



Recruiting and Retaining Teachers: What research tells us about best practices and policy solutions

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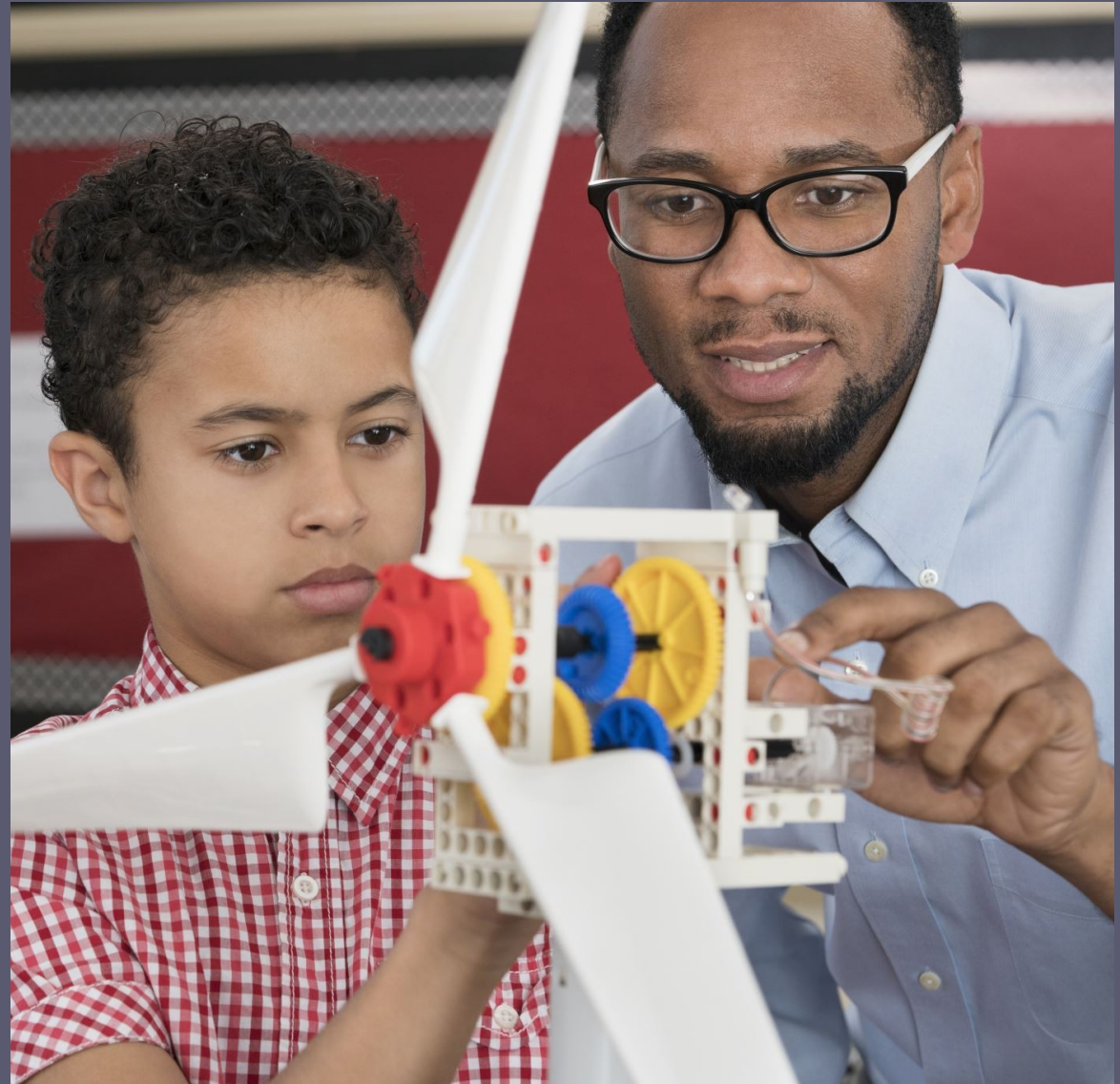
Current Challenges in the Teacher Workforce

Supply = Recruitment and Preparation

Demand = Shortages and Wage Pressures

Equity = Achievement Gap

Retention = Leaky Bucket



What the Experts are Saying

“The COVID-19 pandemic has further strained an already faltering pipeline of qualified teachers,” said LPI President Linda Darling-Hammond. “Resuming in-person instruction and meeting the needs of students will require a stable, high-qualified teacher workforce. It’s more important than ever that states and districts invest in proven solutions that address ongoing teacher shortages.”

