



Memorandum

TO : House and Senate Education Committees

FROM: Bureau of Legislative Research, Policy Analysis and Research Section

DATE : June 10, 2014

SUBJECT : Barriers to Teacher Recruitment and Retention

PROJECT # 14-001-32b

Attached you will find maps showing the results of two questions from the school district survey the Bureau of Legislative Research conducted as part of the 2014 adequacy study. The two questions are provided on the following page with the statewide results. During the March adequacy meeting, members asked to see the results broken down regionally. Because the BLR assured districts that individual responses would not be revealed, the BLR opted to show the responses by educational service cooperative.

The questions asked respondents to rank the barriers for recruiting and retaining teachers, with 1 being the most significant barrier and 7 being the least significant barrier. The barriers provided are listed below. If a district indicated that a particular issue was not a relevant issue for the district, the issue was assigned the number 8.

Difficulty in offering competitive salaries
Cost of health insurance
Retirement benefits
Isolated or rural location of district or individual school
School reputation or school improvement label
School or district-level leadership
Scarcity of appropriately licensed personnel

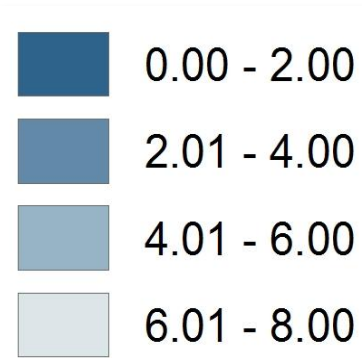
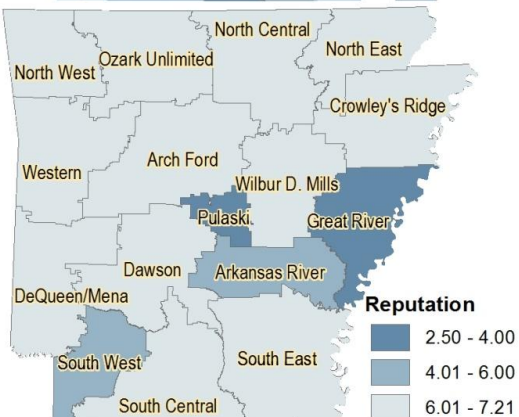
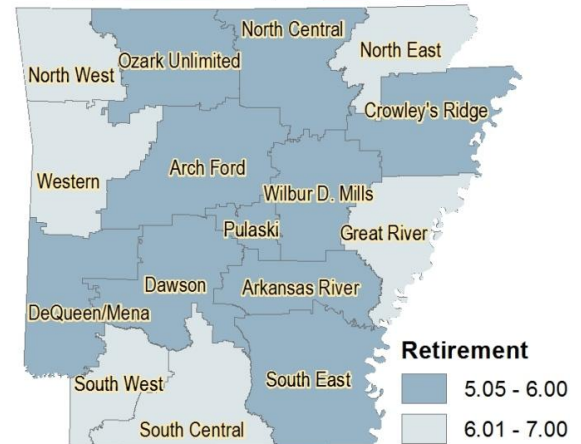
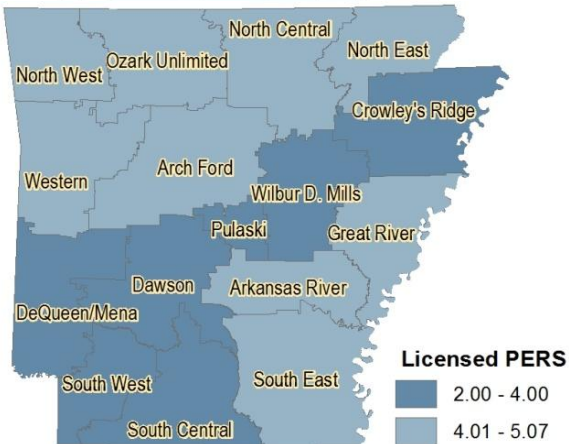
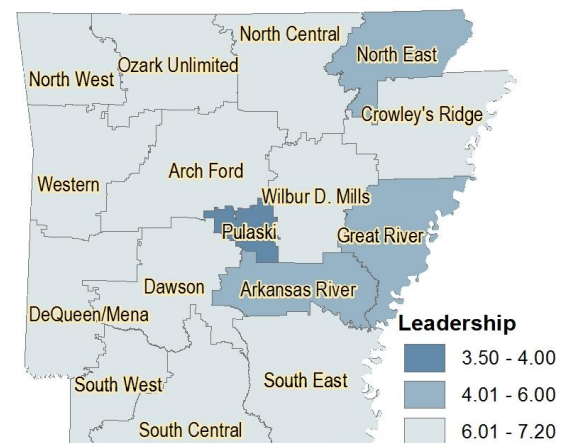
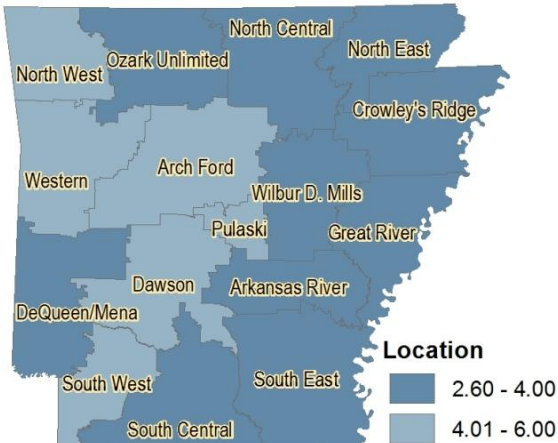
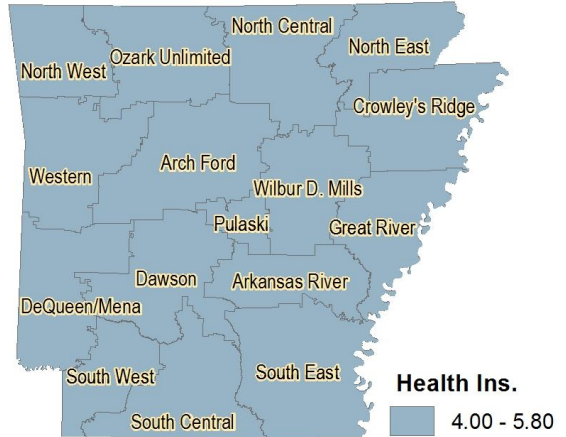
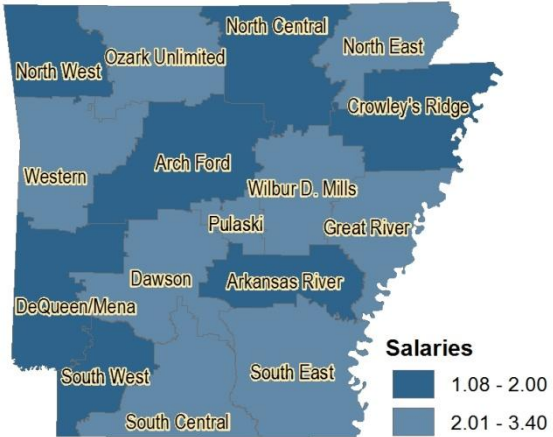
To show responses regionally, the districts were divided into the 15 education cooperatives. Then the districts' barrier rankings were averaged. For example, if two districts in a cooperative indicated that difficulty in offering competitive salaries was the most significant barrier (1), and two districts indicated that it was the third most significant barrier (3), the average ranking of the salary issue for the cooperative would be a 2. The same analysis was done for each issue and for each cooperative and shown on the attached maps. The **red** and **orange** maps provide the responses for the question on barriers for **recruiting** teachers, while the **blue** maps show the responses to the question on **retaining** teachers. The key for each maps is shown in the table above in **bold**.

