



Research Report

Teacher Recruitment and Retention

2020 ADEQUACY / MAY 19, 2020

Adequacy
EXTRA

3

What am I not discussing?

Roadmap

4

- ▶ **Barriers to Recruitment and Retention**
- ▶ **Scholarship and Loan Programs**
- ▶ **Working Conditions**
- ▶ **Career and Retirement**
- ▶ **Environment and Preparation**
- ▶ **Health Insurance**

Themes

5

- ▶ **Salary**
- ▶ **Demand for teachers with certain credentials**
- ▶ **Utility of recruitment and retention programs**
- ▶ **Location**
- ▶ **Stress and workload**

Surveys and Site Visits

6

Superintendent Survey

7

- ▶ **235 superintendents**
- ▶ **24 out of 25 open-enrollment public charters**
- ▶ **July 23, 2019 to November 21, 2019**

Principal Survey

8

- ▶ **752 out of 1,045 principals**
- ▶ **72% response rate**
- ▶ **October 14, 2019 to December 12, 2019**

Site Visits

9

- ▶ **74 site visits**
- ▶ **Randomly selected**
- ▶ **October 29, 2019 to December 18, 2019**

Teacher Survey

10

- ▶ **1,288 out of 2,482 teachers**
- ▶ **52% response rate**
- ▶ **October 29, 2019 to January 15, 2020**

11

Issues and Barriers

Superintendent Barriers to Recruitment

12

- ▶ **Difficulty in offering competitive salaries**
- ▶ **Scarcity of appropriately licensed teachers**
- ▶ **Inadequate housing options in area**

Principal Barriers to Recruitment

13

- ▶ **Difficulty in offering competitive salaries**
- ▶ **Scarcity of appropriately licensed teachers**
- ▶ **Location of district or individual school**

Superintendent Barriers to Retention

14

- ▶ **Difficulty in offering competitive salaries**
- ▶ **High demand for teachers with certain credentials**
- ▶ **Teachers leaving the profession**

Principal Barriers to Retention

15

- ▶ **Difficulty in offering competitive salaries**
- ▶ **High demand for teachers with certain credentials**
- ▶ **Teachers leaving the profession**

16

Scholarship and Loan Programs

Superintendent Survey-Helpfulness in Recruiting Teachers

17

- ▶ **Essential**
 - **Arkansas Professional Pathway to Educator Licensure (APPEL)**

- ▶ **Not useful**
 - **National Board for Professional Teaching Standards**

- ▶ **Not familiar**

Principal Survey-Helpfulness in Recruiting Teachers

18

- ▶ **Essential**
 - **APPEL**
 - **State Teacher Education Program (STEP)**

- ▶ **Not useful**
 - **National Board**
 - **Teach for America**

- ▶ **Not familiar**

Superintendent Survey-Helpfulness in Retaining Teachers

19

- ▶ **Essential**
 - **Arkansas Professional Pathway to Educator Licensure (APPEL)**
- ▶ **Not useful**
 - **Teach for America, Arkansas Teacher Corps**
- ▶ **Not familiar**

Principal Survey-Helpfulness in Retaining Teachers

20

- ▶ **Essential**
 - ▶ **APPEL**
 - ▶ **STEP**
- ▶ **Not useful**
 - ▶ **Teach for America**
- ▶ **Not familiar**

Unfunded Programs

21

- ▶ **University Assisted Teacher Recruitment and Retention Grant Program**
- ▶ **Dual Licensure Incentive Program**
- ▶ **Moving Expenses in Particular Region**
- ▶ **Science, Technology, Engineering, and Math Fund**
- ▶ **Teacher Candidate Loan Forgiveness Program**
- ▶ **Scholarships for Teachers in High-Needs Subject Areas**

