

Handout C1

Teacher Recruitment and Retention
April 2022




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Teacher Data National Research and State Efforts Survey Results

Roadmap

- Arkansas Teacher Data
- National Research and State Efforts
- Survey Results

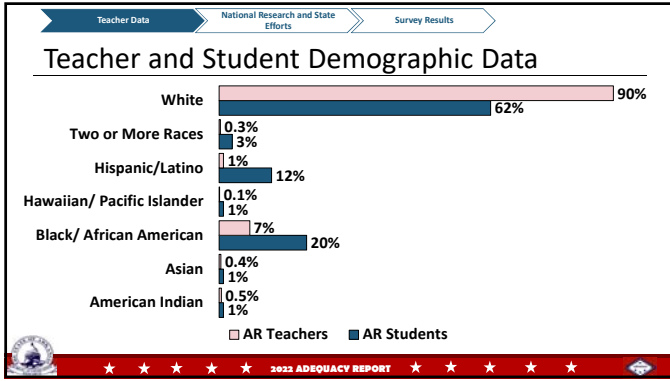


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Arkansas Teacher Data



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Teacher Data National Research and State Efforts Survey Results

Arkansas Teachers

Definitions	
Inexperienced Teachers	Teachers in their first 3 years of teaching
Completely Certified Teachers	Teachers that are completely certified for their position
Additional Licensure Plan	Allows individual holding Standard or Provisional License (reciprocity only) to accept employment or assignment in out-of-area position, prior to completion of other requirements.
Out of Field	Teaching at least 1 class on Additional Licensure Plan (ALP)

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Arkansas Teachers

Definitions	
Emergency Teaching Permit	Districts can apply for an individual teaching in an area in which they are not licensed. Should not be used for teaching vacancies or long-term substitutes. Must meet additional education and work experience criteria.
Long-Term Substitute	Individual that takes the place of the contracted teacher for longer than 30 consecutive days and holds minimum of Bachelor's Degree or be licensed to teach in Arkansas.
Emergency/ Provisional Credentials	License issued to teachers if all standard license requirements have been met except content testing and Arkansas history (if applicable).

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Arkansas Teachers


Definitions

Workforce Stability Index

Calculation to depict the strength or stability of a school or district's faculty. Relies on the percent of the faculty that are inexperienced, teaching out-of-field, provisionally licensed, and/or leaving the school or district each year.

Attrition

Teachers in the school/district in the previous school year but did not return in current school year




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Teacher Workforce Stability Data

	Total Number of Teachers	% Teachers with Bachelor's	% Teachers with Master's	Average Years of Teacher Experience	Percent Inexperienced
2017	40,677	55%	39%	11.03	19%
2018	40,856	49%	36%	10.80	19%
2019	40,444	47%	36%	10.76	19%
2020	40,622	46%	37%	10.74	18%
2021	41,955	45%	37%	10.66	35%




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Teacher Workforce Stability Data

	% Teachers Completely Certified	% Teachers with Emergency/Provisional Credentials	% Out of Field	Emergency Teaching Permit (ETP)	Approved Long-term Substitute (LTS)
2017	100%	0.1%	3%	N/A	179
2018	96%	0.0%	4%	N/A	207
2019	96%	0.0%	2%	256	254
2020	93%	1.3%	2%	365	287
2021	93%	0.9%	2%	390	328



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Teacher Workforce Stability Data

	Percent Attrition	Workforce Stability Index
2017	18%	89.93
2018	18%	89.84
2019	19%	89.91
2020	18%	90.46
2021	21%	85.32

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Average Years of Teacher Experience

- Teachers in districts had 3x greater average years teaching experience
- Years of teaching experience decreased with higher concentrations of minority students

Category	Average Years of Experience
District	10.9
Charter	2.6
Urban	10.2
Rural	10.7
Poverty Q1 (Lowest)	10.6
Poverty Q2	10.7
Poverty Q3	10.2
Poverty Q4	11.0
Poverty Q5 (Highest)	10.1
Minority Q1 (Lowest)	10.9
Minority Q2	10.9
Minority Q3	10.7
Minority Q4	10.6
Minority Q5 (Highest)	9.3

