

Arkansas's Educator Workforce Data Trends and Impacts

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Excellent Teachers and Leaders Matter Because...



Every child deserves to be surrounded by a team of excellent educators every year....



Teacher and Leader Quality

- Teachers and leaders are the most important school-based factors in ensuring student success.
- States have an important responsibility in designing and implementing an education workforce system that *attracts* teachers and leaders to the profession, *prepares* them to be learner- and school-ready on day one, *develops* them throughout their careers, and *retains* the most effective educators.



National Trends: *Why?? And So What??*

“The teaching force is changing in very big ways with very big implications” -Richard Ingersoll 2013

- 7 National Trends
 - Greening of workforce
 - Graying of workforce
 - Ballooning
 - Less Gender Diversity: Women Increase
 - Minority Increase
 - Instability
 - Demonization of the Profession



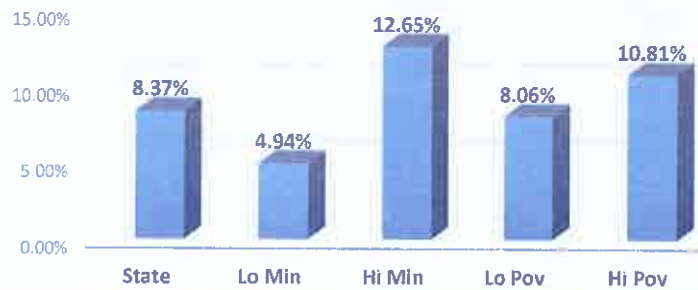
Arkansas's Equitable Access to Excellent Educators Data

- Students in high poverty and high minority schools are more likely to have an **INEXPERIENCED** teacher than students in low poverty and low minority schools.
- Students in high poverty schools are more likely to have an **OUT-OF-FIELD** teacher than students in low poverty schools.
- There is a higher rate of teacher **TURNOVER** in high poverty and high minority schools

