

The Teacher Shortage Crisis in Virginia Policy and Practice

Presentation to the Joint Committee on the Future of
Public Elementary and Secondary Education

School Leadership and Student Outcomes Subcommittee

Kathy Burcher, Director, Government Relations, VEA

BUILDING A DIVERSE WORKFORCE

Recommendations
and a Call to Action
from the VEA Teachers
of Color Summit

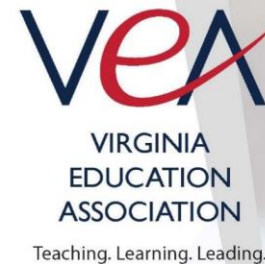
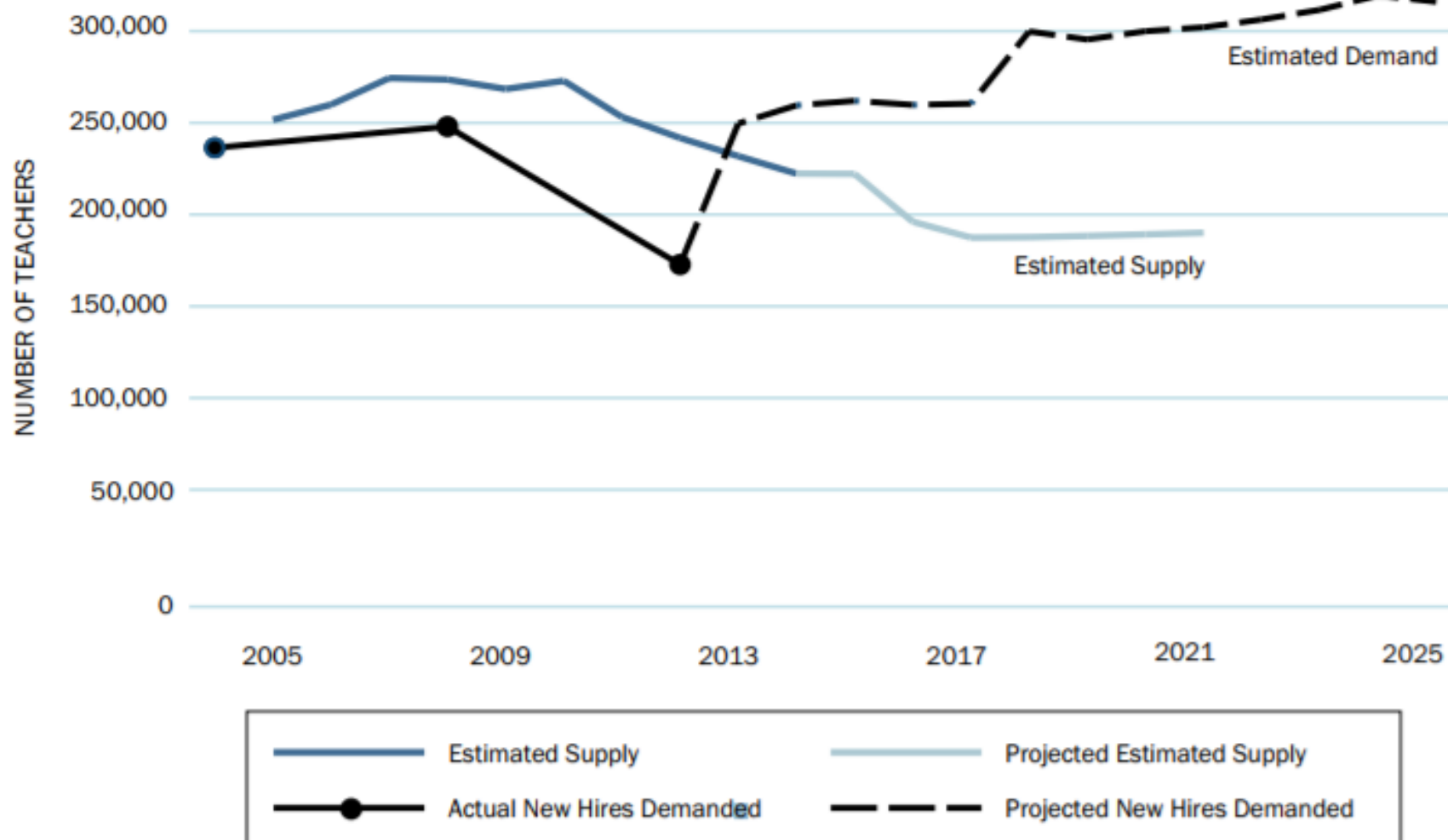


