

# CONNECTED

A NEW PERSPECTIVE ON TEACHER  
RECRUITMENT & RETENTION



**YORK SCHOOL DISTRICT ONE**

# The Teacher Shortage Is More Than A Local Issue.

55% of educators now indicate that they are ready to leave the profession earlier than planned.

-National Education Association, June 2022

Even before Covid, in 2019, enrollment in teacher preparation programs across the nation had [dropped](#) by more than a third from a decade earlier. If left unaddressed, these related issues will have ramifications for generations of K-12 students.

-The Hechinger Report, January 2023

More than half a million teachers in the U.S. have [quit](#) since the beginning of 2020.

-Forbes, December 2022



In 2020, 24 percent of teachers were considering leaving their current state or the profession within five years; a year later, that number had grown to 30 percent, a [Brookings Institution report](#) found.

-The Hechinger Report, January 2023

Department of Education data [shows 47 states](#) have reported teacher shortages this school year with the problem being most acute in urban and rural areas.

-CNN February 2023

# This is not a new problem.

## The teacher shortage is real, large and growing, and worse than we thought

The first report in 'The Perfect Storm in the Teacher Labor Market' series

Report • By **Emma García** and **Elaine Weiss** • March 26, 2019

Search

[Advanced search](#)

Sign up to stay informed

New research, insightful graphics, and event invites in your inbox every week.

Subscribe

## The pandemic has exacerbated a long-standing national shortage of teachers

Report • By **John Schmitt** and **Katherine deCourcy** • December 6, 2022

Search

[Advanced search](#)

Sign up to stay informed

New research, insightful graphics, and event invites in your inbox every week.

# The pandemic didn't cause this problem.

## High and rising vacancies and quits in public education predate the pandemic

State and local government education vacancy and quit rates, January 2001–July 2022

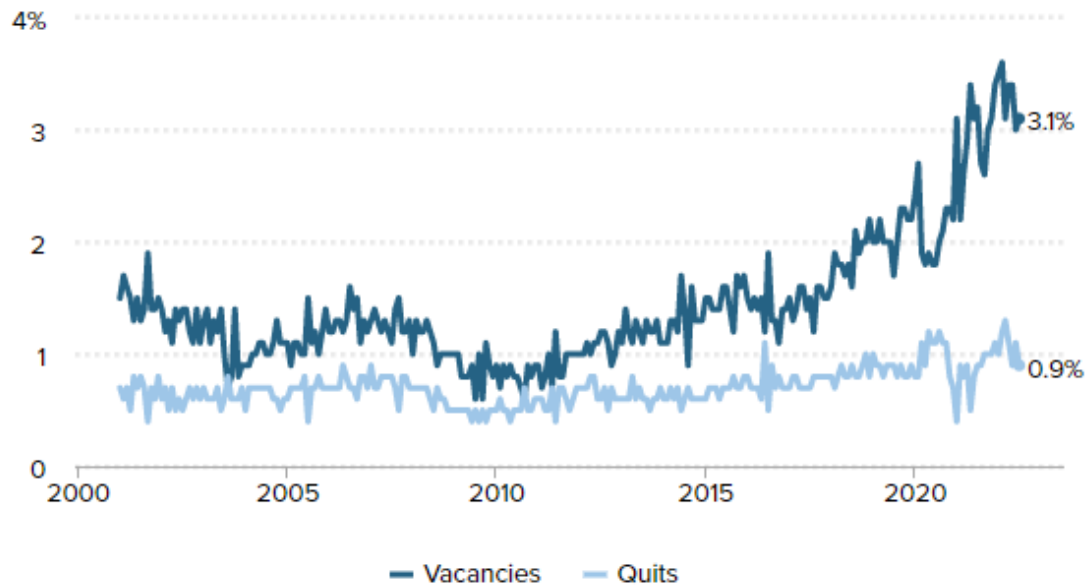


Chart Data

**Note:** Data include community colleges, state colleges, and universities, and nonteaching jobs at all levels of education.