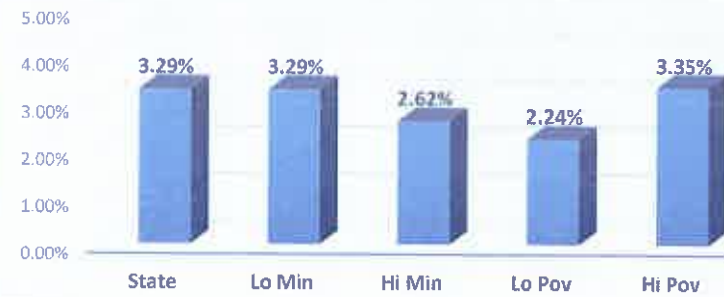


3-yr Average Equity Data

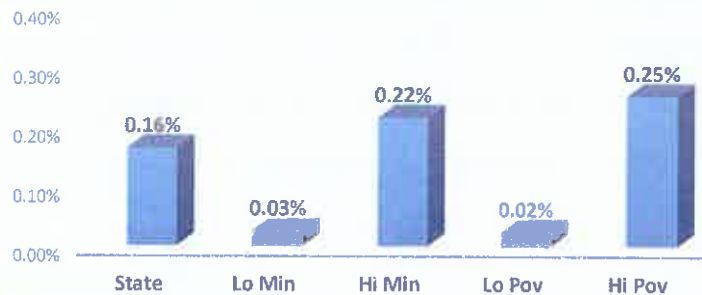
% Inexp. Teachers



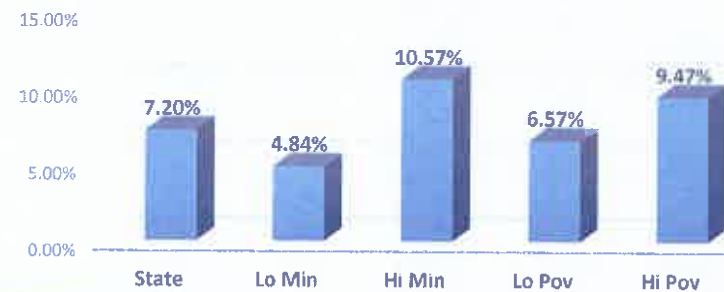