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Average Years of Teacher Experience

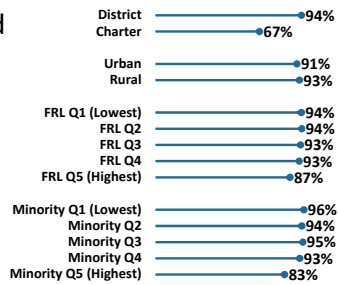
- Average years of teaching experience increases with district size
- Teachers in successful schools had more years of teaching experience

Category	Average Years of Experience
5,001-25,000	11.3
2,501-5,000	10.7
1,501-2,500	11.8
1,001-1,500	9.5
751-1,000	10.5
501-750	9.9
351-500	8.7
0-350	6.0
Other	10.3
Successful School	11.8

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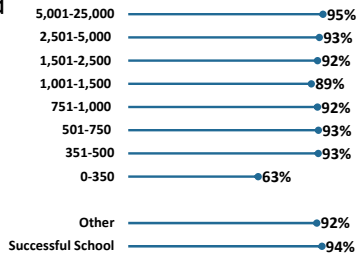
Percentage of Teachers Completely Certified

- Districts have more teachers on average who are completely certified
- The percentage of completely certified teachers decreased with higher concentrations of poverty and minority students



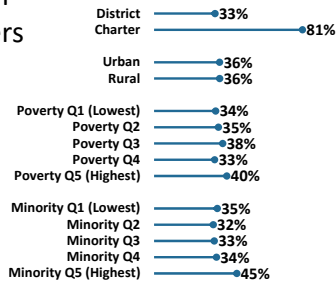
Percentage of Teachers Completely Certified

- Schools in the smallest districts had the smallest percentage of completely certified teachers



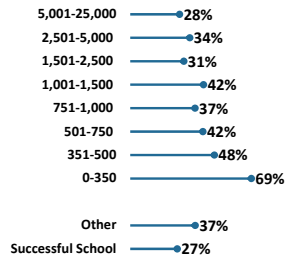
Average Percentage of Inexperienced Teachers

- Charters had more than double the percentage of inexperienced teachers
- The percentage of inexperienced teachers increased with higher concentrations of poverty and minority students



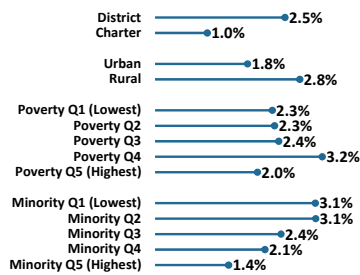
Average Percentage of Inexperienced Teachers

- Schools in the smallest districts had twice as many inexperienced teachers than largest districts
- Successful schools had fewer inexperienced teachers



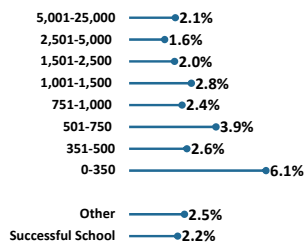
Average Percentage of Out-of-Field Teachers

- Districts had higher percentage of teachers teaching out-of-field
- Rural schools had more out-of-field teachers
- Decreased with higher concentrations of minority students



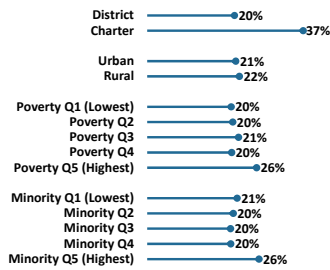
Average Percentage of Out-of-Field Teachers

- Schools in smallest districts had three times as many out-of-field teachers



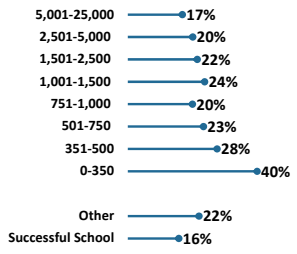
Average Percent of Attrition

- Charters have higher rates of attrition
- Attrition increased with higher concentrations of poverty and minority students