**Source:** EPI analysis of JOLTS data (Bureau of Labor Statistics (BLS), Job Openings and Labor Turnover Survey (JOLTS), Public data series accessed through the [JOLTS databases](#), 2022).

Economic Policy Institute



## Interest in majoring in education has dropped by half since the 1970s

Percent of incoming college freshmen intending on studying in various fields, 1971–2018

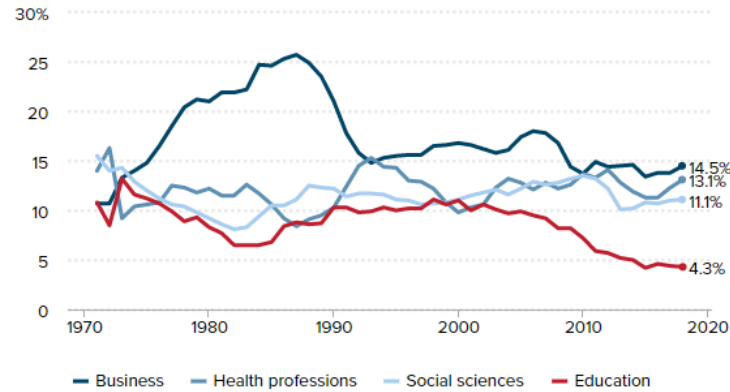


Chart Data

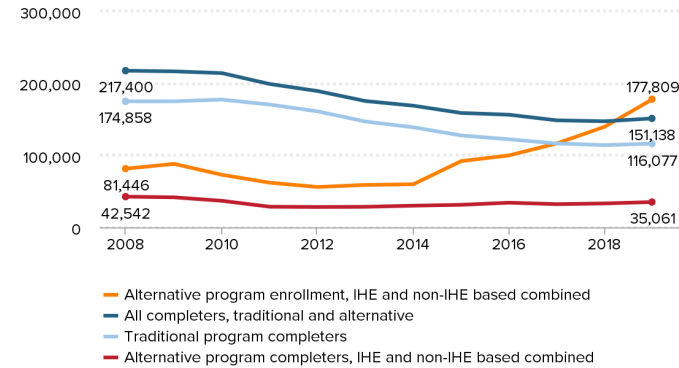
**Source:** Cooperative Institutional Research Program, Higher Education Research Institute, U. of California at Los Angeles (Brian O'Leary, "Backgrounds and Beliefs of College Freshman," *The Chronicle of Higher Education*, August 12, 2020).

Economic Policy Institute

There has been a steady decline in candidates pursuing teacher preparation, as the rising cost of college and declining [teacher salaries](#) make teaching unaffordable.

## Nontraditional paths to teaching have not made up for the decline in traditional teacher preparation

Traditional and alternative teacher preparation program completers, academic years 2008–2019



**Note:** IHE refers to institutions of higher education that conduct teacher preparation programs, while non-IHE programs are state-approved teacher preparation programs operating outside of IHEs.

**Source:** EPI analysis of U.S. Department of Education, Higher Education Act Title II State Report Card System data (Department of Education, "National Teacher Preparation Data," 2021 Title II Reports, October 2021).

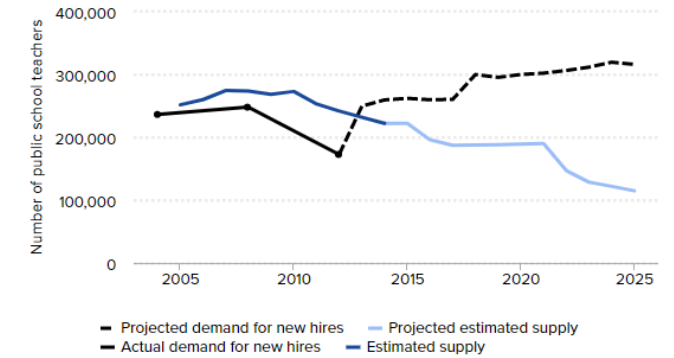
Economic Policy Institute

Nationally, teachers who enter the profession through programs that bypass intensive student teaching and coursework are [2 to 3 times](#) more likely to leave the profession than those who enter through comprehensive preparation programs.

