

Division of Educator Effectiveness



Vision

The Arkansas Department of Education is transforming Arkansas to lead the nation in student-focused education.

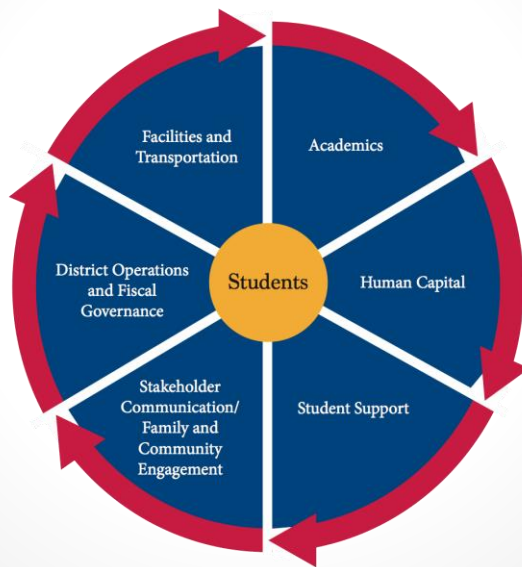


Mission

The Arkansas Department of Education provides **leadership, support, and service** to schools, districts, and communities so every student graduates prepared for **college, career, and community engagement**.



Systems of Support





Teacher and Leader Quality

Teachers and leaders are the most important school-based factors in ensuring student success.

States have the responsibility to design and implement an **education workforce system** that

- **attracts**,
- **prepares**,
- **develops**, and
- **retains** the most effective educators.

Arkansas Teacher Pipeline Data

Total Certified Teachers/Student Enrollment (2004-05 & 2017-18)

Year	Total # Certified Teachers	Total # Students	Student: Teacher Ratio
2004-05	32,006	455,515	14.2 : 1
2017-18	33,228	479,258	14.4 : 1

Critical Shortage Area

Area	2015-16	2016-17	2017-18	2018-19
Agriculture		X		
Art	X	X	X	X
Drama/Speech	X			
Chemistry		X	X	X
Computer Science		X	X	X
English/ Language Arts				X
Family and Consumer Science	X	X	X	X
Gifted & talented	X			
French	X	X		X

Critical Shortage Area, cont'd

Area	2015-16	2016-17	2017-18	2018-19
Journalism			X	X
Library Media	X	X	X	X
Mathematics	X	X	X	X
Middle Childhood Education				X
Music			X	X
Physics		X	X	X
Social			X	X
Spanish	X	X	X	X
Special Education	X	X	X	X

Licensure Exceptions: 2017-18

In 2017-18, ADE granted a total of 1,380 Additional Licensure Plans statewide.

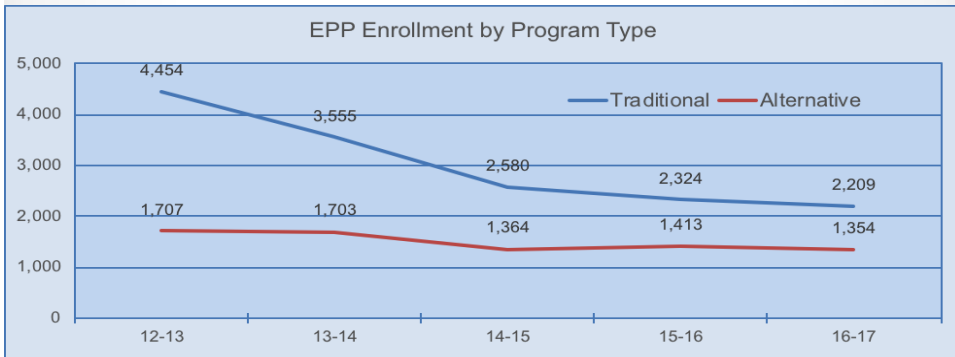
75% were in the following subject areas:

- Special education (32%)
- Middle Childhood areas (22%)
- Gifted/Talented (6%)
- Guidance and Counseling (6%)
- Library/Media (4%)
- Mathematics (2.4%)
- Science (5%)

Teacher Preparation Programs

The total number of students enrolled in teacher preparation programs (both traditional and alternative route) declined from 6,161 in 2013 to 3,563 in 2018, resulting in 42 percent fewer teacher candidates in the teaching pipeline.