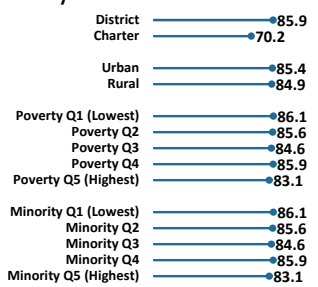
Average Percent of Attrition

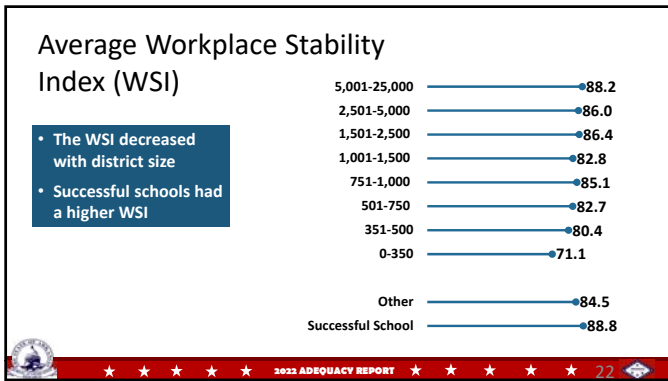
- Schools in the smallest districts had double the attrition rate
- Successful schools had lower rates of attrition



Average Workplace Stability Index (WSI)

- Districts had a higher WSI
- WSI decreased with higher concentrations of poverty and minority students





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Teacher Time in Teaching

When Retiring	% Teachers
Within 1 Year	4%
1-10 Years	30%
11-20 Years	31%
21-30 Years	23%
31-40 years	8%
41 or More Years	3%

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Teacher Time in Teaching

	% Teachers
As Long as I Am Able	33%
Until I Am Eligible for Retirement Benefits From This Job	29%
Undecided	19%
Until a More Desirable Job Opportunity Comes Along	7%
Until a Specific Life Event Occurs (e.g. Parenthood, Marriage, Retirement of Spouse or Partner)	5%
Definitely Plan to Leave As Soon As I Can	3%
Until I am Eligible for Social Security Benefits	3%
Until I Am Eligible for Retirement Benefits From a Previous Job	0.5%

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Teacher Shortages

2020-21 Academic Shortage Areas (Arkansas)
Biology (7-12)
Business (K-12)
Physics (7-12)
Chemistry (7-12)
French (K-12)
Art (K-12)
Mathematics (7-12)
Special Education (K-12)

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Teacher Shortages

2020-21	Shortage Area	Non-Shortage Areas
Potential Educators Available (Those Preparing and Newly Licensed)	2,761	8,868
Potential Positions Available (Vacancies, Waivers, and Veterans)	1,970	3,516
Ratio Persons to Positions	1.4 to 1	2.5 to 1

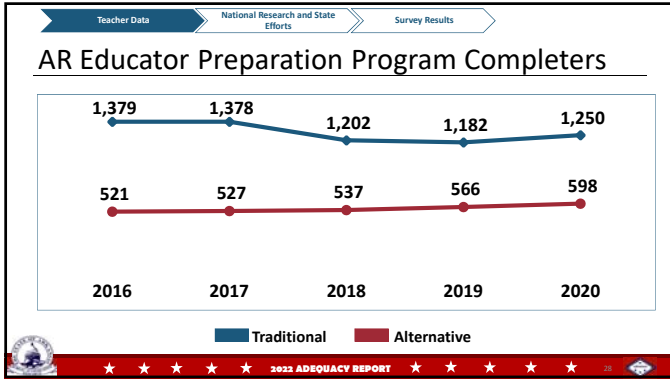
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AR Educator Preparation Program Enrollment

Year	Traditional	Alternative
2016	2,324	1,413
2017	2,209	1,354
2018	2,647	1,415
2019	2,501	1,257
2020	2,707	1,660