FIGURE A

## Teacher shortage as estimated by Sutchter, Darling-Hammond, and Carver-Thomas

Projected teacher supply and demand for new teachers, 2003–2004 through 2024–2025 school years



**Note:** The supply line represents the midpoints of upper- and lower-bound teacher supply estimates. Years on the horizontal axis represent the latter annual year in the school year.

**Source:** Recreated with permission from Figure 1 in Leib Sutchter, Linda Darling-Hammond, and Desiree Carver-Thomas, *A Coming Crisis in Teaching? Teacher Supply, Demand, and Shortages in the U.S.*, Learning Policy Institute, September 2016. See the report for full analysis of the shortage and for the methodology.

Economic Policy Institute

The current crisis underscores the need and these bipartisan tools provide the vehicles for action. We have not a moment to lose.

*The Federal Role in Tackling Teacher Shortages*, February 2022.  
-Learning Policy Institute

# The odds are stacked against us.

Regardless of geography, nearly all school districts face chronic challenges finding teachers for math, science, special education, foreign languages and bilingual education.

Teacher shortages are traditionally more pronounced in the South, where salaries are among the lowest in the country, and in rural communities that lack housing and other amenities that young teachers want.

Teachers in high-poverty and high-minority schools tend to have higher rates of attrition, as do teachers of color.

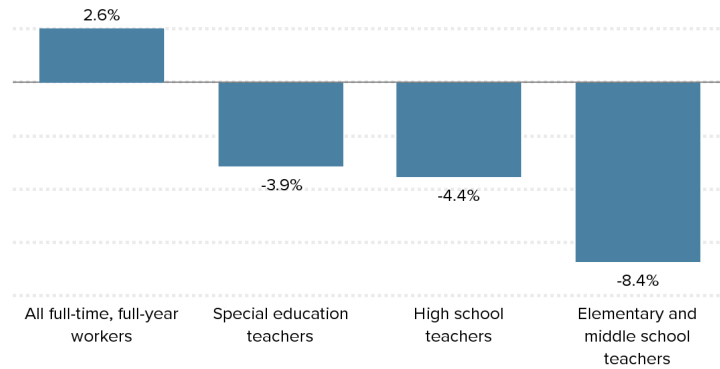
The South has a particularly high turnover rate (movers and leavers) compared to the Northeast, Midwest, and West.



# More Money

## Census Bureau analysis shows inflation-adjusted annual earnings of teachers fell between 2010 and 2019

Change in inflation-adjusted median annual earnings, 2010–2019

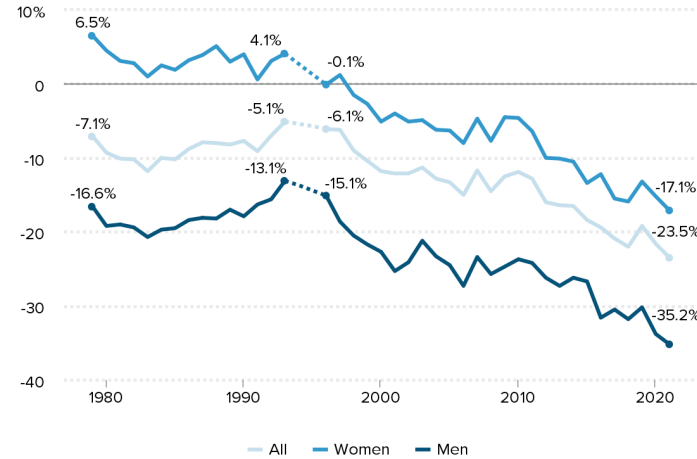


**Source:** Jennifer Cheeseman Newburger and Julia Beckhusen, *Teachers Are Among Most Educated, Yet Their Pay Lags*, U.S. Census Bureau, July 2022.