This decline is reflective of a 50.4 percent drop in the number of students enrolled in traditional teacher preparation programs during this period, while, student enrollment in alternative-route teacher preparation programs remained relatively steady over the years.



	Shortage Areas for 18-19	Non-Shortage Areas for 18-19
# Enrolled in educator preparation programs	2,621	2,835
Teaching positions available (sum of vacancies, waivers and veterans)	3,247	2,065
Ratio of potential educators to positions available	81%	137%

The number of students preparing for licenses in critical shortage subject areas is equivalent to only 81% of the number of those positions available statewide.

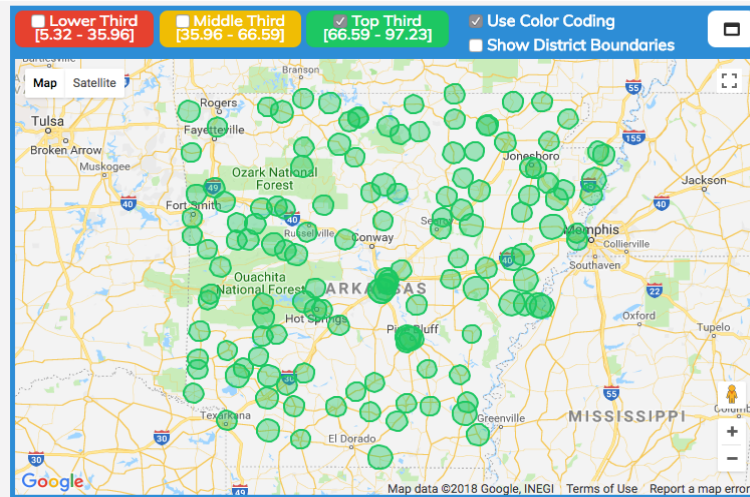
Ensuring Equitable Access to Effective Educators

Disproportionate Rates of Access to Educators

- The ADE will work with schools, assisted under Title I, Part A, that have children who are served at disproportionate rates by ineffective, out-of-field, or inexperienced teachers.
- Data analysis of Arkansas High Poverty (HP) and High Minority (HM) Title I, Part A schools show equity gaps in students' access to experienced teachers who are licensed to teach in their field of preparation.
- Data also show a higher rate of ineffective teachers in high poverty and high minority schools and also a greater rate of teacher attrition and a less stable workforce than the state average.
- High poverty schools are defined as schools that are in the highest 25% of all schools ranked by Free/Reduced Lunch percentages.
- High Minority schools are defined as schools that are in the highest 25% of all schools ranked by the percentage of non-white students.

High Poverty/ High Minority / Title I

Of Arkansas's 1053 schools, 238 are nonparticipating Title I, Part A schools, representing 23% of the schools statewide.



Teacher Distribution in Arkansas Public Schools 2017-18

	All Schools	High Poverty	Low Poverty	High Minority	Low Minority
Total # Students	479,258	102,726	153,804	132,892	97,830
Total # Teachers	33,228	9,078	12,508	10,170	10,125
Student:Teacher Ratio	14.3 : 1	11.3 : 1	12.3 : 1	13.1 : 1	9.7 : 1
Average Years of Experience	9.5	9.1	9.5	9.6	8.9
% Beginning Teachers	8.8%	9.7%	8.3%	13.7%	4.7%
% with 0-3 Years Experience	17.0%	19.2%	15.5%	23.2%	11.8%
% with Master's Degree	36.0%	31.4%	39.2%	35.7%	32.3%
% Out-of-Field Teachers	2.8%	3.4%	2.1%	3.2%	2.6%
Teacher Attrition*	17.6%	22.2%	14.6%	23.8%	15.1%
Unqualified Teachers (Long-Term Substitute Waivers)	1.8%				
Workforce Stability Index	90.6%	88.8%	92%	87.4%	92.6%

Workforce Stability Index (WSI)

In order to provide districts with a more systematic comprehension of their local workforce, ADE has developed the WSI as an informational tool. The ADE, schools, districts, and the general public may access WSI information on the ADE's "My School Info" website, at <https://myschoolinfo.arkansas.gov/>.

