

Sustaining Efforts to Support the Educator Workforce

Agenda

- Welcome/Framing
- Introductions
- Questions and Considerations
- Tools and Resources
- Q and A

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Equitable & Empowering Learning for Each and Every Child

The Learning Policy Institute conducts high-quality research to improve education policy and practice.



Context

- End of ESSER
 - > Range of investments to support the educator workforce
- Ongoing efforts to address shortages across states
- Need to build an educator workforce for the future

Introductions (5 mins)

- Name and State
- What educator workforce efforts are you focused on sustaining?



Sustaining Supports for the Educator Workforce

Collecting Evidence

- What data are you collecting?
- How are you defining the problem?
- How are you demonstrating the impact of your solutions?
- **Examples:**
 - > California's Residency and Teacher Performance Assessment Research
 - > Oregon's Educator Diversity Reports

September 2024

EDUCATOR ADVANCEMENT COUNCIL

2024 OREGON EDUCATOR EQUITY REPORT

Educating Teachers in California

What Matters for Teacher Preparedness?

Susan Kemper Patrick, Linda Darling-Hammond, and Tara Kini

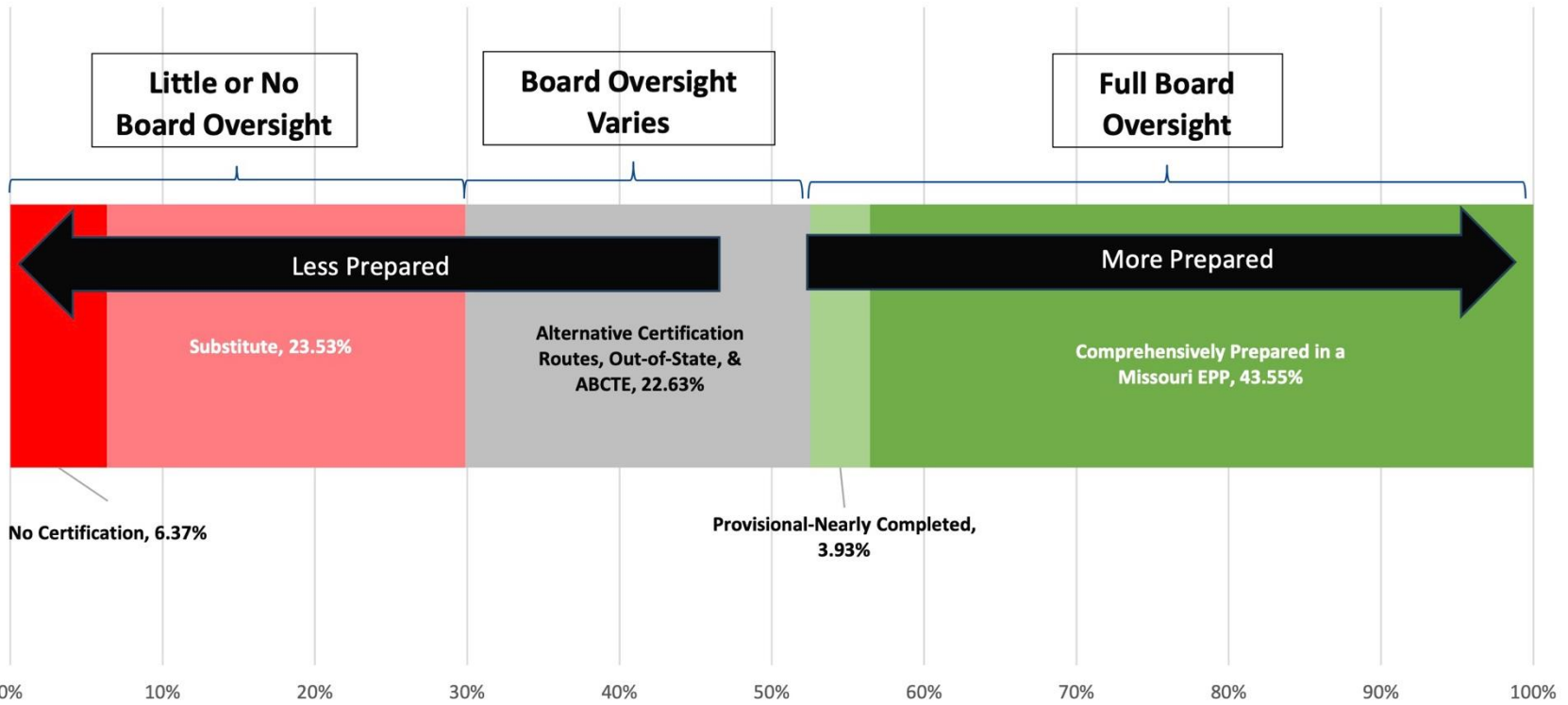
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Building Support