Economic Policy Institute

## The earnings of teachers have fallen relative to other college graduates for three decades

Public school teacher weekly wage penalty (or premium) for all teachers and by gender, 1979–2021



**Notes:** Figure shows regression-adjusted weekly wage penalties (or premiums) for public school teachers (elementary, middle, and secondary) relative to their college-educated, nonteaching peers. Data points for 1994 and 1995 are unavailable; dotted lines represent interpolated data. See Allegretto and Mishel 2019, Appendix A, for more details on data and methodology.

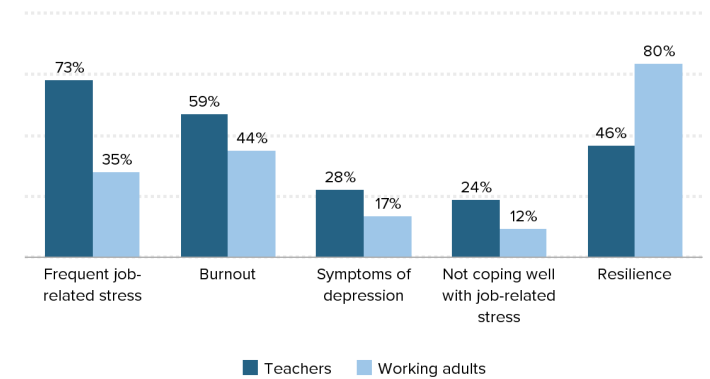
**Source:** Figure B, analysis of Current Population Survey Outgoing Rotation Group data accessed via the EPI Current Population Survey Extracts, Version 1.0.29, <https://microdata.epi.org> (Sylvia Allegretto, *The Teacher Pay Penalty Has Hit a New High: Trends in Teacher Wages and Compensation through 2021*, Economic Policy Institute, August 22).

Economic Policy Institute

# Less Stress

## Teachers report higher levels of stress, burnout, and symptoms of depression than other working adults

Percentage who reported experiencing each indicator of well-being, January 2022



**Source:** Based on Figure 1 (Elizabeth D. Steiner, Sy Doan, Ashley Woo, Allyson D. Gittens, Rebecca Ann Lawrence, Lisa Berdie, Rebecca L. Wolfe, Lucas Greer, and Heather L. Schwartz, *Restoring Teacher and Principal Well-Being Is an Essential Step for Rebuilding Schools: Findings from the State of the American Teacher and State of the American Principal Surveys*, RAND Corporation, 2022).

Economic Policy Institute

The shortage does not stem from a lack of qualified teachers. Even with recent declines in the share of individuals completing teacher preparation courses, the number of qualified (or potentially qualified) teachers substantially exceeds the number of teaching vacancies. The shortage is, instead, the result of a lack of qualified teachers willing to work in what has long been a highly stressful job for compensation that is well below what is available to college-educated workers in other professions.

-Scmitt and DeCourcy, December 2022

# Let's talk solutions...

- Institutes of Higher Education
- Boards of Education
- School Districts





# Implications for Institutes of Higher Education

- Schools of education can partner with districts — especially those in under-resourced communities — to build parallel pipelines into the teaching profession.
- One approach is to embed each student teacher in one school throughout their college years — not just toward the end.

# ASPIRE: Addressing Shortages through Partnership Internship Residences in Education



## ✓ Our Candidate is Teacher of Record

We have a select group of teacher candidates that have shown excellence in the classroom and can succeed with less support.

## ✓ Used in Final Semester

We still believe that the candidate will need support, daily support is not needed.

