



Teacher Recruitment & Pipelines

*Oklahoma Legislative
Study Committee*

October 10, 2023



**National Council on
Teacher Quality**

Early Exposure

**Financial
Incentives**

**Multiple
Pathways
To Entry**

**Attractiveness
of the Profession**



Early Exposure: What does the research say?

High School Pipeline Programs

There is a body of evidence suggesting that *high school career programs*—particularly those that link students to college credit-bearing courses—can improve overall student outcomes, including high school grades, graduation rates, college enrollment, and college completion. In many cases, research has found these effects are even more pronounced for students of color.

Colorado

Colorado's state legislature funded the Teacher Recruitment Education and Preparation (TREP) program, which creates the opportunity for qualified high school students in an educator high school career pathway to continue their formal educator pathway into college by enrolling in **tuition-free** post-secondary educator preparation courses for the two years after 12th grade.

While the program is too new to have outcomes data, it served a total of 50 students in its first year, with an anticipated cohort of roughly 400 for the following 2023-2024 school year, and 21 new districts indicating they would participate.

Washington

Washington's legislature expanded the state's Recruit Washington Teachers Initiative to include the Bilingual Educators Initiative (BEI). BEI is a high school career academy program designed for bilingual high school students to prepare to become certified bilingual educators in the state. Funded at \$1 million in 2022, the program currently disburses grants to seven district grantees

Early Exposure - Potential Actions

- Create a grant program to incentivize high school and education preparation programs to develop partnerships that enables students to earn **college-credit** on a pathway to becoming a teacher at a reduced cost.
- Evaluate Teach Oklahoma. Consider funds to expand or target specific areas of need(subject/geography) in the state. If it's not already, ensure a federal CTE pathway for K-12 teaching.
- Require a unique identifier for students in high school that could be tracked through post-secondary and into the workforce.

Financial Incentives: What does the research say?

- Evidence from other professions suggests that financial incentives are effective in recruiting professionals to work in underserved areas and harder-to-staff roles.
- Both scholarships and loan forgiveness programs can act as effective incentives, though at least one study has found that service scholarships (funds provided to cut tuition costs) may have a greater influence on college students' future job choices than the prospect of loan forgiveness.
- Research has documented that taking on higher levels of debt can impact college graduates' early career decisions, pushing them away from lower-paid "public interest" jobs and into higher-salaried roles.
- The higher the percentage of tuition covered by the scholarship, the greater the influence the funding had on the recipients' decisions to become teachers and to teach in high-need schools.

Florida

One study of **Florida's** Critical Teacher Shortage Program—found that loan forgiveness payments reduced teacher attrition from jobs in shortage areas, and had an increased impact when payments were more generous.

Michigan

Woodrow Wilson Fellowship program found that its recipients were more likely to teach students in high-need schools and be more effective teachers. The program provides a one-year \$30,000 service scholarship to high-achieving candidates who complete a master's degree program in a STEM-focused teacher preparation program and commit to teach in a high-need school for three years.

Financial Incentives: Potential Actions

- Evaluate the impact of the Inspire to Teach scholarship & employment incentive program on to inform potential future investments and tweaks.
- Differentiate amounts based on teacher certification area or willingness to serve in a high-need or rural school.
- Cover all or large percentage of tuition costs. Increase the scholarship amounts currently in practice.

Multiple Pathways to Entry

What does the research say?

- RAND study found teachers in Grow Your Own programs were as effective as other traditionally trained teachers, sometimes more, and found programs were most successful when they -
 - *Lowered costs for teacher trainees*
 - *Recruited from the community*
- Grow Your Own Programs may include:
 - Residencies, Apprenticeships, 2+2 programs

Arkansas & Louisiana

REACH University was approved in these states to operate a program targeting other adults in the school system or local community into a training program to become teachers. They work 15 hours a week in the school and take classes. Low tuition cost to aspiring educator (\$75/month).

Tennessee

Tennessee began their journey with a Grow-Your-Own grant program to districts and EPP's to deliver high-quality teacher preparation at no-cost to the aspiring teachers. By using state funds as an incentive, programs and districts reduced the overall cost per participant in the program.



Multiple Pathways to Entry: Potential Actions

- Create grant program to incentivize grow-your-own programs and drive down cost.
- Incentivize community colleges and four year universities to create articulation agreement or 2+2 programs.
- Ensure years as a paraprofessional or similar experience count on pay scale, or remove barriers to ensure para-professionals or similar adults in the building that want to become teachers do not take pay-cut.
- Require teacher workforce data analysis report. For example, this could help to identify teacher pipeline deserts to be able to prioritize funding where it's most needed.

Attractiveness of the Profession

(Compensation & Satisfaction)

What does the research say?

- Additional pay for hard to staff schools and subjects has been found to not only increase teacher retention but also to increase the high-quality teacher supply for those schools or subjects.
- Some researchers suggest that the most effective bonus percentage is around 14%, to impact behavior, while others indicate that larger bonuses are better than smaller ones, over a threshold of 7.5% of bonus pay, or around \$5,000/year is recommended as a minimum.
- Research has found school climate and principal leadership are important to the retention of all teachers.

Tennessee

Tennessee requires, through law and state board policy, districts to adopt and implement a differentiated pay plan to aid in staffing hard-to-staff subject areas and schools with highly qualified teachers.

Washington & Georgia

Washington provides stipends (\$5,000 per year in addition to the salary) for teachers teaching in designated subjects/schools. Others provide non-salary incentives, like **Georgia**, which provides \$3,000 five-year income tax incentives for teachers in hard-to-staff schools.



Attractiveness of the Profession: Potential Actions

- Provide funds for districts to establish differentiated pay for hard to staff subjects and schools.
- Evaluate the Teacher Empowerment Program. Is it achieving its goals? What tweaks may be needed? Possible additional funds?
- Require an annual or bi-annual survey of school working conditions and understand potential reasons for mobility, recruitment or retention. Makes results disaggregated by districts and schools so they can use it to improve.

Questions, Comments, Discussion

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