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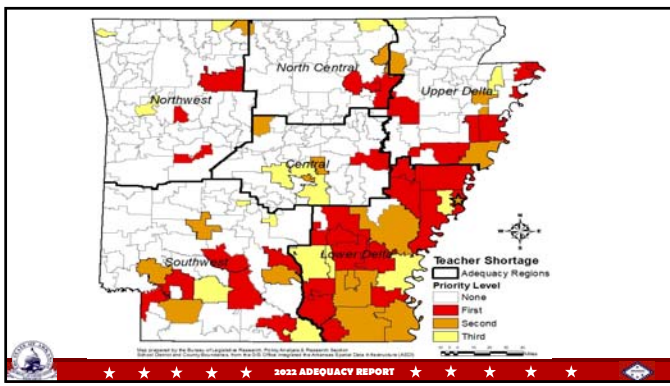
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Educator Preparation Program Completers

First-Year Program Completers Employed in Arkansas Public Schools (APS)

Program Completers in 2019-20	Employed in APS in 2020-2021	
	Number	Percentage
1,789	1,099	61%

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National Research and Arkansas Efforts




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National Research and Arkansas Efforts

Teacher Recruitment and Retention

1.	Pathways and Licensure
2.	Financial or Monetary Programs
3.	Training and Mentoring
4.	Working Conditions




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Pathways and Licensure

National Research

<ul style="list-style-type: none"> 2-3 times more likely to leave profession without comprehensive preparation Comprehensive = student teaching, formal feedback, multiple courses in student learning Traditional v. Alternative 	<h4 style="text-align: center; background-color: #f0f0f0; margin: 0;">Best Practices</h4> <ul style="list-style-type: none"> Teacher Residencies Grow Your Own Teacher License Reciprocity
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Pathways and Licensure

National Research Best Practices – Teacher Residencies

- 1 year postbaccalaureate district-university partnership program.
- Residents apprentice with master teacher in high-need classroom.
- Receive funding for tuition and living expenses and take related coursework.
- Residents commit to teach in sponsoring district for 3-4 years after residency.




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Pathways and Licensure

National Research Best Practices – Grow Your Own Programs

- Recruit teacher candidates, often from nontraditional populations: E.g. Paraprofessionals or High School Students
- Financially support their training to become licensed teachers
- Participants also receive:
 - Coaching
 - Assistance navigating credential requirements
 - Counseling
 - Programmatic support




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Pathways and Licensure

Arkansas Efforts – Alternative Teacher Certification

Arkansas Professional Education Pathway (ArPEP)	Provisional Professional Teaching License
Master of Arts in Teaching (MAT)	Arkansas Teacher Corps
American Board for Certification of Teacher Excellence	Teacher for America
	eStem Residency Program
	Prism Teacher Institute



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Financial or Monetary Programs

National Research

<ul style="list-style-type: none"> Cost of teacher preparation and lower teacher salaries is significant obstacle to entering teaching profession. 	<h4>Best Practices</h4> <ul style="list-style-type: none"> Service Scholarships Loan Forgiveness Programs Competitive Salaries
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Teacher Data National Research and State Efforts Survey Results

Financial or Monetary Programs

National Research Best Practices – Service Scholarships and Loan Forgiveness Programs

Five Elements of Effective Programs:

- Academically strong, well prepared, and committed candidates
- Cover all or large % of tuition
- Target high-need fields and/or schools
- Reasonable financial consequences
- Administratively manageable

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Financial or Monetary Programs

Arkansas Efforts – National Board for Professional Teaching Standards

<h4>Financial Incentive</h4> <ul style="list-style-type: none"> \$2,500 annual bonus in low-poverty for 5 years \$5,000 annual bonus in high-poverty for 5 years 	<h4>2020-2021</h4> <table border="1"> <tr> <td>Total Amount</td> <td>\$15,527,837</td> </tr> <tr> <td>Total Recipients</td> <td>Approximately 2,200 Teachers</td> </tr> </table>	Total Amount	\$15,527,837	Total Recipients	Approximately 2,200 Teachers
Total Amount	\$15,527,837				
Total Recipients	Approximately 2,200 Teachers				

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Teacher Data National Research and State Efforts Survey Results

Financial or Monetary Programs

Arkansas Efforts – High-Priority District Recruitment and Retention

Financial Incentive	2020-2021	
<ul style="list-style-type: none"> • \$3,000 to \$5,000 bonus • Newly hired teachers in high-priority district • Prorated depending on available funds 	Total Amount	\$2,099,997
	Total Recipients	908 Teachers