% Out-of-Field Teachers



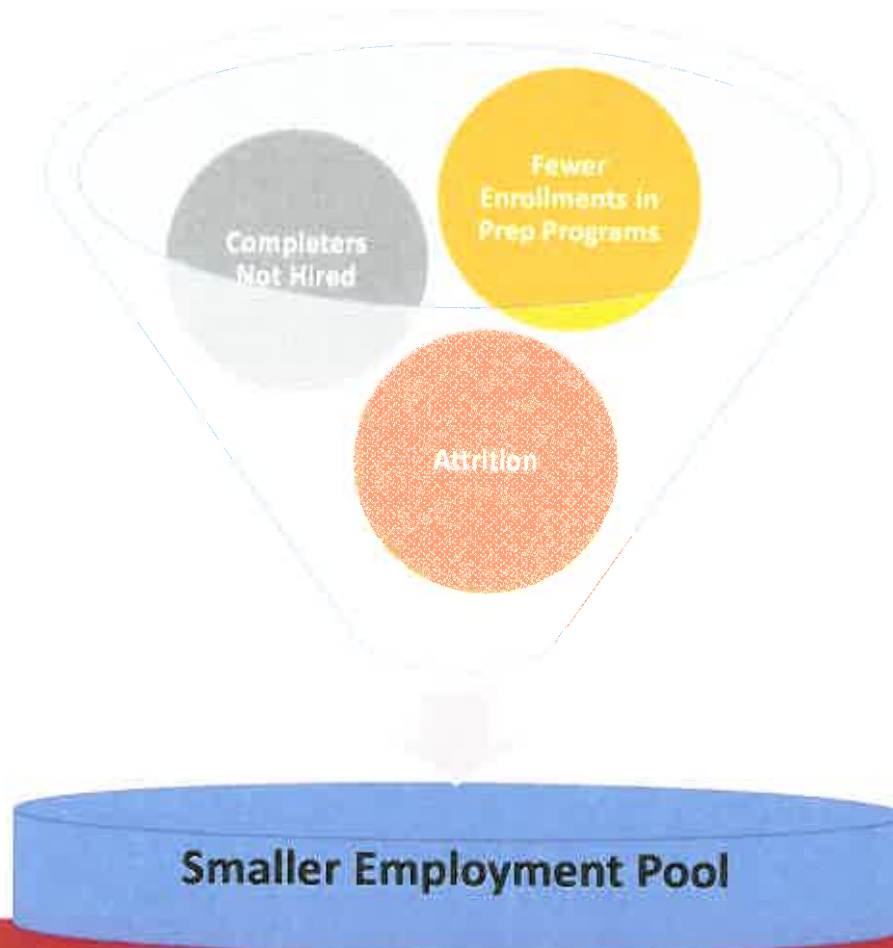
% Unqualified Teachers



% Turnover



Our Challenges