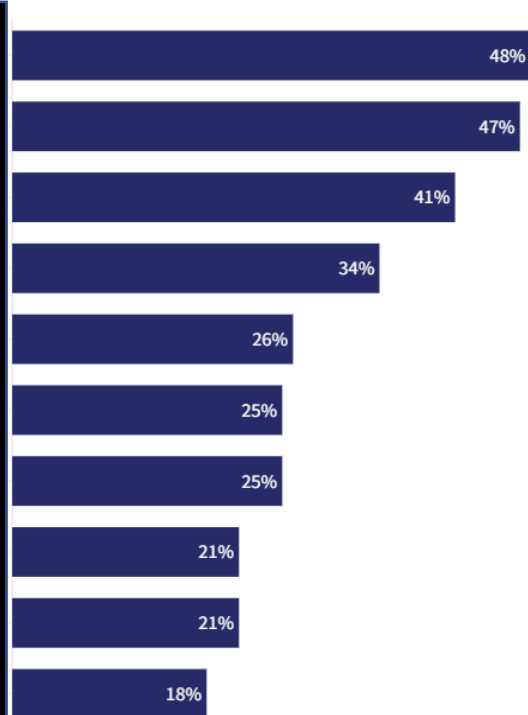
## ✓ Opportunity for Development of Current Employees

The professional development for master teachers is intended to elevate current teachers to a leadership role.



# Implications for School Boards

Which of the following, if any, are causing you to consider changing jobs? Select all that apply.



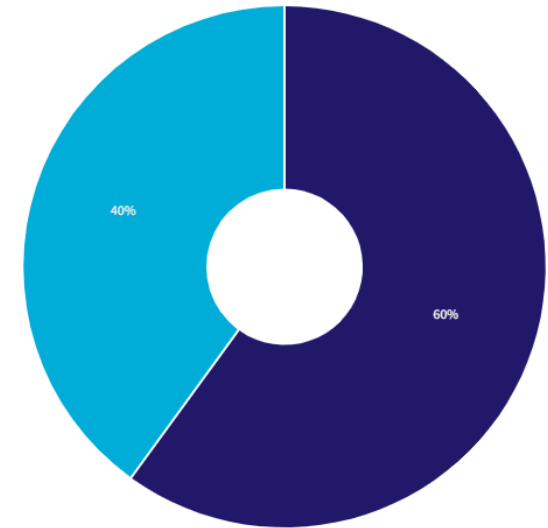
SOURCE: EdWeek Research Center, 2022



Job seekers want big bonuses.

Could a school or district make you much more likely to take a job by offering you a one-time signing bonus?

■ Yes ■ No



SOURCE: EdWeek Research center, 2023

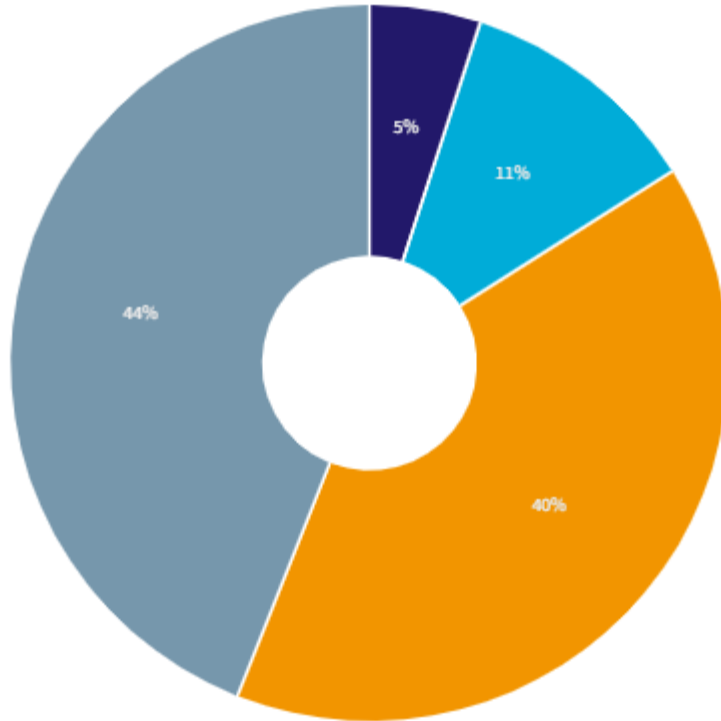


A Flourish chart

# Implications for School Boards

How important is it to you that school districts have mental health services available for employees?