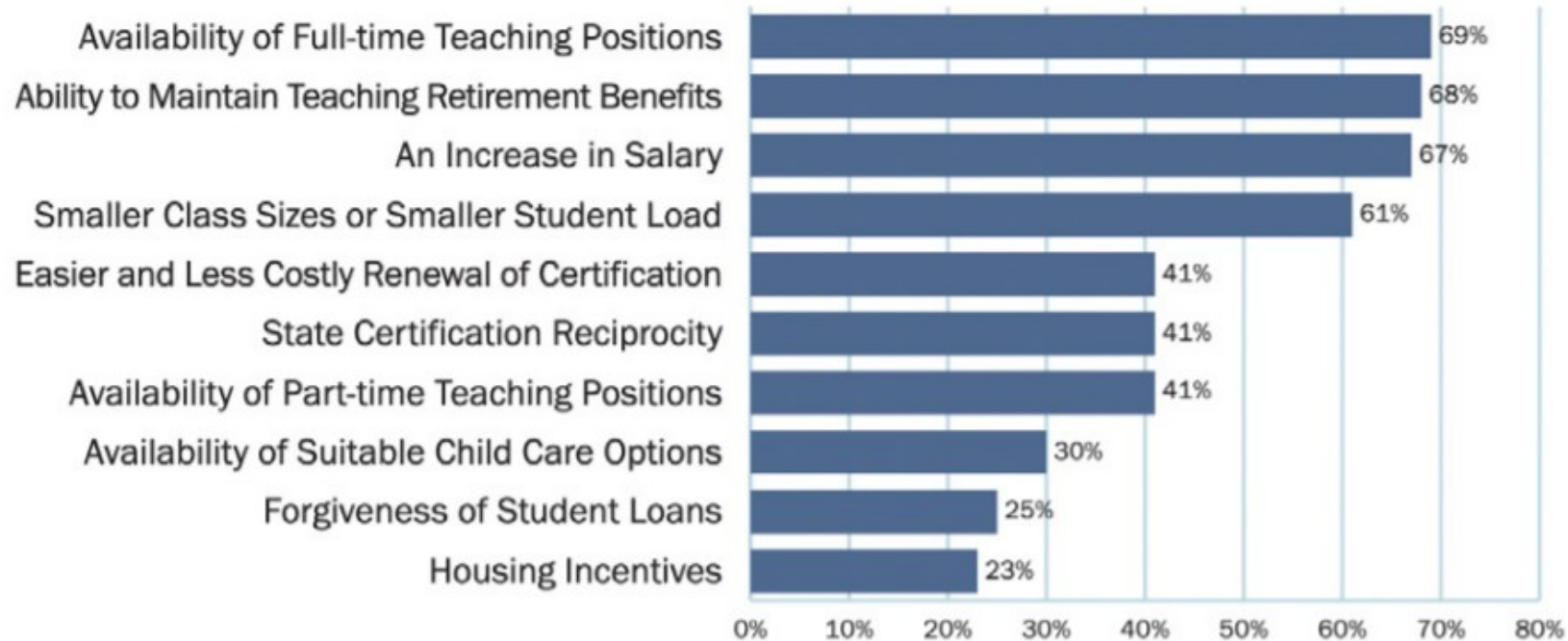
– Linda Darling-Hammond, President and CEO of Learning Policy Institute

“The teacher shortage is real, large and growing, and worse than we thought. When indicators of teacher quality (certification, relevant training, experience, etc.) are taken into account, the shortage is even more acute than currently estimated, with high-poverty schools suffering the most from the shortage of credentialed teachers.”

– Economic Policy Institute

What Attracts and Keeps Teachers

Figure 1. The Percentage of Leavers Who Rated the Factor as Extremely or Very Important in Their Decision to Return



Note: Survey responses from public school teachers who left after the 2011–12 school year and said that they would consider returning to the teaching workforce. Percentages do not add to 100 because teachers can select multiple reasons.

Source: Learning Policy Institute analysis of the Teacher Follow-up Survey, 2013, from the Schools and Staffing Surveys, National Center for Education Statistics.

Element #2: Highly Effective Instruction

**No Time
to Lose**



How to Build a
World-Class
Education System
State by State



NCEE'S Framework for Systemic Education Redesign

High-performing education systems have four components. Combined, they create a composite picture of a system that performs at world-class levels and that U.S. states and districts should aspire to match. But a system is more than the sum of its parts: the components have to reinforce one another. Effective teachers and principals activate the rigorous and adaptive learning system for students. An equitable foundation of supports ensures that teachers and principals can teach and lead effectively and that all students come to school ready and able to learn successfully. Coherent and aligned governance incentivizes each component to work in tandem, creates accountability for achieving results, and provides a structure to organize the system.