Arkansas Educator Preparation Provider Report

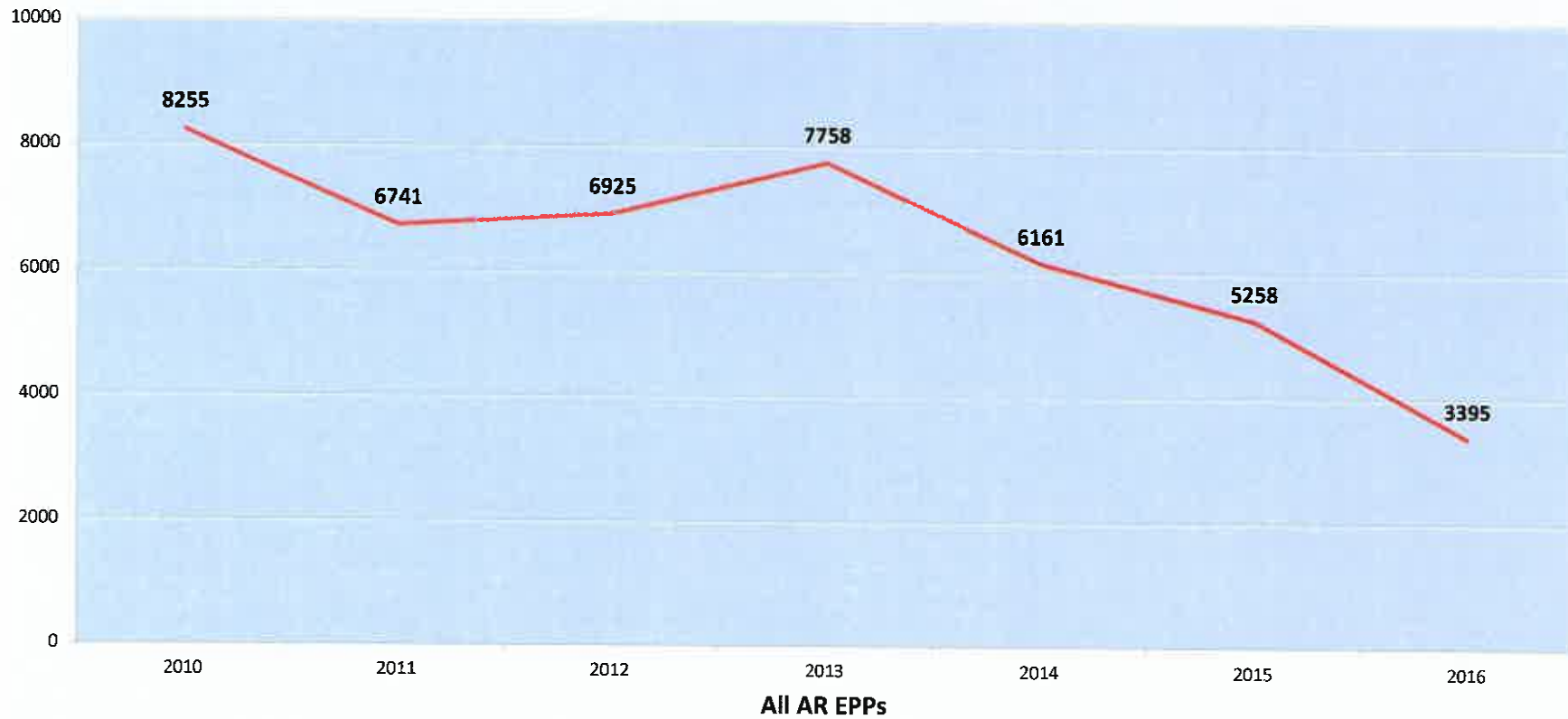
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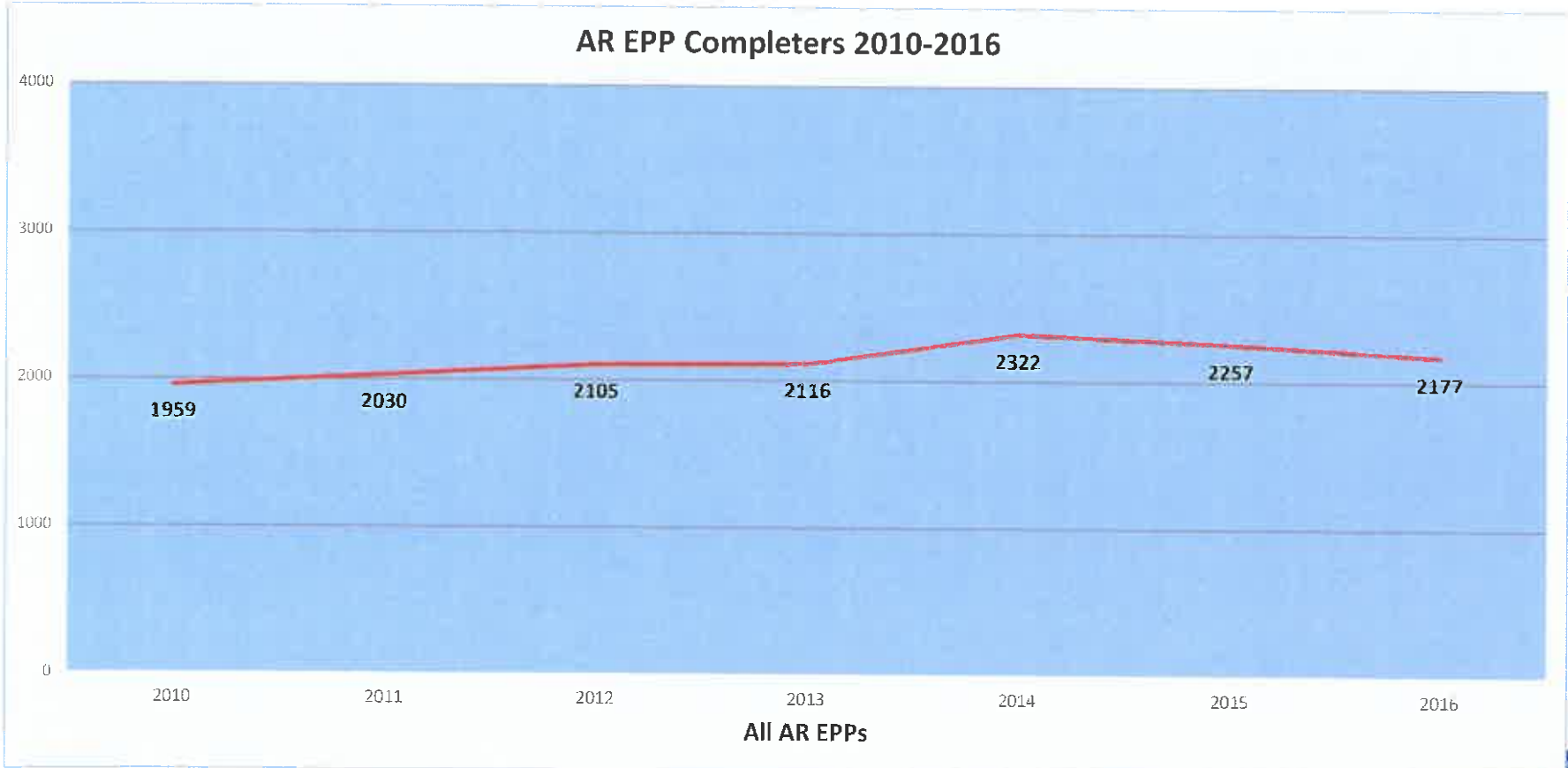