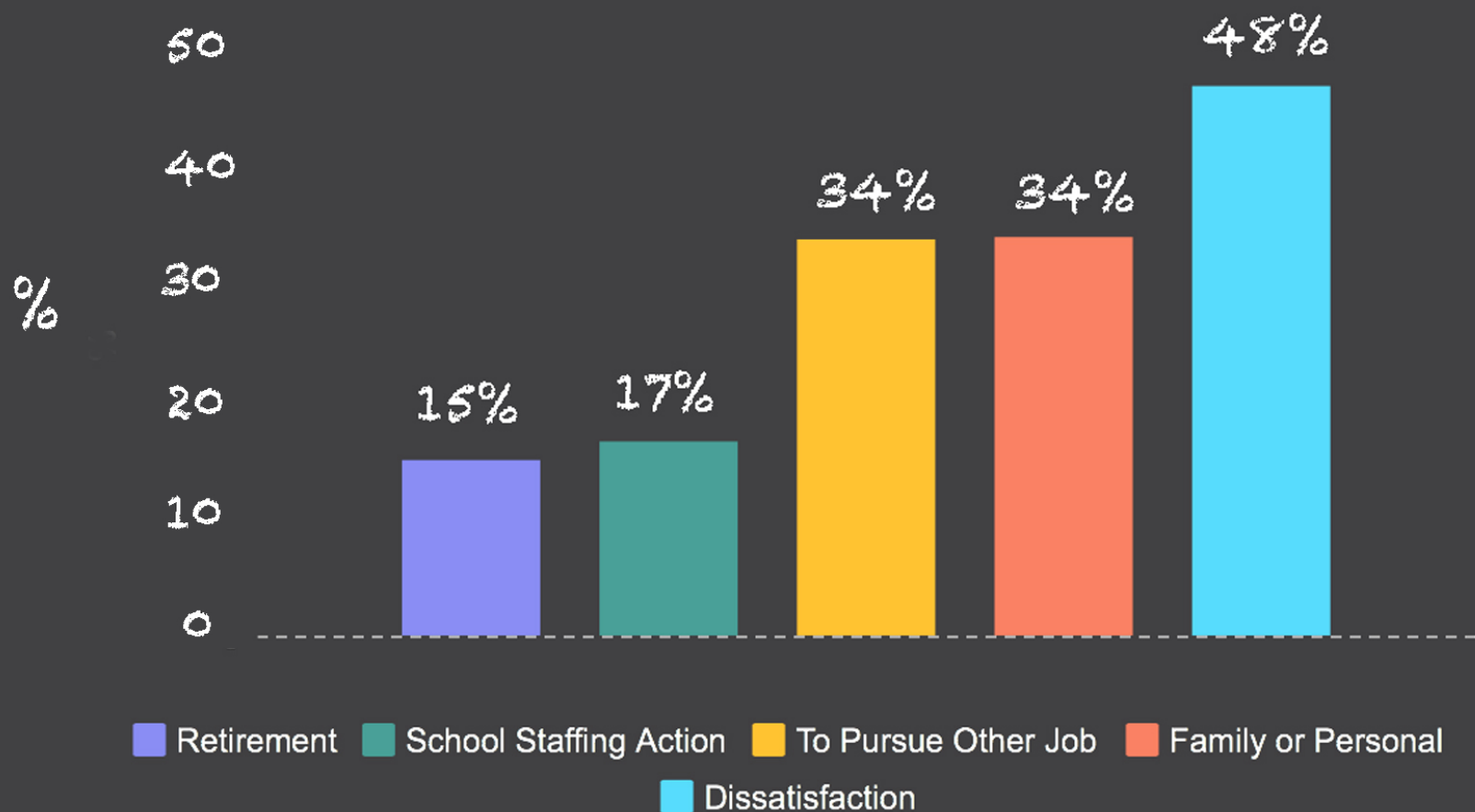
Figure 1
Projected Teacher Supply and Demand



Note: The supply line represents the midpoints of our upper- and lower-bound teacher supply estimates (see Figure 10 for full analysis).

Source: U.S. Department of Education, multiple databases (see Appendix A).

Why Teachers Leave



**Respondents were permitted to give more than one reason*

Source: R. Ingersoll & D. Purda, University of Pennsylvania

Sounding the Alarm for Years

- Decreasing enrollment in teacher preparation programs
- The retirement cliff/aging teacher population
- Decreasing number of new teachers remaining in the profession beyond 5 years
- Teacher morale and job satisfaction
- Increasing student needs



A New Approach to the Same Problem

- Department of Education Taskforce on Diversifying VA's Educator Pipeline
- Overwhelming research
- Member concerns and call to action



TEACHERS OF COLOR SUMMIT

February 16-18, 2017

Richmond, VA



In partnership
with the VA DOE



Three days in
February 2017



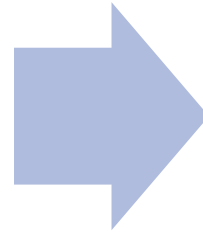
Students,
Teachers, K-12 and
Post-Secondary
Administrators, HR
Professionals,
Community
Members, Policy
Makers



Goal: Bring to light
the barriers that
prevent qualified
teacher candidates
from entering the
profession.