The most important feature of a high-performing education system is not that it contains all of these components. It is that the components are aligned and designed to work together *as a system*.

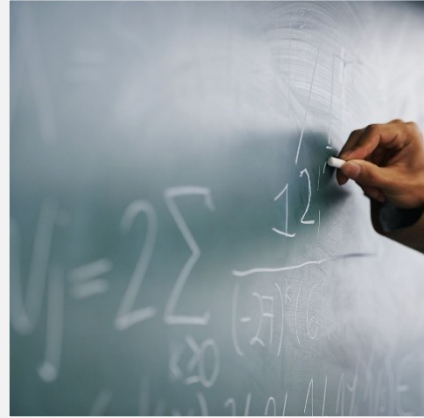


Policy Solutions: Revisioning and Rebuilding Teaching Profession



Preparation & Initial Support

- Rigor
- Few Prep Programs/Higher Quality
- Residency/Mentors
- Rigorous Licensure



Workday & Ongoing Learning

- Restructured Workday
- Practice Makes Perfect
- Increased Responsibilities
- Career Lattices
- World-class Expertise



Compensation & Benefits

- Salaries Restructured
- Other Incentives
- Trade-offs
- What Won't Work



Evaluation

- From Within
- Imbedded in System
- Drives PD



Role of Teachers

- Leaders
- Nation-Builders
- Economic Drivers

State Comparisons: A Tool

AUG 24 2018

Understanding Teacher Shortages: 2018 Update

A State-by-State Analysis of the Factors Influencing Teacher Supply, Demand, and Equity

This map highlights a number of key factors that reflect and influence teacher supply and attrition and signal whether states are likely to have an adequate supply of qualified teachers to fill their classrooms. Based on these data—which treat compensation, teacher turnover, working conditions, and qualifications—each state is assigned a “teaching attractiveness rating,” indicating how supportive it appears to be of teacher recruitment and retention and a “teacher equity rating,” indicating the extent to which students, in particular students of color, are assigned uncertified or inexperienced teachers. Ratings are on a 1-5 scale, with 1 (the lightest color) being the least desirable and 5 (the darkest color) being the most desirable.

For the 2016 version of this interactive, see [here](#).

How many teacher vacancies and uncertified teachers are in your state?

CHOOSE AN INDICATOR

Teaching Attractiveness Rating



CHOOSE A STATE

Oklahoma



</> Embed

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<https://learningpolicyinstitute.org/product/understanding-teacher-shortages-interactive>

State Specific Data

Oklahoma
Download PDF

Teaching Attractiveness Rating 3		OK	US Average
Indicator			
Compensation Rating		1	
Starting Salary		\$31,919	\$38,617
Wage Competitiveness		64	75
Working Conditions Rating 4			
Pupil-Teacher Ratio		16 : 1	16 : 1
Classroom Autonomy		86%	71%
Collegiality Within School		47%	39%
Testing-Related Job Insecurity		11%	12%
Administrative Support		67%	50%
Teacher Qualifications Rating 4			
% Inexperienced Teachers		12.2%	12.7%
% Uncertified Teachers		0.9%	2.6%

Teacher Equity Rating 2.3		OK	US Average
Indicator			
Ratio of Uncertified Teachers in High- vs. Low-Minority Schools		5.10 : 1	3.70 : 1
% Uncertified Teachers in Low-Minority Schools		0.41%	1.28%
% Uncertified Teachers in High-Minority Schools		2.11%	4.75%
Ratio of Inexperienced Teachers in High- vs. Low-Minority Schools		2.11 : 1	1.70 : 1
% Inexperienced Teachers in Low-Minority Schools		8.79%	9.93%
% Inexperienced Teachers in High-Minority Schools		18.6%	17.31%
% Teachers of Color		17%	20%

Teacher Recruitment & Retention

State Comparisons: Policy Databases

[Policy Areas](#) [Our Tools + Resources](#) [Newsroom](#) [About](#)

We work to improve the preparation, support, and recognition America provides for our teachers.

EXPLORE SUPPLY AND DEMAND

Explore Supply and Demand by clicking on the blog posts and publications. Filter the content by selecting subtopics below.

All Differentiated Pay Hiring Reciprocity Class Size Shortage Areas

<https://www.nctq.org/policy-area/Supply-and-Demand>



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Reach out anytime!

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