Ed Prep Enrollment Reported in HEA Title II data

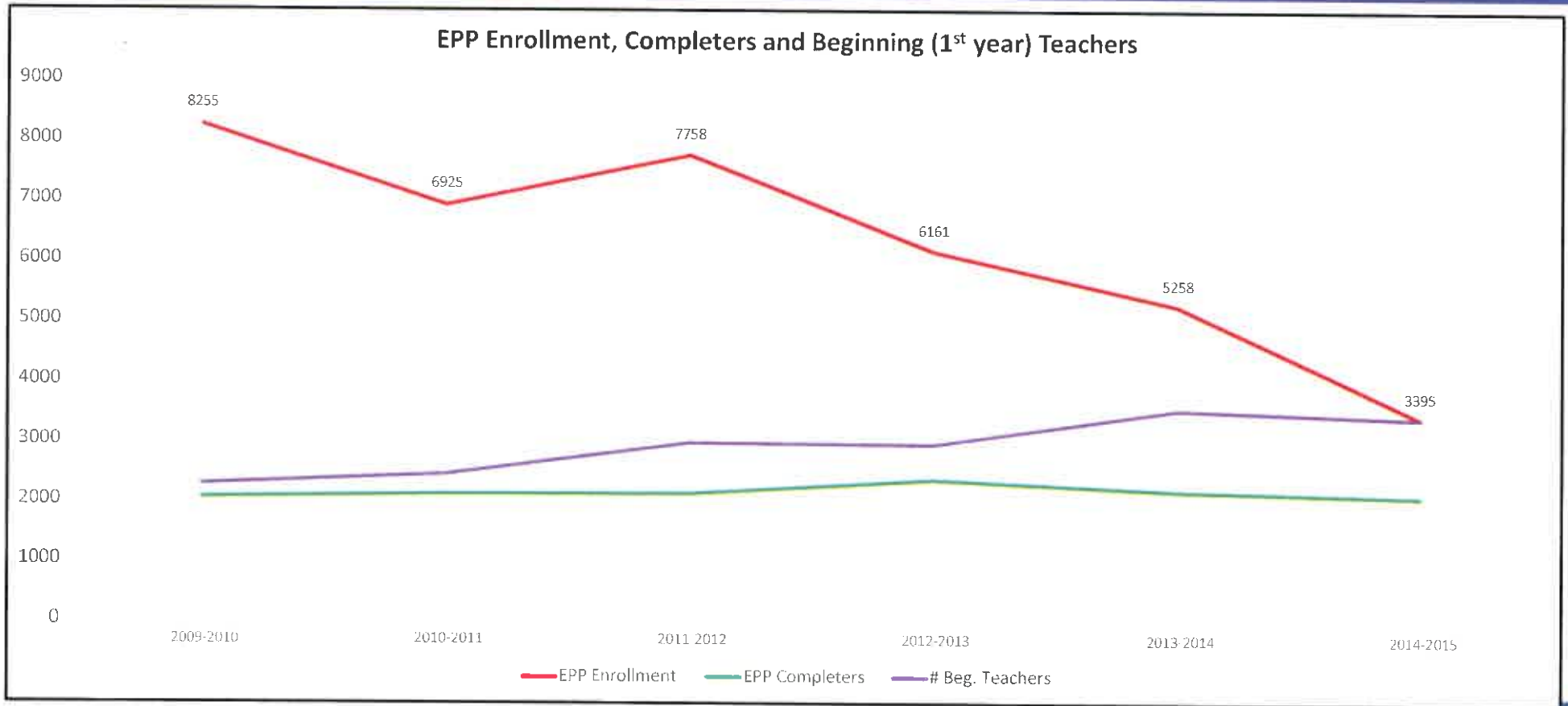
EPP Enrollment 2010-2016



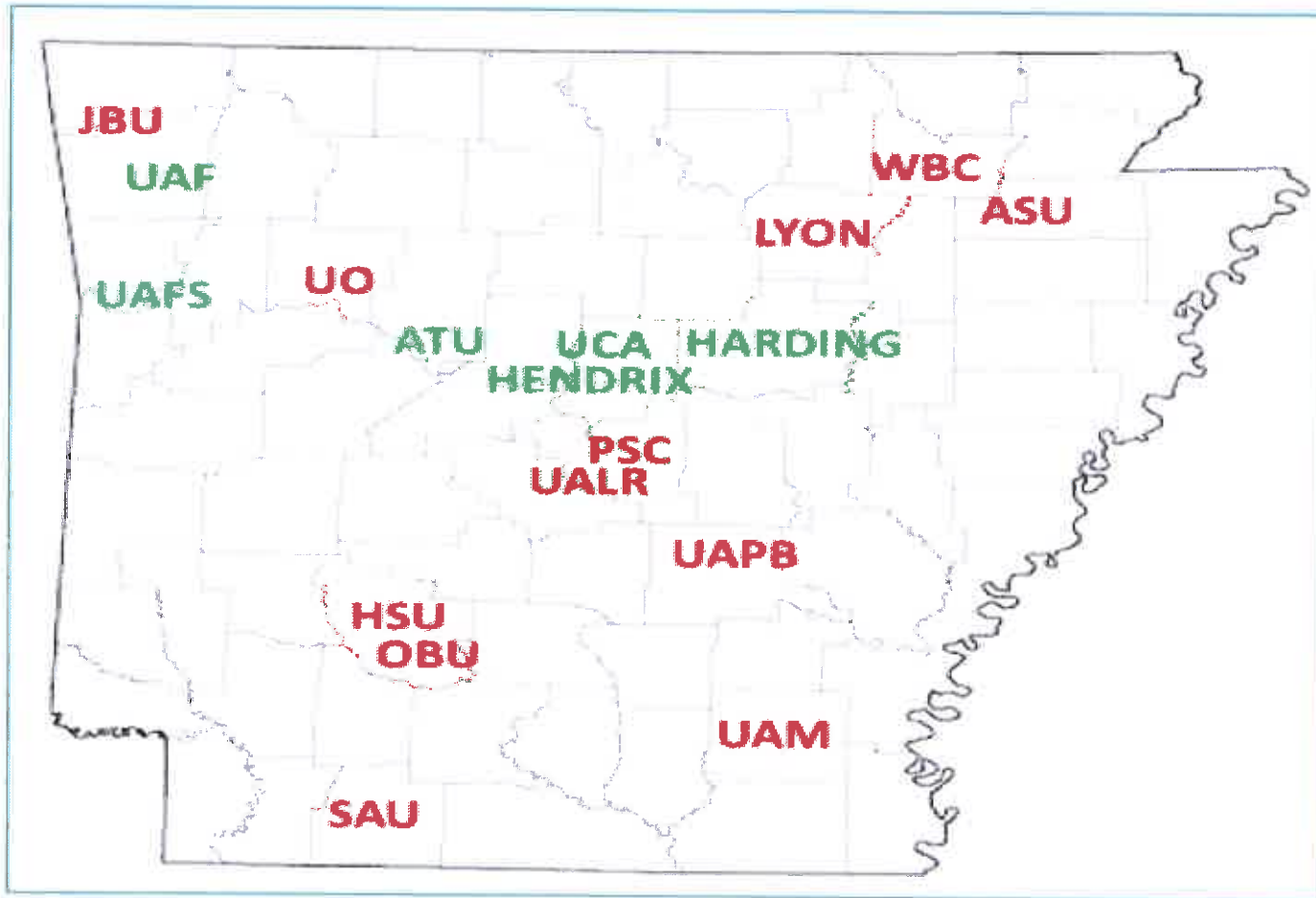
Ed Prep Completers Reported in HEA Title II data