WSI is a score that is calculated by combining factors related to educator workforce stability. These are:

1. Percentage of inexperienced teachers
2. Percentage of ineffective teachers
3. Percentage of teachers teaching out-of-field
4. Rate of teacher attrition

Workforce Data

Percent of Inexperienced Teachers 16-17 and 17-18.



Percent of Out-of-Field Teachers 16-17 and 17-18.



Teacher Attrition

Rate of Teacher Attrition 16-17 and 17-18.



Arkansas employs between 2,000-3,000 new teachers in public schools each year.

Since 2008-09, an average of approximately 10 percent of new teachers did not return to the classroom after their first year of teaching; 24 percent did not return after three years, and 31 percent did not return after five years.

Beginning Teacher Retention

	Beginning Teachers	Retention after 1 year	%	Retention after 3 years	%	Retention after 5 years	%
2008-2009	1,966	1,791	91.1%	1,561	79.4%	1,420	72.2%
2009-2010	2,164	1,998	92.3%	1,670	77.2%	1,493	69.0%
2010-2011	2,296	2,047	89.2%	1,724	75.1%	1,529	66.6%
2011-2012	2,282	2,062	90.4%	1,708	74.8%	1,515	66.4%
2012-2013	2,681	2,389	89.1%	2,003	74.7%	1,919	71.6%
2013-2014	3,037	2,731	89.9%	2,320	76.4%		
2014-2015	3,111	2,772	89.1%	2,382	76.6%		
2015-2016	2,887	2,648	91.7%				
2016-2017	2,924	2,643	90.4%				
2017-2018	3,372						

Beginning Teacher Retention, cont'd

	Avg. # Beg. Teachers	Avg. 1-yr Retention	%				
				Avg. 3-yr Retention	%	Avg. 5-yr Retention	%
2008-2017	2,594	2,342	90.3%				
2008-2015	2,505			1,910	76.3%		
2008-2013	2,278					1,575	69.2%



Initiatives/ Support

The ADE will focus Title II, Part A funds on key activities to address our workforce priorities of **attracting, preparing, supporting, and developing effective teachers and leaders.**



TEACH Arkansas Campaign

[Home Page](#) / [ADE Divisions](#) / [Educator Effectiveness](#) / [Teach Arkansas](#)



Students in Arkansas deserve highly effective educators in every classroom. Teachers inspire today and impact tomorrow. Like many other states, Arkansas faces challenges when it comes to hiring and retaining teachers. However, Arkansas is being recognized nationally for its student-focused work. In hopes of rejuvenating the teacher pipeline, the Arkansas Department of Education is excited to share the resources and opportunities available through our Teach Arkansas campaign.

Inspire Today:
Become a Teacher

Impact Tomorrow:
Grow in Your Profession

Reignite Your Passion:
Return to Teaching

**Join the Teach Arkansas
Campaign**

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Teach Arkansas

[Inspire Today: Become a Teacher](#)

[Impact Tomorrow: Grow in Your Profession](#)

[Reignite Your Passion: Return to Teaching](#)

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TEACH Arkansas Campaign

Goals:

- Increase the number of candidates entering Arkansas educator preparation programs by 20 percent in 5 years
- Increase the number of novice teachers in Arkansas public schools by 10 percent in 5 years
- Decrease the Arkansas teacher attrition rate by 15 percent in 5 years
- Increase the number of teachers re-entering the teaching profession in Arkansas by 5 percent in 5 years
- Increase the number of minority teachers in public schools by 25 percent in 5 years

TEACH Arkansas Campaign

- To accomplish these inspiring goals, ADE will strengthen relationships with stakeholders and provide additional leadership, support and service to educators.
- The ADE is working to provide additional support for teacher candidates who may need guidance in preparing for the assessments.



