financial aid is an obstacle to increasing enrollment in teacher prep programs.

• When asked what policies would allow the institution to increase the number of teacher candidates, respondents most often chose “increasing financial aid for candidates.”
What would it take to eliminate our greatest teacher shortages?

CTC issued ~5,800 emergency-style permits (PIPs/STSPs) in 2016-17: greatest shortages in special ed, math, science

One-year, high-retention pathways, with 4-year service commitment: service scholarships/loan forgiveness and matching grants for teacher residencies

Up to $20,000 per candidate in high-need fields/locations

X 5,000 candidates

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= $100 million