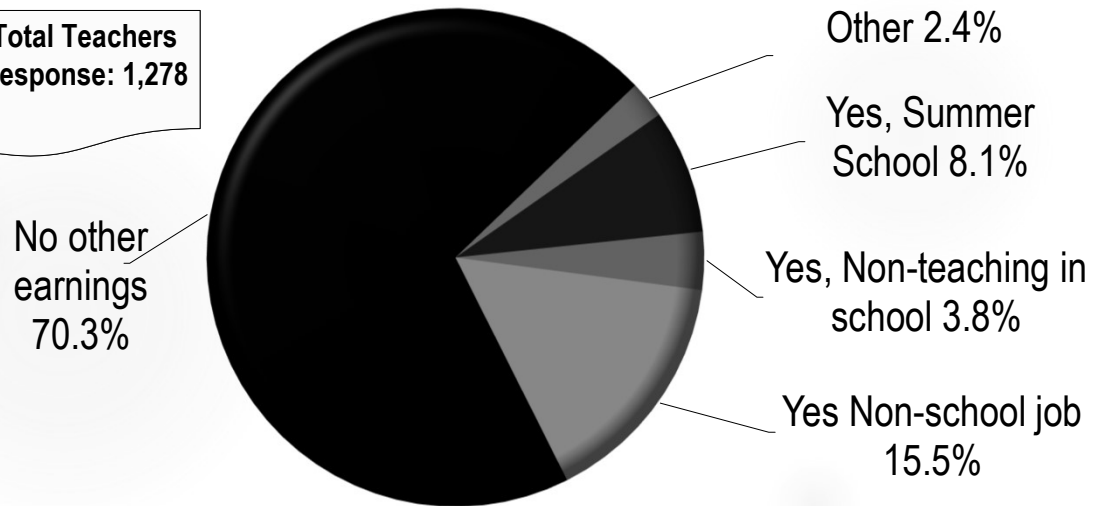
22

Working Conditions

Did you have any earnings over the previous summer?

23

Total Teachers
Response: 1,278



What were the primary reasons you chose to teach at your current school?

24

- ▶ Location
- ▶ Proximity to family
- ▶ School's rating or reputation
- ▶ Salary

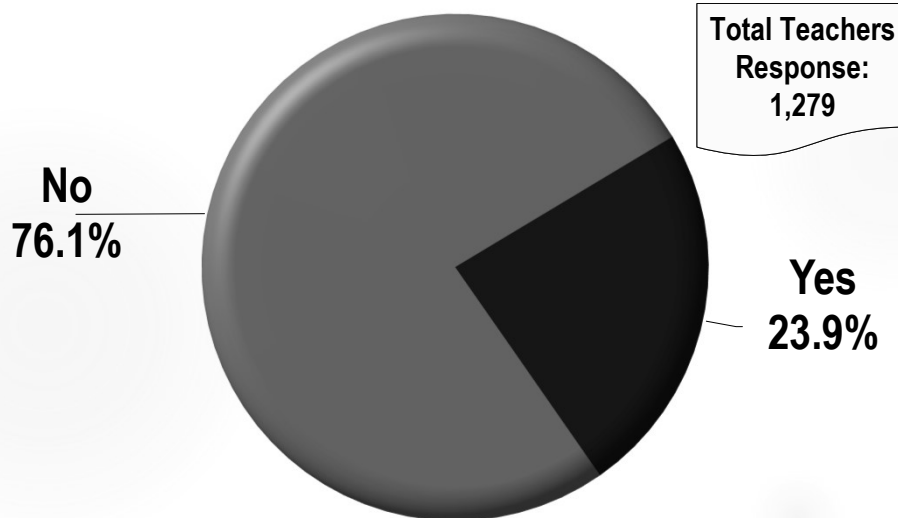
Under what conditions, if any, would you be willing to relocate to teach in a high-poverty or remote rural community?