- How are you building support for your investments/priorities?
- How are you building a shared understanding of the work and key goals?
- **Examples:**
 - > Missouri Building Understanding of the Problem
 - > Washington Teacher Prep Professional Learning Communities
 - > West Virginia Leveraging Data on Cost of Teacher Turnover

Preparation in Missouri First-Year Teachers, 2023-24



Details of Different Levels of Preparation



	Minimum Requirements <i>before Teaching</i>	No Certification	Substitute Certificate	Provisional-Nearly Completed	Comprehensively Prepared in a Missouri EPP
All	Program Admission Test	No	No	Yes	Yes
	Bachelor's Degree	No	No	Yes or Nearly	Yes
	Minimum field experience contact hours <i>before</i> internship	0	0	75	75
	Minimum contact hours of mentored student teaching internship	0	0	480	480
	Pass Board-approved subject area content exam	No	No	Maybe	Yes
	Pass Performance Assessment	No	No	Yes	Yes
Middle, Secondary, and K-12 (except Special Education)	Required Hours in Content Area	0	0	24-53	24-53
	Required GPA in Content Area	0	0	3.0	3.0
	Required Hours in Pedagogy	0	0	26-36	26-36
	Required Reading Training	0	0	3-6 Hours	3-6 Hours
Elementary Education	Required Course Hours	0	0	36	36
	Required Reading Training	0	0	12 Hours	12 Hours
	Pass Board Approved Reading Exam	No	No	Maybe	Yes

Ensuring Alignment and Connection

- How are you ensuring alignment and connection across overlapping projects or efforts in your state?
- **Examples:**
 - > Minnesota Aligning Change Across Teacher Prep and K12 Districts
 - > Tennessee Implementing Science of Reading Requirements

Ensuring Equitable Access to a Strong, Stable, and Diverse Teacher Workforce

Broad Access to High-Quality Preparation

- Support for high-retention preparation pathways (e.g., residencies, Grow Your Own)
- Scholarships and forgivable loans that subsidize preparation
- School-university partnerships that support professional development schools
- Funding and incentives for intensive (or year-long), high-quality clinical training
- Mentoring for candidates and novice teachers tied to career ladder roles for accomplished teachers



State Systems to Guide High-Quality Practice

- Standards that reflect what we know about how people learn
- Performance assessments that assess what educators can do in practice
- Accreditation that looks at what programs provide and what candidates learn
- Data reflecting the recruitment, distribution, and retention of qualified educators
- Induction systems that enable accomplished educators to mentor novices

Teacher Licensure Collaborative



Grant-Funded Opportunity (2020-2021)

- 18 Districts
- Systemic SEL Implementation

Key Data:

- Center Adult SEL



Rulemaking Process

- Standards of Effective Practice



1. Student Learning
2. Learning Environments
3. Assessment
4. Planning for Instruction
5. Instructional Strategies
6. Professional Responsibilities
7. Collaboration and Leadership
8. Racial Consciousness and Reflection



SEL Framework: Five Competencies
• 9-12 Grade-Band Extension for Adults

Transformative Social and Emotional Learning

In Pursuit of Educational Equity and Excellence

By Robert J. Jagers, Alvindey Strong, William Stokoe, Barbara, Julia, et al.



1. Self-Awareness in Service of Identity
2. Self-Management in Service of Agency
3. Social Awareness in Service of Belonging
4. Relationship Skills in Service of Collaborative Problem-Solving
5. Responsible Decision-Making in Service of Curiosity

Toolkit:
www.mnseps.education/home



Collaborators:



Audience:

- MN Colleges and Universities
- Tier 3 Licensure Portfolio Candidates
- Districts

Establishing Sustainable Funding

- How are you establishing sustainable funding (where needed) to ensure long-term capacity to carry the work forward?
- How are you prioritizing investments?
- **Example:**
 - > New Mexico and Teacher Residencies





Tools and Resources

What's the Cost of Teacher Turnover?

1. How many teachers left your school or district?

Enter a Number

Let Us Help You

Enter the number of teachers who left last year

Don't know? Use the tab above to let us help you calculate an estimate.

60



0

1000+

2. What's the cost of replacing a teacher?

Use the slider to estimate the cost of replacing a teacher in **YOUR** school or district. Costs include expenses and person hours related to processing a teacher's exit, as well as costs to recruit, hire, and train new teachers. [Read more.](#)

Enter the cost of replacing a teacher for your school or district

\$11,860



\$1,000

\$40,000

Don't know? Use one of our [district estimates](#):



Small

(Under 10,000 students)



Medium

(10,000-50,000 students)



Large

(Over 50,000 students)

