



Educational Issues Project

ED 613



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Teacher Shortage:

Definition: “The inability to fill vacancies at current wages with individuals qualified to teach in the fields needed,” - Economic Policy Institute

- ❑ According to the U.S. Department of Education, 45% of U.S. public schools had at least one teacher vacancy by the end of October 2022.
- ❑ These shortages often lead to larger compromised education quality.
- ❑ Unfortunately, nearly 40% of educators are considering leaving the teaching profession within the next two years.

Teacher Pay & Benefits

- On average, teachers are paid 26.4% less than comparably educated professionals (Allegretto, 2023)
 - Decline Over Time: \$.73 for every dollar in 2022 | \$.94 for every dollar in 1996
 - The worst since 1960 (Walker, 2023)
- Health Insurance costs have risen by 14% (single) and 16% (family) respectively since 2018
 - Compared to a 10% increase in wages (Saenz-Armstrong, 2024)
- Teacher pensions and retirement funds are chronically underfunded (Biggs, 2023)
 - Overinvested in the Stock market | Declining Returns & Riskier Investments
 - Many prospective and current teachers don't trust that the funds will be there upon retirement
- 62% of parents cited low pay as reasons they did want their children to become teachers (Paterson, 2022)

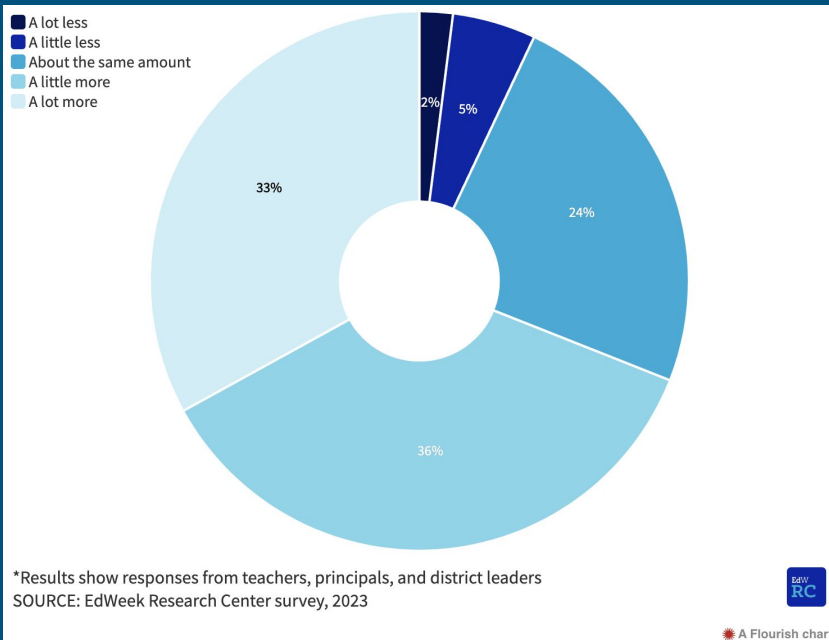
Poorly Planned Professional Development

- ❑ Teachers want more instead of a “sit and get” or lecture style of professional development, but 80% of teachers still participate in this each year, even though this isn’t the best form of professional development. (Johnson, 2018).
- ❑ Johnson (2018) states that professional development should be relevant, interactive, delivered by someone who understands the experience, a process that is sustained over time, and in a way where teachers are treated like professionals.
- ❑ Teachers are not satisfied with the implementation of coaching and collaboration opportunities in professional development.
- ❑ Teachers want more help with planning lessons, identifying learning objectives, developing content knowledge and teaching skills, and communication about student behaviors, rules, and procedures.

More coaching and collaboration could impact students in a positive way.

Student Behaviors and Admin Support

Compared to the fall of 2019, students in my classroom, school, or district have been misbehaving:



How can admin support teachers?

- Ensure that disciplinary actions are fair and consistent
- Evidence-based discipline practice
- Be present
- Listen to your teachers
- Encouraging family engagement

How can administrators support teachers. Better Leaders Better Schools TM. (2023, July 19).

Effective Student Teaching & Mentoring

- **Paying Student Teachers**
 - Student teaching is typically a semester long process, lasting around 12-16 weeks. Throughout this time, our current system requires students to do the work of full-time educators without pay or even negative pay.
 - Most schools recommend not working throughout the student teaching placements
 - Programs and placements with pay attract high quality applicants
 - Lack of pay throughout student teaching affects those already underrepresented in the teaching profession
- **Mentoring Student Teachers**
 - When student teachers are assigned high quality mentors, they are likely to be as effective as most third-year teachers their first year of teaching. (Pomerance, 2020)
 - Mentors need to be hand selected based on effectiveness and skill, not just years of experience or volunteering.

Teacher Voice

- ❑ Teachers are not included in key decisions such as what they will teach, how they will teach, and what supports will be provided to them (Flannery, 2020).
- ❑ According to Flannery (2020), one of the main reasons teachers leave the profession is because they lack influence in the policy decisions made by their districts and what takes place in their classrooms.
- ❑ Flannery (2020) states two ways teacher voice can be improved.
 - ❑ Increase teacher autonomy
 - ❑ Nurture strong learning communities between all members of the district
 - ❑ EX) B.I.L.T. in Belle Plaine

How To Advocate:

Teacher Retention/Recruitment/Shortage:

- Recruitment efforts, such as offering incentives for teachers to work in high-needs areas or subjects facing shortages.

Teacher Pay & Benefits:

- Competitive salaries and comprehensive benefits packages that reflect the value of teachers' work.

Poorly Planned Professional Development (PD):

- Advocate for PD that is relevant, evidence-based, and differentiated to meet teachers' diverse needs.

Student Behaviors/Follow Through by Admin/Parental Involvement:

- Advocate for comprehensive support systems within schools to address student behavior, including counseling services and behavior intervention plans.

Paying Student Teachers/Mentorship/No Credit Cost:

- Highlight the benefits of paying student teachers, such as attracting high-quality candidates and reducing financial barriers to entering the profession.

Teacher Voice Within the Decision-Making Process:

- Push for representation on school leadership teams, curriculum committees, and other relevant bodies. Support professional organizations and unions that amplify teachers' voices and advocate for their interests.

Group Participation Notes:

- **Slide 1-** Title Page (Kosienski)
- **Slide 2-** Introduction to Topic/Educational Issue (Kosienski)
- **Slide 3-** Teacher Pay & Benefits (Smalley)
- **Slide 4-** Poorly Planned PD (Johnson)
- **Slide 5-** Student Behaviors/Follow Through by Admin/Parental Involvement (Blenkush)
- **Slide 6-** Paying student teachers/mentorship/No credit cost (Kuehn)
- **Slide 7-** Teacher voice within the decision making process (O'Brien)
- **Slide 8-** 3 Ways to Advocate Change (Katie)

Closing

Any questions?

There is no 'teacher shortage'. There are thousands of qualified experienced teachers who are no longer teaching. There's a shortage of respect and proper compensation for teachers allowing them to actually teach.