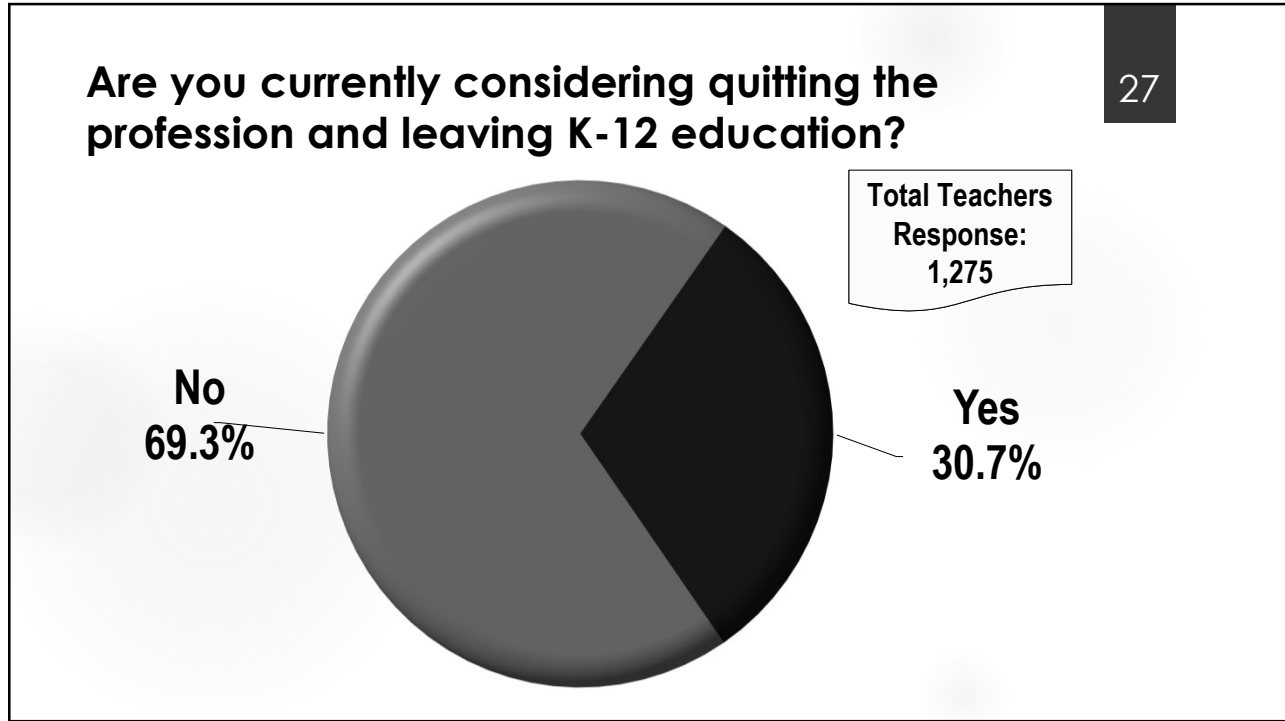
25

- ▶ Higher salary
- ▶ Already working in a high-poverty or remote rural community
- ▶ None
- ▶ Student loan forgiveness

Are you currently considering transferring to another school or district?