■ Not at all important ■ Somewhat unimportant ■ Somewhat important ■ Very important



SOURCE: EdWeek Research Center, 2022



A Flourish chart

# Implications for School Boards

- It's the board's role to set policy.
- The school board and superintendent must be concerned with the entire school district.
- Being prepared makes everyone on the board look good.
- *How* boards conduct their business is as important as the business that they conduct.
- Preparation, discussion, and honesty often lead to consensus.
- School boards are responsible to *all* the students and all the people in their community





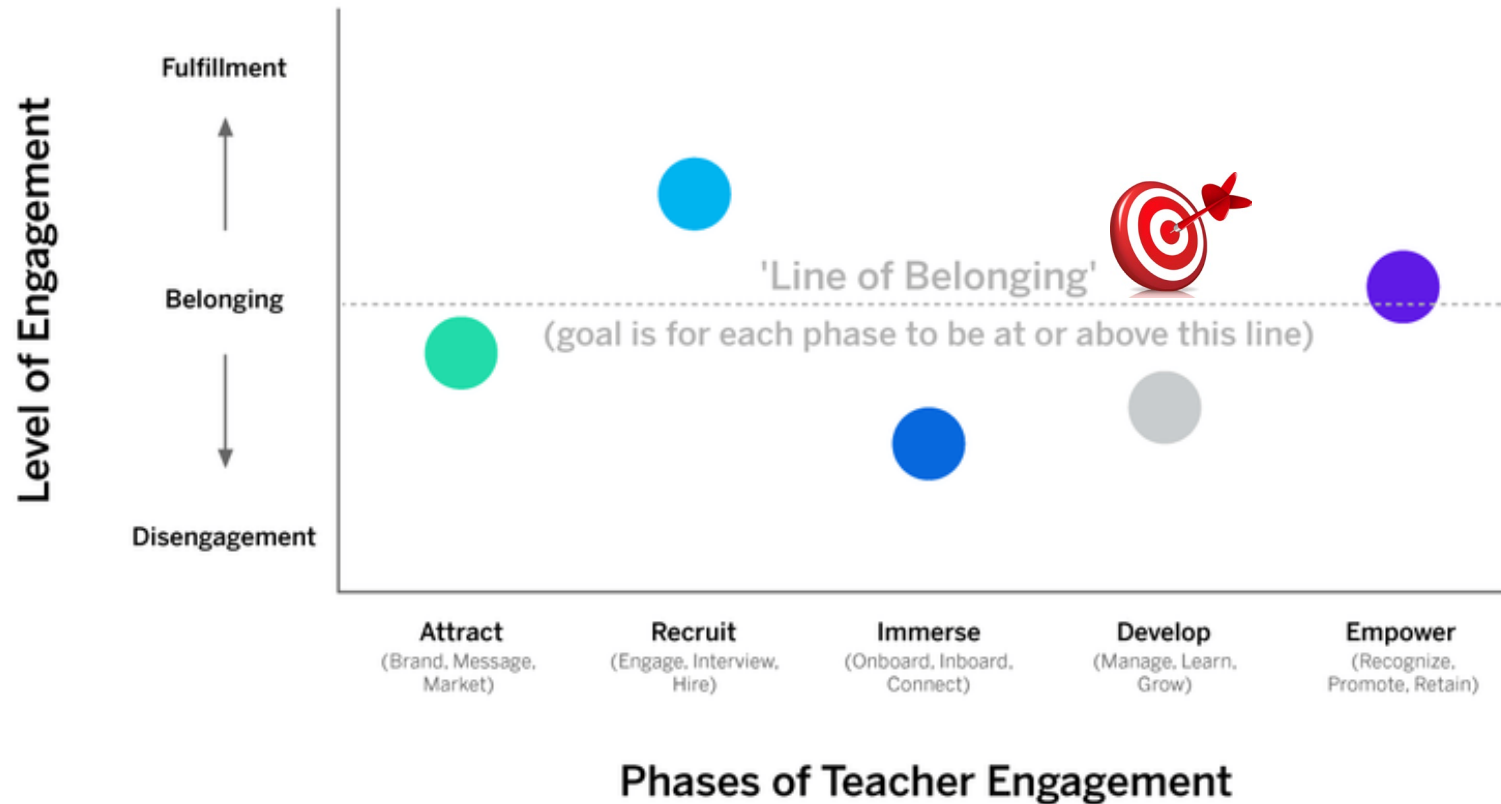
# Implications for School Boards

- School board members are targets.
- Demonstrate Unity.
- Ethics matter.
- When school board members play "stump the stars." everyone looks bad.
- Being visible is important.
- Communication means different things to different people.





## Teacher Engagement by Phase (Sample District)



LOVE, BELONGING &  
CONNECTION ARE THE  
UNIVERSAL SOURCES OF  
TRUE WELL-BEING

# ConnectED

Meet  
**Madison Bryant**  
Special Education