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Financial or Monetary Programs

Arkansas Efforts – Arkansas Geographical Critical Needs Minority Teacher Scholarship

Scholarship	2020-2021	
<ul style="list-style-type: none"> • Up to \$1,500 per year • Minority individuals who express intention to teach in geographical shortage areas 	Total Amount	\$58,500
	Total Recipients	58 Teachers

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Financial or Monetary Programs

Arkansas Efforts – Non-Traditional Licensure Grant

Financial Incentive	2020-2021	
<ul style="list-style-type: none"> • Up to \$1,000 per year • Non-Traditionally Licensed Teachers who teach in geographic and/or shortage subject areas 	Total Amount	\$9,250
	Total Recipients	14 Teachers

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Financial or Monetary Programs

Arkansas Efforts – State Teacher Education Program (STEP)

Loan Forgiveness	2020-2021	
<ul style="list-style-type: none"> Up to \$4,000 per year paid directly to lender Current educators teaching in subject or geographical shortage area 	Total Amount	\$1,042,388
	Total Recipients	334 Teachers

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Financial or Monetary Programs

Arkansas Efforts – Teacher Opportunity Program (TOP)

Loan Forgiveness	2020-2021	
<ul style="list-style-type: none"> Up to \$3,000 per year reimbursed to applicant Current teachers and administrators wishing to continue their education 	Total Amount	\$1,752,285
	Total Recipients	859 Teachers

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Training and Mentoring

National Research – Mentoring and Induction for New Teachers

<ul style="list-style-type: none"> First few years of teacher's careers require leap from preparation to practice. Early years are formative but difficult. 	Key Elements <ul style="list-style-type: none"> Mentor from same field Common planning time with teachers in same subject Regularly scheduled collaboration with other teachers External network of teachers
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Training and Mentoring

Arkansas Efforts – Mentoring and Induction for New Teachers

- Arkansas Professional Development
- Teacher Excellence and Support System (TESS)




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Survey Results - Teacher Recruitment

Top Five Teacher Recruitment Challenges – Principals


Difficulty Offering Competitive Salaries  70%

Community's Quality of Life

Scarcity of appropriately licensed teachers

Inadequate housing options in area

Cost of health insurance




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Survey Results - Teacher Recruitment

Top Five Reasons for Teaching at Current School - Teachers


School Leadership  73%

Proximity to Family

Community's Quality of Life

Salary

School's Rating or Reputation



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Survey Results - Teacher Recruitment

Conditions Teachers Would Need to Relocate to Teach in a High Poverty or Remote Rural Community

Conditions	% Teachers
None	23%
Higher Salary	22%
Better Benefits	15%
School Leadership	12%
Closer to Family and Friends	11%
Student Loan Forgiveness	9%
Promotion	7%
Other	1%

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Survey Results - Teacher Retention

Top Five Teacher Retention Challenges – Principals

Stress/Workload	<div style="width: 75%;"></div> 75%
Difficulty in Offering Competitive Salaries	<div style="width: 45%;"></div>
Community's Quality of Life	<div style="width: 35%;"></div>
Teachers Leaving the Profession	<div style="width: 30%;"></div>
Scarcity of Appropriately Licensed Teachers	<div style="width: 25%;"></div>

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Survey Results - Teacher Retention

Top Five Reasons for Wanting to Leave Teaching – Teacher

Stress/Workload	<div style="width: 75%;"></div> 75%
Lack of Respect for the Profession	<div style="width: 45%;"></div>
Higher Pay	<div style="width: 40%;"></div>
Lack of Student Accountability	<div style="width: 35%;"></div>
Paperwork and/or Bureaucratic Issues	<div style="width: 30%;"></div>


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Teacher Data National Research and State Efforts Survey Results

Survey Results - Teacher Retention

Top 5 Reasons Why Teachers Are Considering Transferring Outside of School or District

Reason	% Teachers
Higher Pay	61%
Lack of Student Accountability	53%
Stress/Workload	52%
Leadership Issues in the School	50%
Lack of Career Opportunities	50%



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Questions?



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