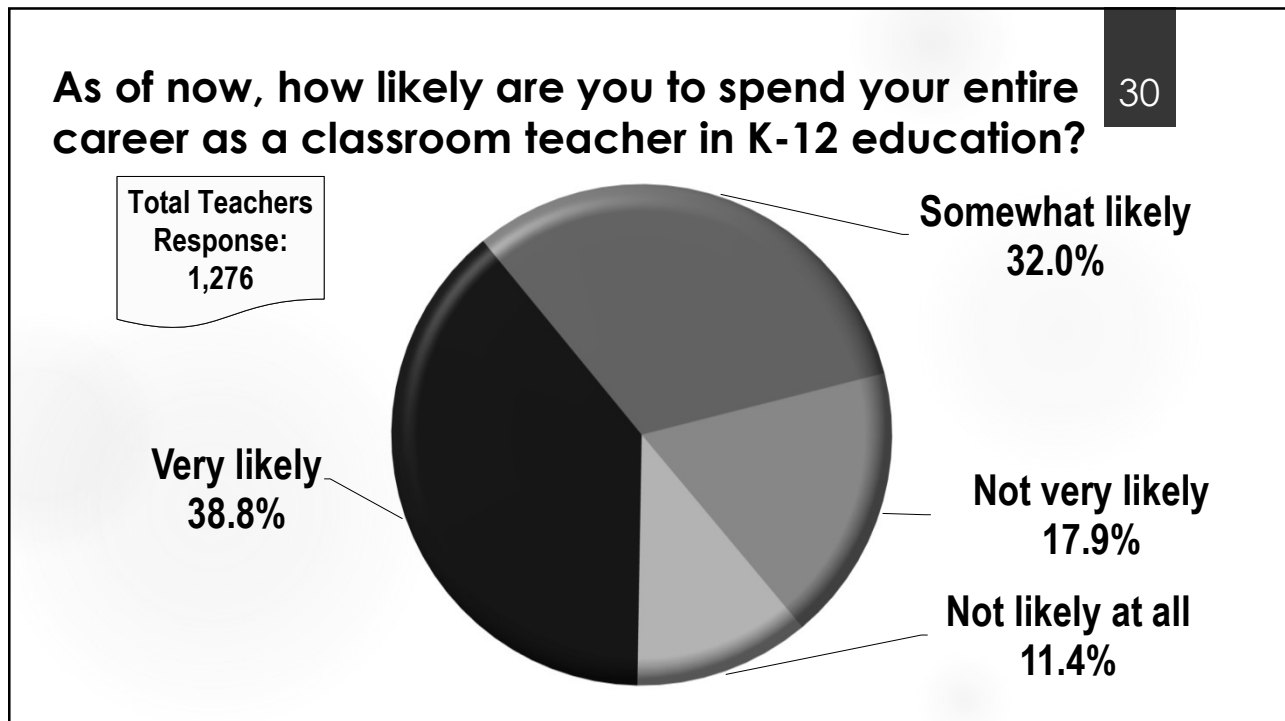
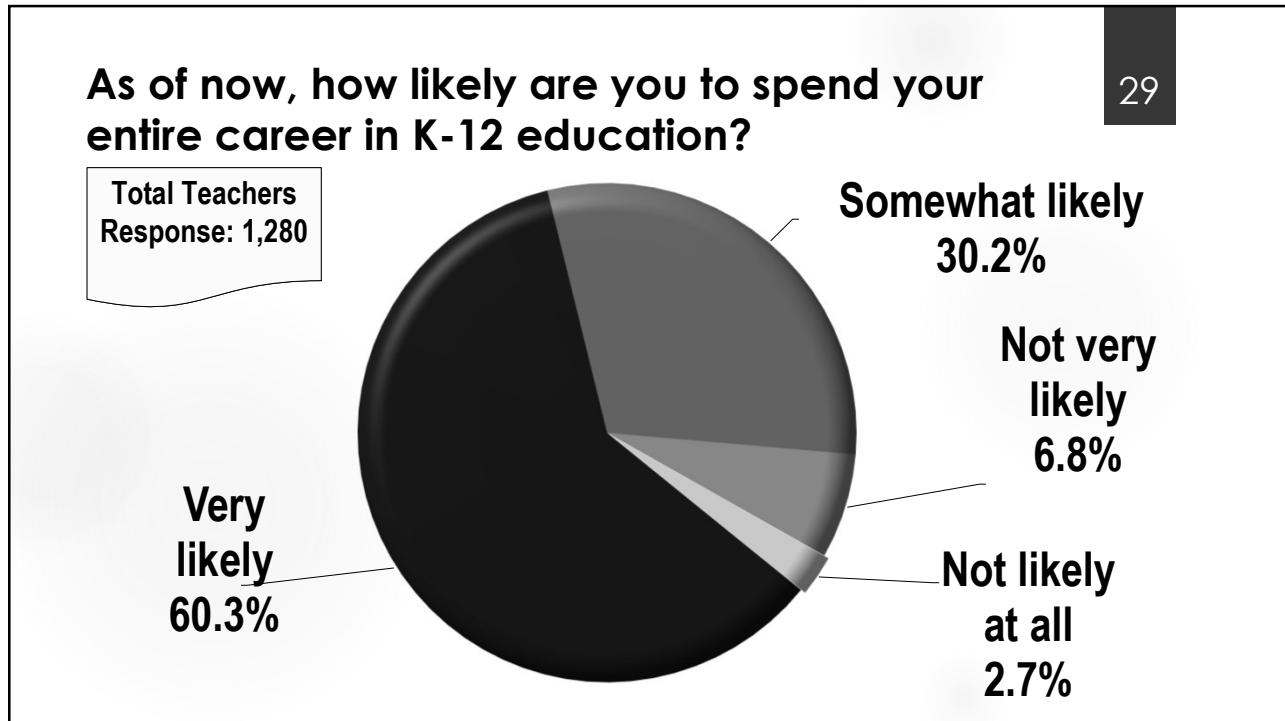
26