My name is Madison Bryant. I am a graduate from Winthrop University with my Bachelor of Science in Special Education. I was born and raised in York and I was a student at York Middle School! I have always loved working with kids to reach their full potential and be their best selves. A fun fact about me is that I have a twin sister. I can't wait to start working at York Middle!



HGSE Welcomes  
**Kayla Blackwell**  
Fifth Grade

Hello everyone! My name is Kayla Blackwell. This is my first year teaching. I graduated from Limestone University last May with my bachelor's degree in elementary education. I love to fish, travel with my family, and anything outdoors. I am super excited to be joining the HGSE family!



Meet  
**Ms. Pettus**  
5th Grade, ELA

Hi! I'm Ms. Pettus, and I am super excited to join the YIS family! This will be my second year teaching, last year I taught third grade. I graduated from Converse University in 2021 with my Masters Degree in Teaching. Not only am I changing school districts this year, but I will also be changing my last name to Allen in October. I grew up right next door in Clover, but I think I am ready to say "Go Cougars!" I'm looking forward to starting this amazing school year with everyone!



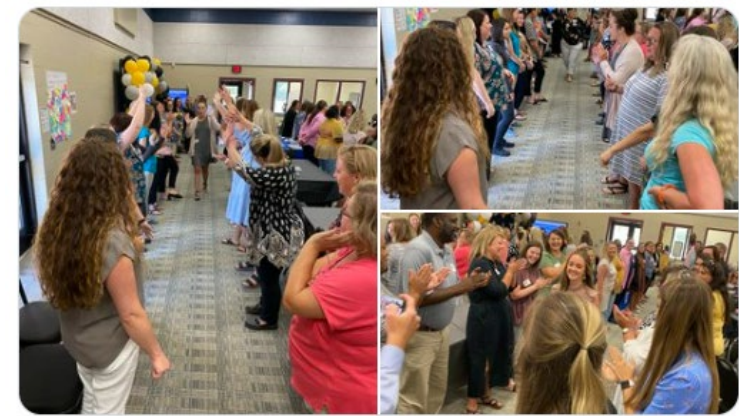
## Great teachers are welcome here.





