

# Joint Education Committee to Study the Future of Public Elementary and Secondary Education in the Commonwealth

## Addressing the Problem of Teacher Shortages

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# The New Virginia Economy

- Importance placed on workforce development
- Emphasis on licensing and credentialing
- Evolving Technology
- Emphasis on “21<sup>st</sup> Century Skills”

The failure of schools to close existing achievement gaps is the equivalent of a permanent recession. (Hanushek, 2011)

### **Labor Force Participation**

High School Diploma	73% participating	6.2% unemployed
Bachelor's Degree	87.5% participating	2.6% unemployed

Source: Richmond Federal Reserve Bank, 2015

The quality of teachers in our schools is paramount:

No other measured aspect of schools is nearly as important in determining student achievement.

# The Value of Teacher Preparation Programs

Teacher preparation programs are **essential** for teachers to develop the knowledge and skill to be successful in the classroom.

Teacher candidates who are well prepared are more likely to remain in the classroom compared with those entering the profession from alternative routes.

Students of well prepared teachers achieve at a higher level academically.

Field experiences and student teaching are essential components for preparing preservice teachers how to teach. (self efficacy)

# Education as a Profession is Trending Negative

- 2009-2014 Enrollments in teacher education programs dropped 35% nationally
- Low prestige
- Adverse and challenging working conditions
- Dissatisfaction with compensation
- Better career opportunities

Source: Podolsky, A., Kini, T., Bishop, J., & Darling-Hammond, L. (2016). Solving the Teacher Shortage: How to Attract and Retain Excellent Educators. P

# The Current Reality

- College graduates face more lucrative professional alternatives
- College graduates carry significant student loan debt
- Teachers earn 20% less than individuals with college degrees in other fields. This gap widens to 30% by mid-career. (Podolsky & Kini, 2016)
- Stable and sustainable teaching workforce is needed in order to responsively deal with the complexity of today's classrooms.

# Recommendations for Consideration

- Teaching Fellows Program
  - Fellows apply as high school seniors
  - Target high need fields and / or schools
  - Select candidates that are academically strong and committed
  - Manageable for districts and higher education
- Mid-career Entrants
- Revisit Teacher Compensation
- Improved Career Advancement Opportunities
- Expand Residency and New Teacher Induction Programs