Ed Prep Enrollment, Completers, and 1st year Teacher Comparison



Traditional Programs- Intern Placement



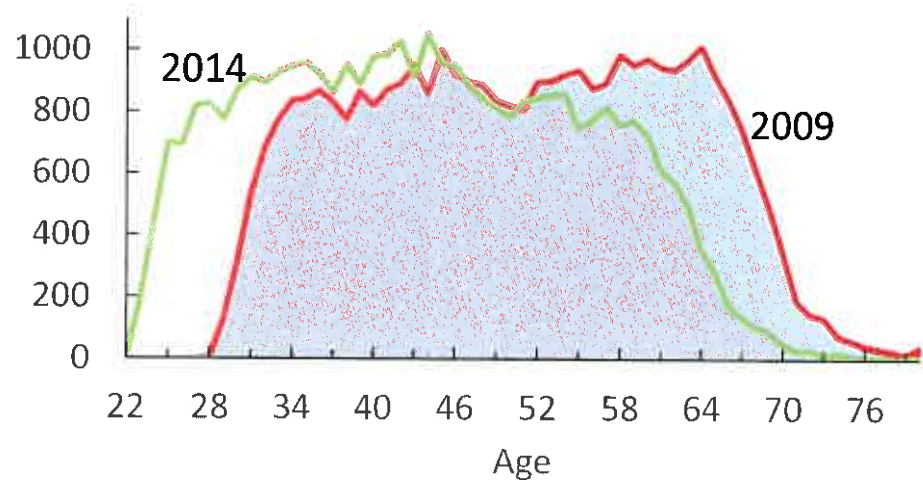
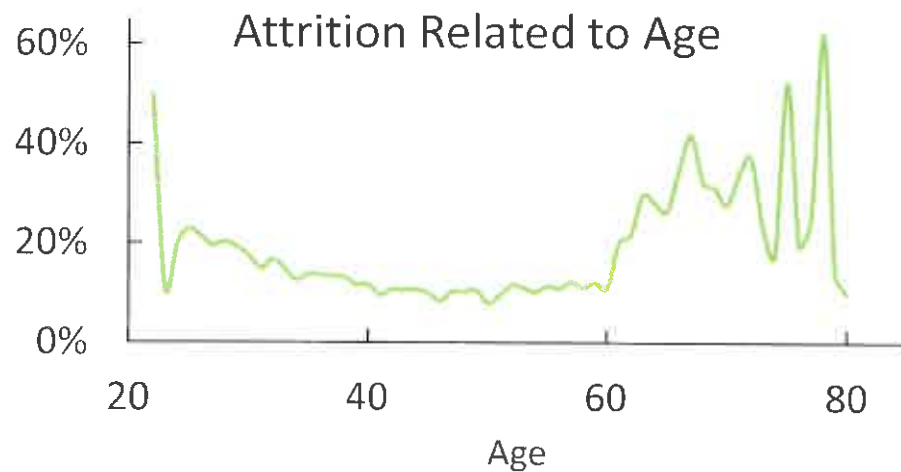
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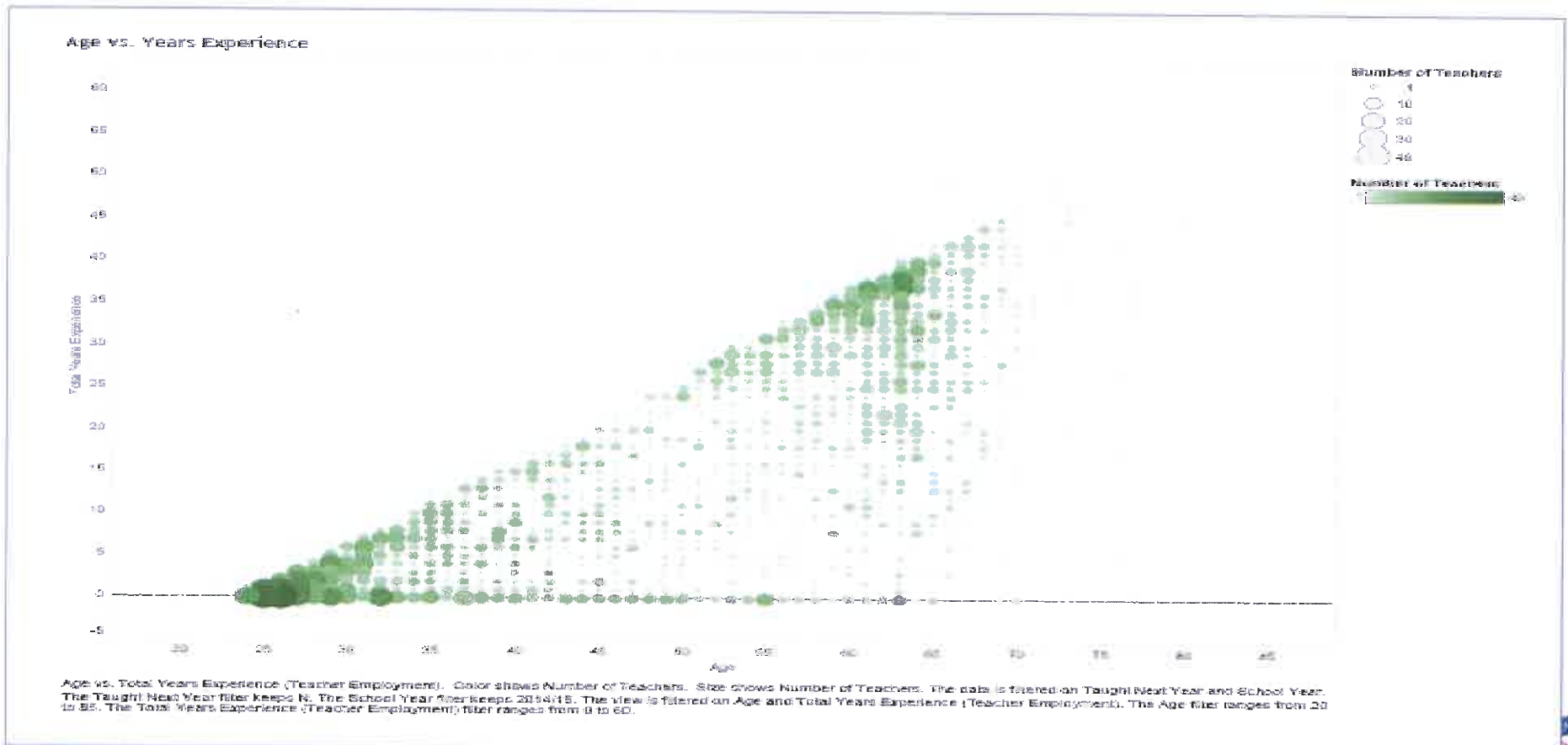
Age and Attrition