# ConnectED

welcome  
★ TO THE ★  
★ TEAM ★







York 1 Schools  
@York1Schools

# ConnectED

One of the most impactful parts of Day 2 of our employee orientation: teachers hearing and asking questions of current teachers and administrators. Know Your Why, embrace the community, bring the energy, and remember your professional passion!  
[#NewImpactPlayers](#) [#YSD1ImpactPlayers](#)



12:49 PM · Aug 3, 2022



Latoya Dixon, Ph.D.  
@latoyadixon5

Every induction level teacher in [@York1Schools](#) has not only been assigned a mentor, but will also have 1:1 support of a district office executive staff member. Thanks to all of our district leaders for coming to meet our [#NewImpactPlayers](#)!  
[#LearnServeGiveAsOne](#) [#YSD1ForImpact](#)





# ConnectED



**Latoya Dixon, Ph.D.** @latoyadixon5 · Sep 1, 2022

We had a great time digging into classroom management strategies together. Our first year teachers set their community norms, engaged in blended learning, and had FUN! [#YSD1ForImpact](#)



## Great teachers grow here.



This spring we are offering a variety of opportunities for you to learn new tools and strategies this semester. After each session you will be awarded 1 renewal credit and a digital badge that you can display on your email signature.

### NEW Microcredentials

Microcredential is a short, competency-based recognition that allows an educator to demonstrate mastery in a particular area. If you attend all 3 Mastery Connect sessions you will earn 3 renewal credits plus a digital badge.

#### MICROCREDENTIALS

##### Mastery Connect

**January 10**

[Getting Started \(Virtual\)](#)

**January 19**

[Building and Administering Assessments \(face to face\)](#)

**January 31**

[Reports and Data Driven Instruction \(face to face\)](#)

## INSTRUCTIONAL TECHNOLOGY PROFESSIONAL DEVELOPMENT MENU

**SPRING 2023**

**FACE TO FACE OPTIONS | ALL SESSIONS AT DISTRICT OFFICE AT 3:15PM AND 4:15PM**

#### January

19| [Mastery Connect: Building and Administering Assessments](#)

31| [Mastery Connect: Reports and Data Driven Instruction](#)

#### February

7| [Tired of Activinspire? The Future is Online Whiteboards](#)

#### March

7| [Leveraging Exact Path to Personalize Learning For All Students](#)

#### April

13| [Put Learning in Your Students Hands with Merge Cubes](#)

27| [Don't be a Loner! Collaborate with Whiteboards!](#)

**VIRTUAL OPTIONS | ALL SESSIONS THROUGH TEAMS AT 3:15PM AND 4:15PM**

#### January

10| [Mastery Connect: Getting Started](#)

#### February

21| [Silly Teachers! Badges are for Students](#)

23| [Conferencing as a Catalyst for Student Ownership and Achievement](#)

#### March

16| [Start Riding the Wakelet Wave](#)

#### April

18| [Discover New Resources in Discovery Ed](#)

20| [Getting Trippy with Virtual Field Trips](#)

27| [Don't Be A Loner! Collaborate with Whiteboards!](#)

#### May

4| [What's New With your Favorite Services](#)

**SELF PACED OPTIONS | AT YOUR PACE THROUGH CANVAS**

#### January

5| [Duck! Duck!...Goosechase \(closes Feb 10\)](#)

#### February

1| [Three Ways to Make Worksheets More Engaging \(closes Feb 28\)](#)

#### March

1| [Working Smarter, Not Harder with Canvas Assignments \(closes Mar 31\)](#)

#### May

4| [Me \(closes May 26\)](#)

# ConnectED

- Extend support for teachers in year 1, year 2 or year 3.
- Encourage mentors to maintain their relationship with their mentees beyond year 1.
- Encourage principals to tap induction level teachers for engagement opportunities such as serving as a teacher representative on the Building Level Leadership Team, PTO, or SIC.
- Stay connected with all inductees!



**In a world  
full of  
algorithms,  
hashtags &  
followers –  
know the true  
importance of  
human  
connection.**

**YORK SCHOOL DISTRICT ONE**