28

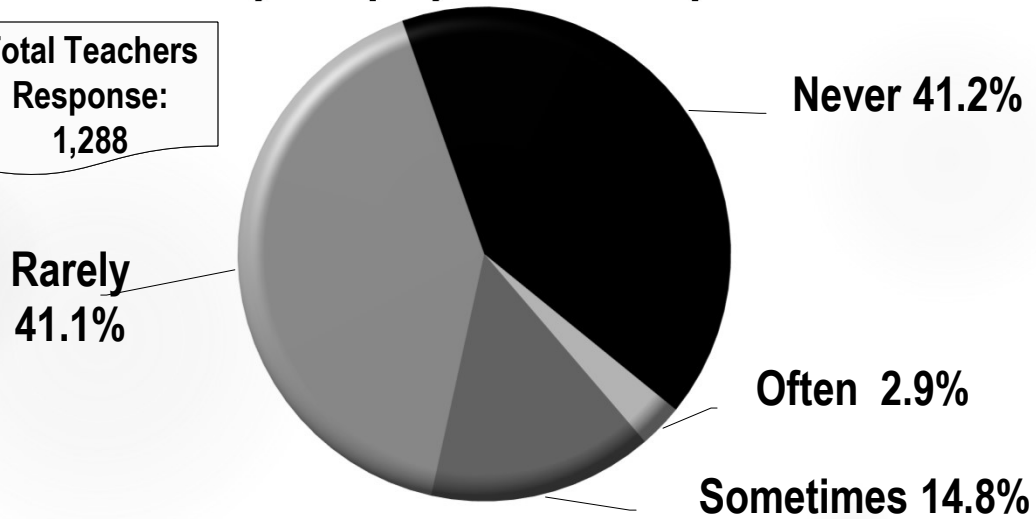
Career and Retirement



Environment and Preparation

When you are at school, how often do you fear for your physical safety?

Total Teachers
Response:
1,288



Which of the following issues, if any, are you concerned about at your school?

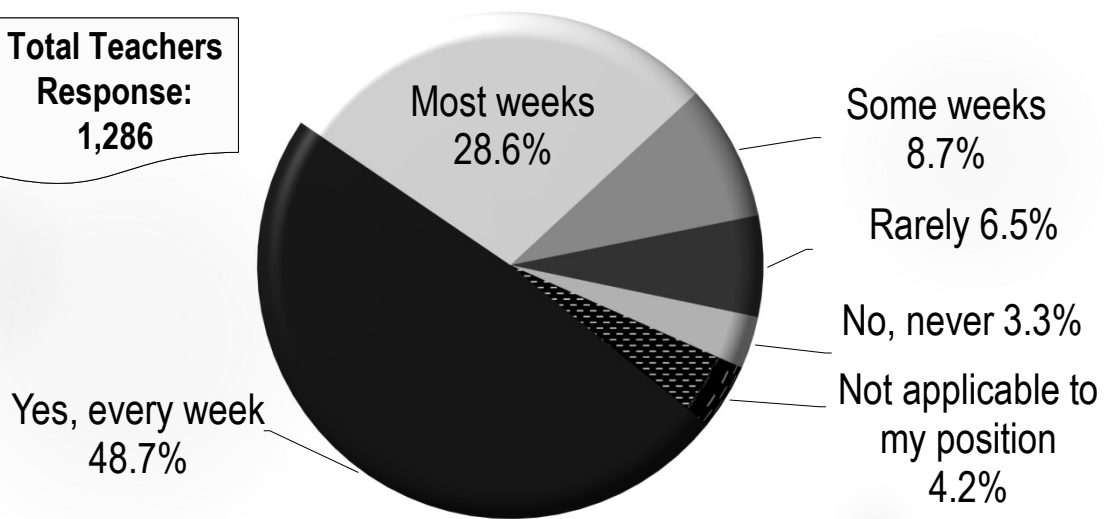
33

- ▶ **Fighting among students**
- ▶ **In-person/physical bullying**
- ▶ **Gun violence/school shooting**

Do you receive at least 200 minutes per week to schedule conferences and plan instruction?