In addition to the expected high attrition rate in the older teacher population, there is a very high attrition rate among younger teachers.

There has been a recent trend toward more young teachers in Arkansas public schools than there were in the past.



Age vs. Years Experience



Beginning Teacher Attrition

School Year	# Beginning Teachers	Attrition after 1 year	%	Attrition after 3 years	%	Attrition after 5 years	%
2006-07	2,504	173	6.91%	613	24.48%	798	31.87%
2007-08	2,507	342	13.64%	672	26.80%	861	34.34%
2008-09	2,284	326	14.27%	641	28.06%	798	34.94%
2009-10	2,413	326	13.51%	728	30.17%	961	39.83%
2010-11	2,266	343	15.14%	709	31.29%	916	40.42%
2011-12	2,432	403	16.57%	849	34.91%		
2012-13	2,959	697	23.56%	1,096	37.04%		
2013-14	2,937	469	15.97%				
2014-15	3,524	565	16.03%				
2015-16	3,387						
1-yr Attrition (2006-2015)	23,826	3,644	Avg. = 15.29%				
3-yr Attrition (2006-2013)	17,365			5,308	Avg. = 30.57%		
5-yr Attrition (2006-2011)	11,974					4,334	Avg. = 36.19%

1-yr attrition = the average % of teachers not returning in Arkansas Public Schools after one year

3-yr attrition = the average % of teachers not returning in Arkansas Public Schools after three years

5-yr attrition = the average % of teachers not returning in Arkansas Public Schools after five years

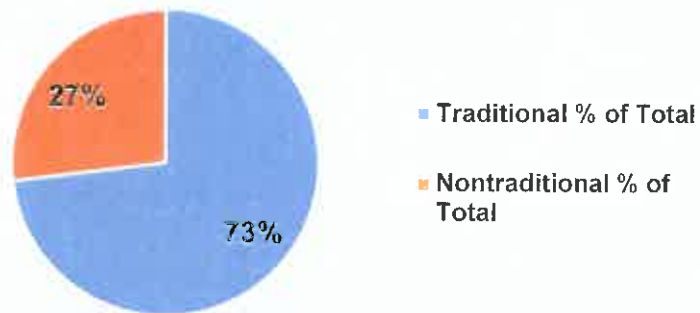
Source: ADE Data Administration



Attrition: Traditional vs. Nontraditional

	Taught in 12-13, % Returned In 13-14	Taught in 13-14, % Returned In 14-15	Taught in 14-15, % Returned In 15-16
Traditional Teachers	91%	92%	91%
Nontraditional Teachers	84%	88%	87%