Estimated Cost of Turnover *

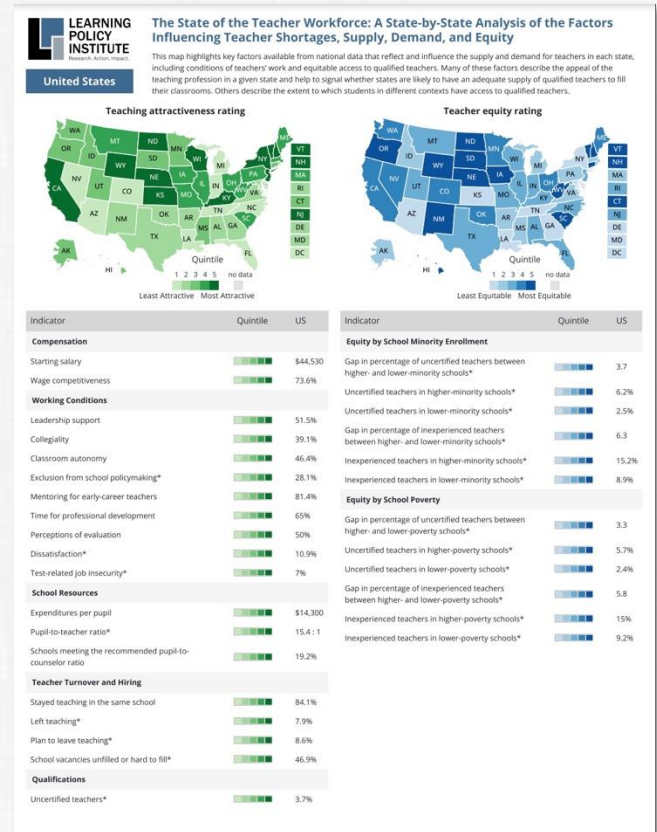
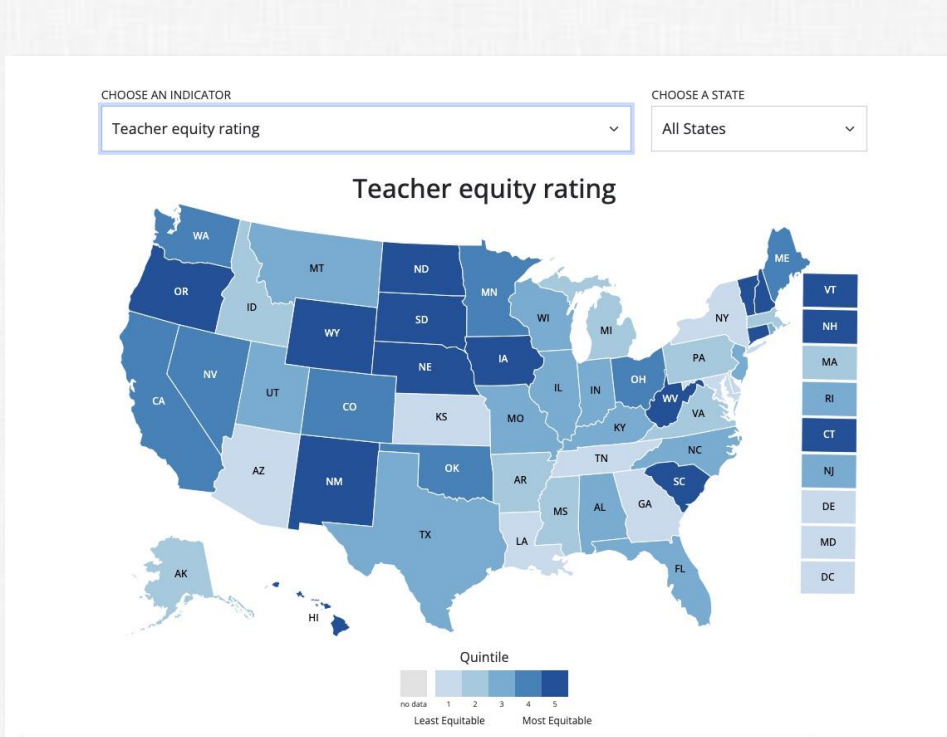
\$711,600

Cutting turnover in half would save

\$355,800

* Teacher turnover is costly, and not just in dollars. Studies show that student achievement suffers in schools with high turnover.

The State of the Teacher Workforce



Tools and Resources

- [State of the Teacher Workforce interactive map](#) [interactive map]
- [Where Is Teaching Most Attractive and Equitable?](#) [brief]
- [Where Do Teachers Want To Teach? And Why?](#) [blog]
- [State Teacher Shortages 2024 Update](#) [resource]
- [What's the Cost of Teacher Turnover?](#) [calculator]
- [In Debt: Student Loan Burdens Among Teachers](#) [report]
- [Diversifying the Teaching Profession: How to Recruit and Retain Teachers of Color](#) [report]
- [Teacher Residencies: State and Federal Policy to Support Comprehensive Teacher Preparation](#) [report]



Discussion

- ▷ How are you approaching your own sustainability efforts?
- ▷ How are you prioritizing your efforts?
- ▷ What progress have you made?