34

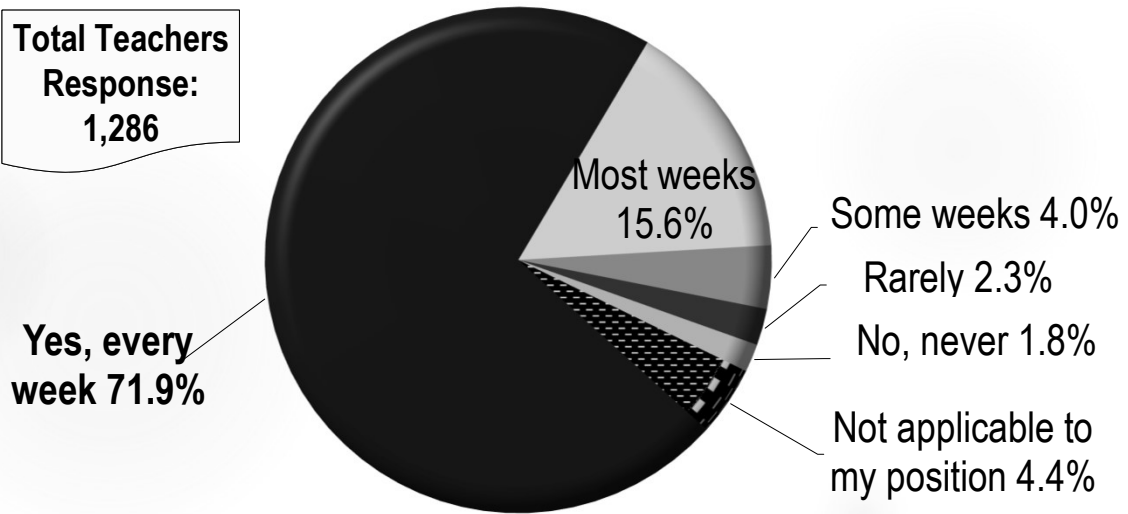
Total Teachers Response: 1,286



Is your planning time provided in increments of at least 40 minutes during the instructional day?

35

**Total Teachers
Response:
1,286**



36

Teacher Preparation

First Year Teaching

37

- ▶ **Not at all prepared**
 - ▶ **English Language Learners**
 - ▶ **Special needs**
- ▶ **Very well prepared**
 - ▶ **Teach subject matter**

Current Year Teaching

38

- ▶ **Not at all prepared**
 - ▶ **English Language Learners**
 - ▶ **Special needs**
- ▶ **Very well prepared**
 - ▶ **Teach subject matter**

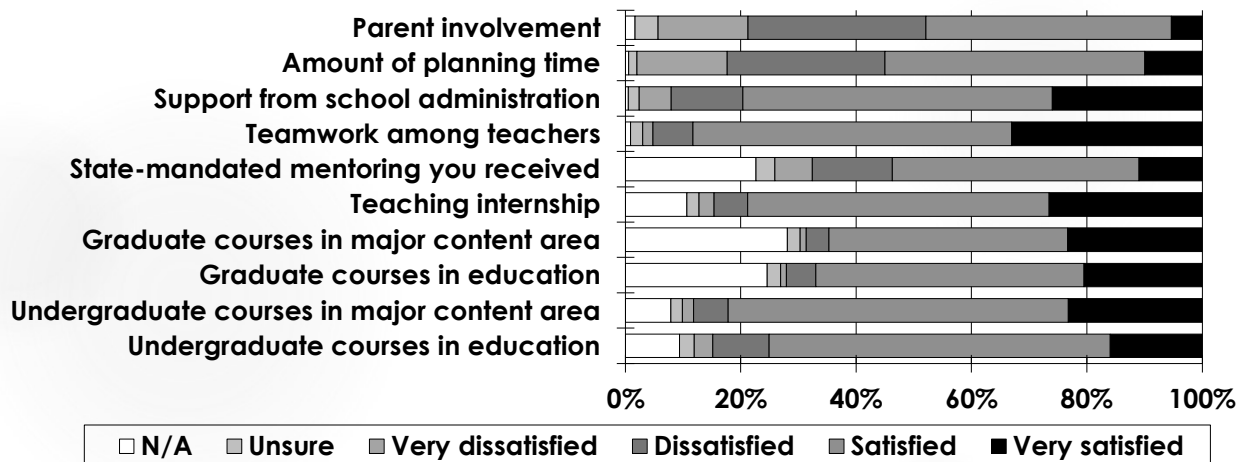
Satisfaction with teacher preparation and current position

39

- ▶ **Satisfied**
 - Undergraduate courses in education and major content area
- ▶ **Very dissatisfied**
 - Amount of planning time
 - Parent involvement

Please indicate your satisfaction with the following components of your teacher preparation and current position.

40



Health Insurance

41

- ▶ *Lake View Masters Report (October 2005)*
- ▶ \$75/month discount for wellness check (2014)
- ▶ \$250 reduction in deductibles (2019)
- ▶ Last increase in rates occurred in 2017

Site Visit Responses

42

- ▶ Salary
- ▶ Mental Health
- ▶ Availability of Teachers (especially in critical shortage areas)
- ▶ COVID-19

Questions?