


THE TEACHER SHORTAGE IN SC:

**TEACHER RECRUITMENT
IS EVERYONE'S JOB!**

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National Headlines

- *America Has a Teacher Shortage and It's Getting Worse...* Washington Post, September 14, 2016
- *The Teacher Shortage Crisis is Here...* us News and World Report, September 14, 2016

Both articles citing a Learning Policy Institute Study entitled: *A Coming Crisis in Teaching? Teacher Supply, Demand, and Shortages in the U.S.*

South Carolina Headlines

- *Teacher Shortage Concerns Continue to Grow -- SC Teacher and Administrator Supply and Demand Survey, January 2017*
- *New Study Examines State's Teacher Shortage: South Carolina not producing enough teachers to fill vacancies -- SC Teacher Supply Study Report, May 2016*

SC Teacher Pipeline Realities

- SC college and university teacher education programs produced only 1,898 new teachers during the 2015-16 school year; this number has decreased each year since the 2012-13 school year
- Nearly 6,500 SC school district teachers did not return to their same positions for the 2016-17 school year, a 21% increase from 2015-16; only 1,640 of those moved to teaching positions in other districts

- Of the teachers who left their positions, 25% took teaching positions in another SC public school district
- Personal reasons were cited by 23% - this often means they left because they felt frustrated, dissatisfied, overwhelmed, or unprepared
- Retirees made up 18%, to include those who retired outright, those who completed their TERI period and retirees who were not rehired

SC Early Year Teacher Retention

- Of the teachers who left their positions at the end of the 2015-16 school year, 12% had taught one year or less; 38% had taught five or fewer years
- Of the first year teachers hired for the 2015-16 school year, 28% left their positions before or at the end of the year; 22% neither returned to their position nor moved to a teaching position in another district

Males and Minorities – Current and Newly Hired in SC

- The current public school teaching population in SC is 18.92% male and 17.45% non-white
- Of those teachers newly hired for 2016-17 in SC public school districts, 21.28% are male and 22.34% are non-white
- Of the 91 applicants hired as a result of the 2016 State Teacher Expo, 27 were males and 32 were non-white

Males and Minorities – Completing SC Recruitment Programs

- Of the 2,652 high school students who completed the Teacher Cadet Program in 2015-16, 22.1% are male and 32.4% are non-white
- Of the 292 college students who completed the Teaching Fellows program in 2015-16, 5.1% are male and 8.2% are non-white

**Thinking Long Term:
The Recruitment Continuum**

- Into the teaching profession
 - High school and college students
 - Career changers
 - Current district employees
- Into specific vacancies
 - Recent teacher education graduates
 - Teachers from other districts, out-of-state, or other countries
 - Alternative certification program participants
- Retention of current staff
 - Develop and support early year teachers
 - Support and provide opportunities for experienced teachers
 - "Recruit" retirees and those considering retirement to stay

What Impacts Recruitment Into The Profession?

- General public perception of the profession
- Low salaries and high student loan repayments
- Real or perceived classroom challenges
- Inadequate funding/resources for schools
- Morale/attitude/conduct of current teachers

Why District and Community Involvement With Recruitment Into The Profession?

- The teacher shortage may not currently be effecting all districts, but that day may be coming
- Significant numbers of adults obtain initial employment or later return to employment within 60 miles of where they grew up
- "Grow-your-own" programs, though not a short-term solution, are an investment in the future

What Are Home-Grown Programs?

- Programs to expose students to teaching, such as ProTeam & Teacher Cadet classes and student clubs/activities/after-school programs
- Forgivable college loan programs, such as the Teaching Fellows and Teachers Loan Programs
- Alternative certification programs and programs to support non-traditional students, such as paraprofessionals

What Else Can Be Done To Support Recruitment Into The Profession?

- Share positive information about the profession
- Distribute information about loan forgiveness and certification program opportunities
- Welcome and fully utilize volunteers in the schools – they may become career changers!
- Address negative perceptions, especially when exhibited by individuals within your own district

District Steps to Avert Vacancies

- Implement district-wide teacher induction programs and require principals to develop school-wide support structures for early year teachers
- Encourage principals to identify teachers who may be considering leaving the classroom and identify support or advancement opportunities that may encourage them to stay
- Track retirement eligibility status of current teachers and discuss/encourage alternatives to retirement

District Steps to Plan For Vacancies

- Encourage teachers to report resignations as soon as possible, rather than waiting until contracts are due
- Identify and assist teachers who may be willing to add an additional area of certification
- Identify and assist classified employees who may be willing to become certified
- Seek out placement of teacher education students to cultivate and evaluate potential new hires

Recruiting/Retention Incentives That Work

Incentives:

- Alternative certification program fees
- Certification exam assistance
- Tuition/books/fees for needed or beneficial coursework
- Salary stipends
- Professional development/advancement opportunities
- Teacher Forums

Take-Aways

- Recruitment into the profession and developing/retaining the teachers we have is of critical importance at this time in SC
- Requires a balancing of time and resources between filling current vacancies and helping to assure a pool of applicants for the future
- School Board members can play a critical role - what can you do in your district?

QUESTIONS?

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