Fig. 8. Three-yr Avg % teachers prepared



*Recent Teacher Attrition Rates by District

264 Entities (Districts)

Number Who Taught in 2014-15	31,686
Number Who Did Not Return in 15-16	2,715
% Did Not Return to their District	8.6%

Statewide 8.6% Did Not Return

50 SDs (19% of all SDs) had \leq 5% attrition

92 SDs (35% of all SDs) had \geq 10% attrition

18 SDs (7% of all SDs) had \geq 20% attrition

*Data available only 1 year



Program Completers Working in AR Public Schools

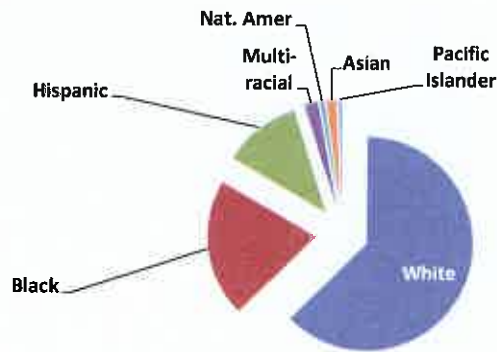
	2013-2014			2014-2015			2015-2016		
	Completers	Employed in APS	%	Completers	Employed in APS	%	Completers	Employed in APS	%
APPEL	183	134	73%	172	119	69%			
ASU	363	218	60%	298	183	61%			
ATU	230	149	65%	250	138	55%			
CBC	1	1	100%	3	1	33%			
CRC	EPP not active 2013-2014		0%	5	3	60%			
HU	187	78	42%	192	85	44%			
HSU	142	98	69%	113	67	59%			
HC	14	1	7%	5	2	40%			
JBU	29	13	45%	25	7	28%			
LC	7	4	57%	5	0	0%			
OBU	40	15	38%	33	9	27%			
PSC	3	1	33%	1	1	100%			
SAU	77	58	75%	90	65	72%			
TFA	79	24	30%	101	38	38%			
UAF	222	111	50%	250	117	47%			
UAFS	113	56	50%	105	62	59%			
UALR	221	171	77%	119	73	62%			
UAM	79	60	76%	78	57	73%			
UAPB	15	13	87%	12	6	50%			
UCA	263	161	61%	277	171	62%			
U O	24	10	42%	16	7	44%			
WBC	32	18	56%	27	9	33%			
State	2,324	1,394	60%	2,177	1,220	56%			



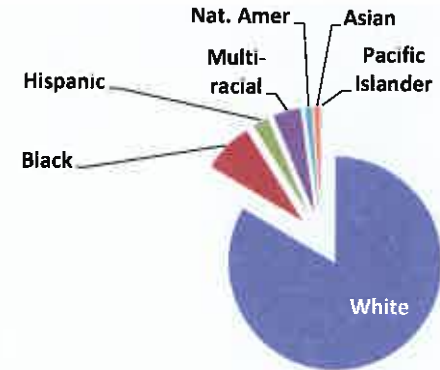
Source: Program Completers supplied by EPPs. Number of teachers hired in APS supplied by ADE Research and Technology.



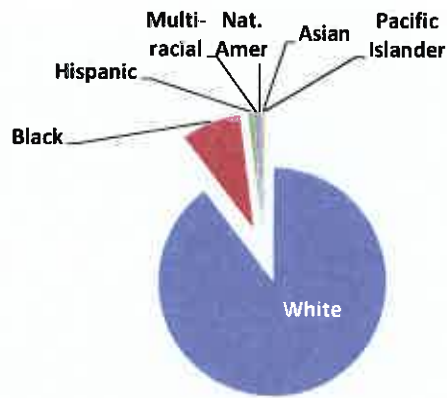
Racial and ethnic makeup of Arkansas public school (APS) students, Arkansas EPP Enrollees, APS Teachers and APS Administrators during 2014-2015.



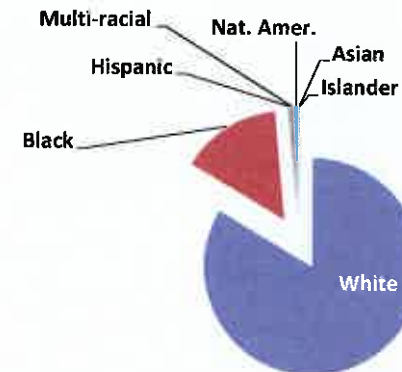
APS Students



EPP Enrollees



APS Teachers



APS Administrators



Addressing the Gaps

- Awareness
- Asking the Right Questions
- Strategic Planning
- Partnerships
- Expanded Support
- Innovative Preparation Practices
- Grow Your Own Opportunities Expanded