District Survey Question: Rank in ascending order the following barriers for retaining high quality teachers in your district, with 1 being the most significant barrier?

The data below show the responses from 196 districts. The 42 other districts either 1.) indicated that none of the issues provided were barriers for teacher retention or 2.) did not provide usable data. The numbers for each column below represent the number of districts that ranked each barrier as indicated. Numbers highlighted in **yellow** below show where the highest number of districts ranked each given barrier.

	Rank 1	Rank 2	Rank 3	Rank 4	Rank 5	Rank 6	Rank 7	Not an issue
Difficulty in offering competitive salaries	122	28	17	7	2	2	0	18
Cost of health insurance	11	37	36	39	7	11	2	53
Retirement benefits	1	4	23	24	43	9	25	67
Isolated or rural location of district or individual school	27	52	23	27	21	5	6	35
School reputation or school improvement label	0	6	9	18	22	38	31	72
School or district-level leadership	7	3	6	5	21	46	39	69
Scarcity of appropriately licensed personnel	26	42	46	16	7	5	11	43

Retention



District Survey Question: Rank in ascending order the following barriers for recruiting high quality teachers to your district, with 1 being the most significant barrier?

The data below show the responses from 204 districts. The 34 other districts either 1.) indicated that none of the issues provided were barriers for teacher recruitment or 2.) did not provide usable data. The numbers for each column below represent the number of districts that ranked each barrier as indicated. Numbers highlighted in **yellow** below show where the highest number of districts ranked each given barrier.

	Rank 1	Rank 2	Rank 3	Rank 4	Rank 5	Rank 6	Rank 7	Not an issue
Difficulty in offering competitive salaries	95	42	25	11	2	3	1	25
Cost of health insurance	10	29	36	46	13	13	1	56
Retirement benefits	2	6	16	21	47	13	27	72
Isolated or rural location of district or individual school	28	54	37	22	17	4	7	35
School reputation or school improvement label	0	4	14	22	22	36	28	78
School or district-level leadership	10	3	0	6	20	45	45	75
Scarcity of appropriately licensed personnel	57	46	39	15	7	3	4	33

Recruitment