What We Heard...

“We can’t find qualified teachers, PERIOD. I agree we need to focus on diversifying Virginia’s teacher workforce, but we need a workforce to diversify.”



-VA School Division Human Resources Director

Overall Areas of Recommendation:

01

Teacher
Licensure
Testing
Requirements

02

Teacher
Pipeline

03

Compensation
and Working
Conditions

04

Student Loan
Debt

Teacher Licensure Testing

- Embed test preparation and study skills in teacher education curricula
- Build partnerships (School Divisions, Higher Education, VEA) to support teacher candidates in test preparation
- Explore possible alternatives to measuring teacher candidate preparedness



Teacher Pipeline/Teacher Prep Programs

- **Grow Your Own Programs**

- Career exploration beginning in middle school
- Expansion of successful K-12 programs
- Offer time during the day for K-12 students to participate in internships and career planning

- **Higher Education Recruitment**

- Teacher fellows programs
- Teacher residency programs
- Pathways for paraeducators

-35%

Decline in teacher training program enrollment since 2009



Compensation and Working Conditions



241st

Rank held by teachers with advanced degree when their pay is compared to professions requiring similar training, including accounting, civil engineering, marketing, and nursing

- Increase teacher salaries
- Implement a state-wide school climate survey
- Reduce the number of new teacher assignments in hard-to-staff schools
- Implement quality mentorship programs for new teachers
- Include time during the contract day for mentoring

Student Loan Debt

- Support student loan reform legislation in Virginia
- Expand loan forgiveness and incentive programs for those who choose to teach
- Expand the Virginia Teaching Scholarship Loan program
- Evaluate undergraduate degrees in education





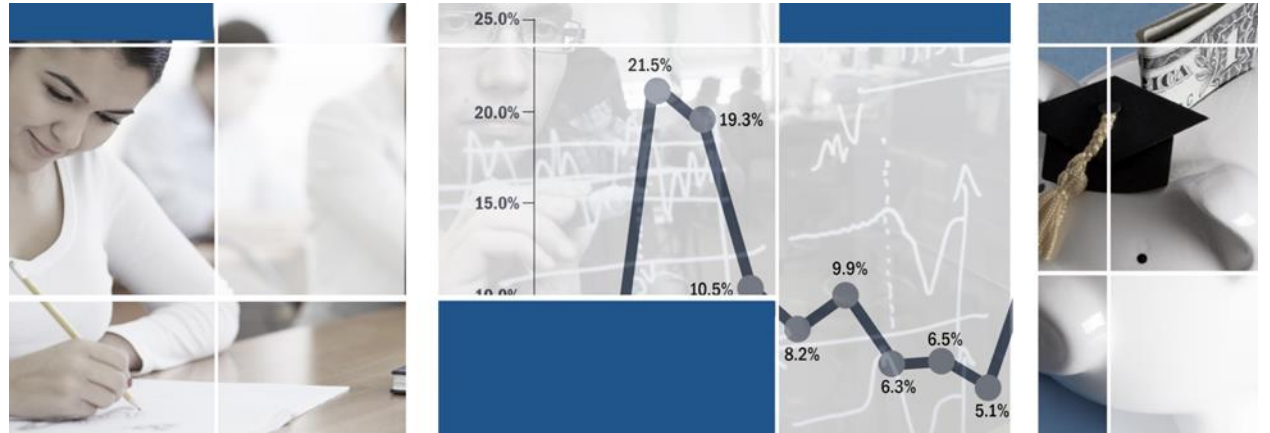
Non-Negotiables

- Eliminating pedagogy requirements from teacher licensure requirements
- Unlimited or over-reaching flexibility in hiring non-licensed teachers
- “Merit” pay programs
 - Instead consider incentives and bonuses for hard-to-staff positions

Advisory Committee on Teacher Shortages

VEA's recommendations align with those of the Advisory Committee and we thank Governor McAuliffe for his leadership on this important issue.

September 2017



Preliminary Report of the Teacher Shortage Workgroup

**“THE IMPENDING TEACHER SHORTAGE IS THE
MOST CRITICAL EDUCATION ISSUE WE WILL
FACE IN THE NEXT DECADE.”**

DAVID PRICE

© Lifehack Quotes

Questions?