Licensure Assessment Supports in Arkansas

Praxis Assessments

Educational Testing Service (ETS) develops and produces the *Praxis*[®] series assessments. These tests measure subject-specific content knowledge, as well as general and subject-specific teaching skills for beginning educators.

edTPA

edTPA[®] is a performance-based, subject-specific assessment and support system used to emphasize, measure, and support the skills and knowledge that all teachers need from the first day in the classroom. edTPA[®] is approved as a substitute for the Principles of Learning and Teaching (PLT) for certain Arkansas preparation programs. For more information, visit the [edTPA website](#) or consult your educator preparation provider.

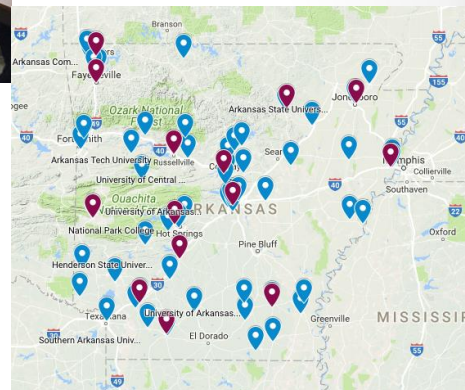
Foundations of Reading Assessment

The state board of education adopted the foundations of reading assessment for elementary education (K-6) and special education (K-12) licensure. This test complies with act 416 of 2017 that requires a person applying in those two licensure areas to pass a stand-alone assessment of the essential components of beginning reading instruction based on the science of reading.

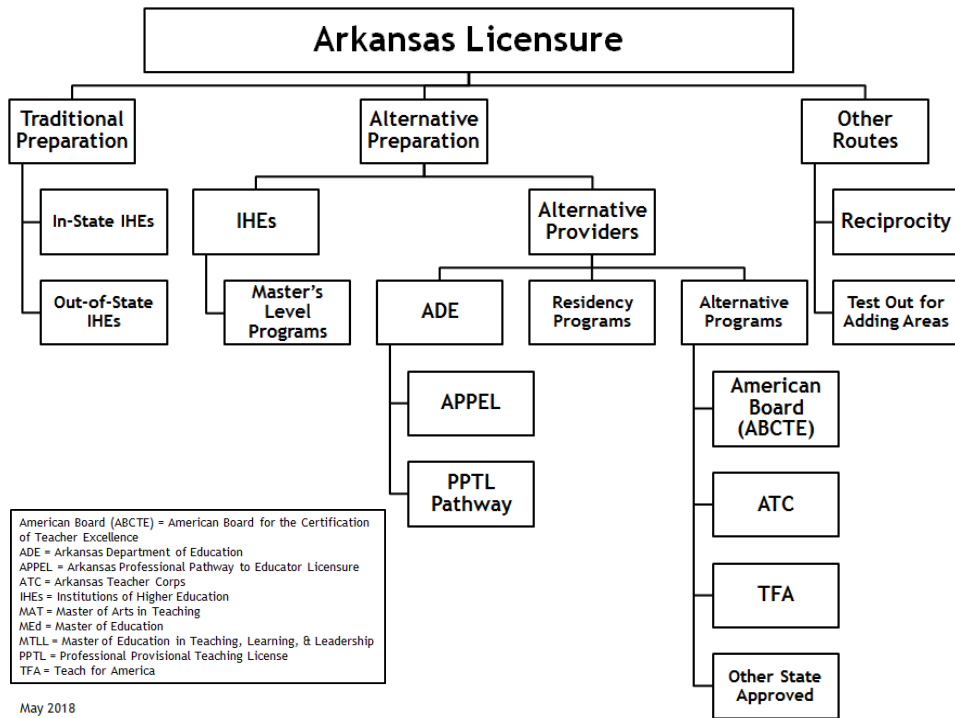
“Grow your Own” Programs Starting in High School



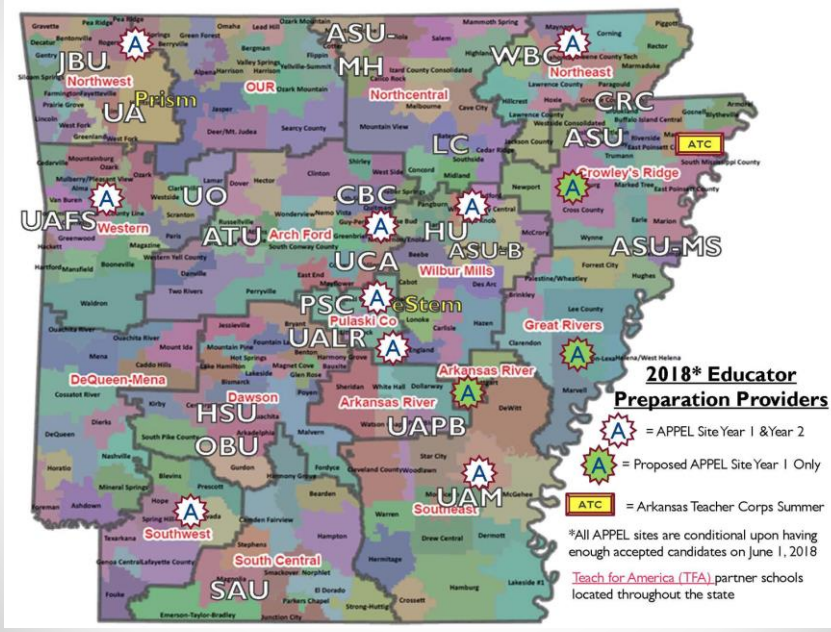
- Nationally-Recognized
- 34 States
- 58 Arkansas Public Schools
- 500+ Students
- 14 Arkansas Colleges/Universities
- Concurrent Credit
- Rigorous Standards



Become a Teacher Events

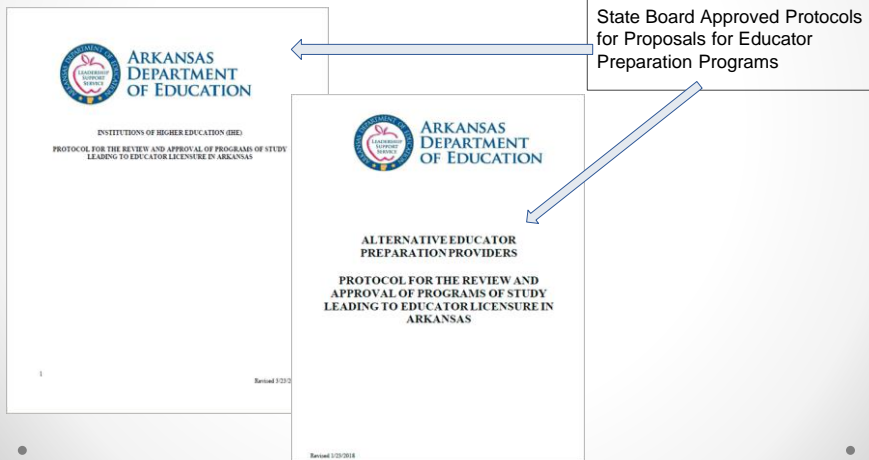


Expanding EPPs



Changes to Licensure

Removal of requirements to enable innovative approaches to teacher preparation



Use of Funds to Improve Equitable Access to Teachers in Title I, Part A Schools





www.opportunityculture.org



Principals ARE the Difference



The Educator Career Continuum is a professional licensure system created to elevate the teaching profession, and designed to allow educators the freedom to select a career pathway that best fits their unique professional goals.



LEADS
LEADER EXCELLENCE AND DEVELOPMENT SYSTEM



TEACHER EXCELLENCE & SUPPORT SYSTEM



Equality doesn't mean Equity

ADE Division of Educator Effectiveness

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