

Teacher Shortages:

Why Shortages Matters and What We Can Do About them



LEARNING POLICY INSTITUTE

Research. Action. Impact.

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@LPI_Learning

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Overview

- **What is the Teacher Shortage?**
- **Why Do Shortages Matter?**
- **What Can We Do About It?**

Better prepared and better supported teachers are more effective when they enter the classroom and they are more likely to stay once they get there.

Nation's schools short at least 112,000 qualified teachers.

BARTOW, Fla. - Only the
still looking for

Teacher shortages affecting
every state as 2017-18 school
year begins

crisis in rural towns

Oklahoma Teacher Shortage
Bay Area districts still seeking teachers

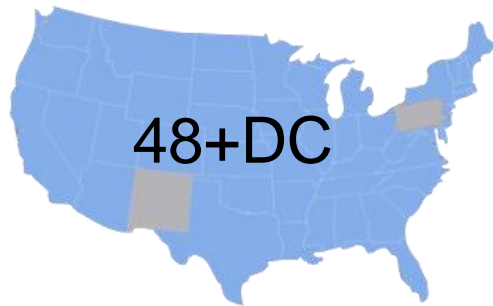
Administrators

Metro Students Have To Take
Online Courses Due To Teacher
shortage

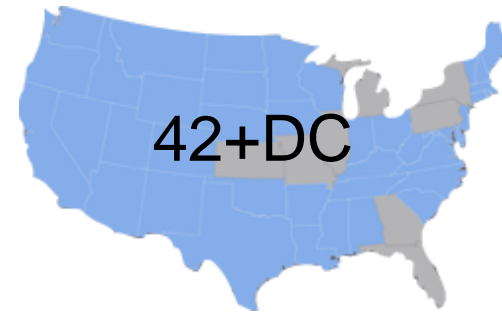
Teacher shortage looms over Detroit

Shortages Vary by Subject Area

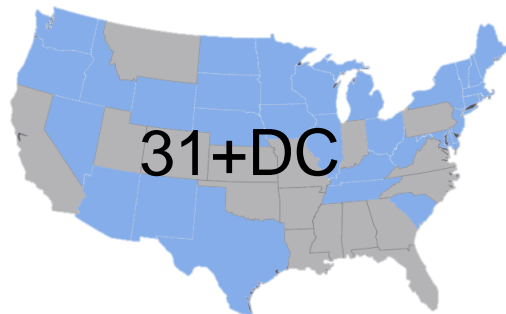
Special Education



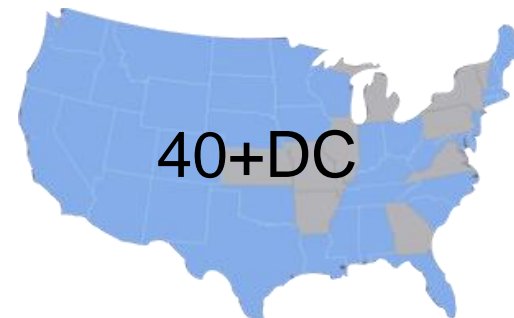
Mathematics



English Learners



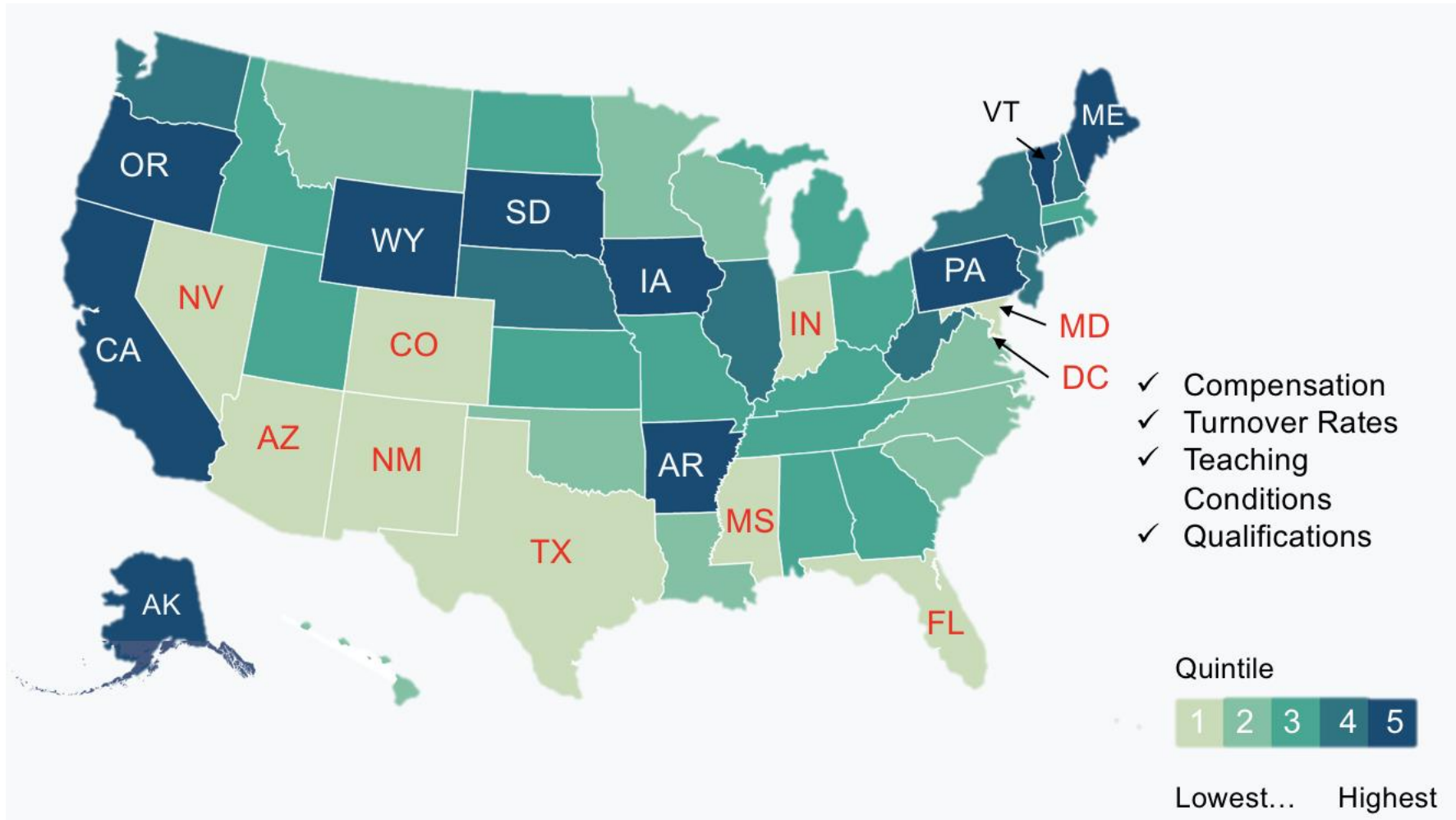
Science



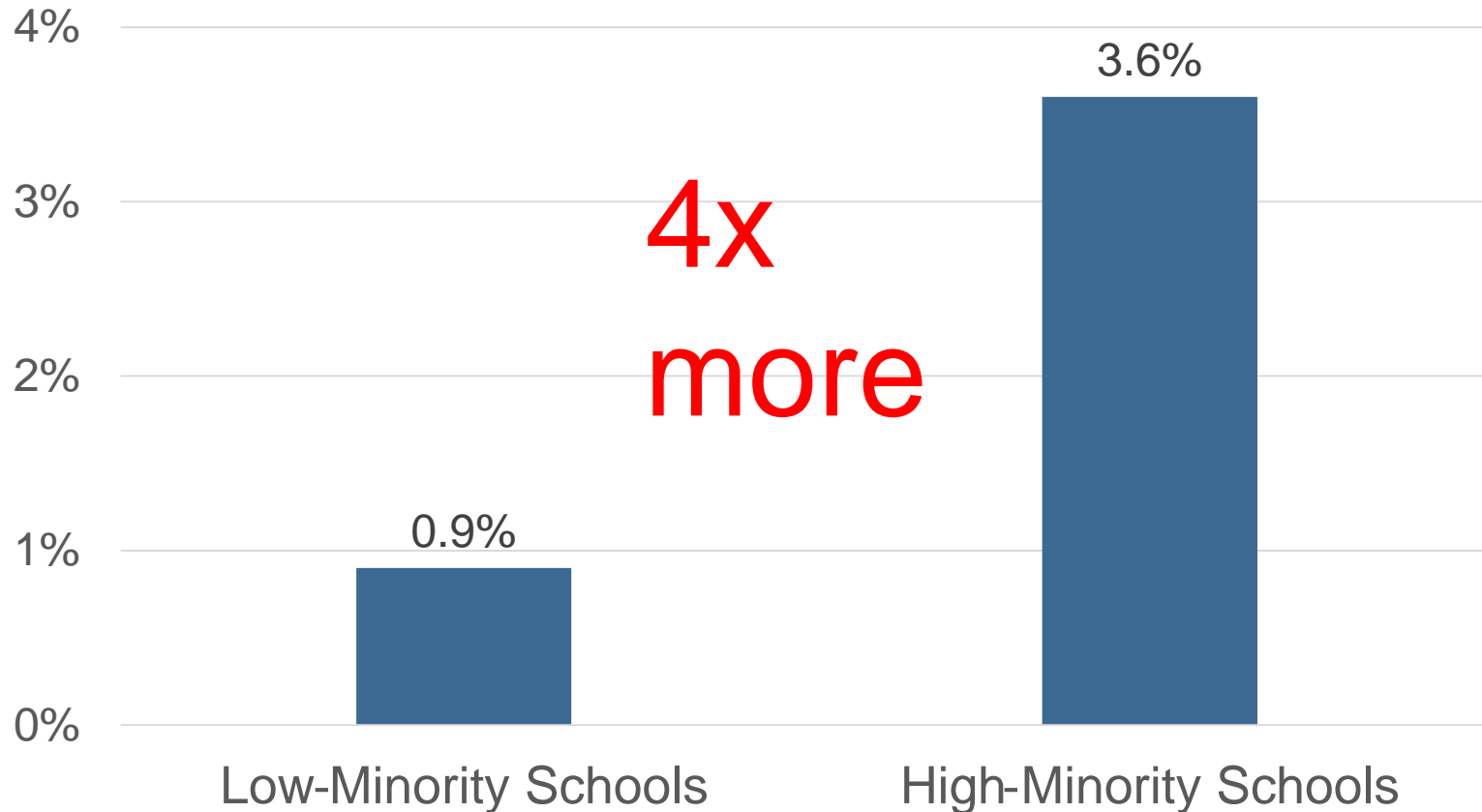
■ Reported Shortages ■ No Shortages

Source: Sutchter, L., Darling-Hammond, L., and Carver-Thomas, D. (2016). *A Coming Crisis in Teaching? Teacher Supply, Demand, and Shortages in the U.S.* Palo Alto, CA: Learning Policy Institute.

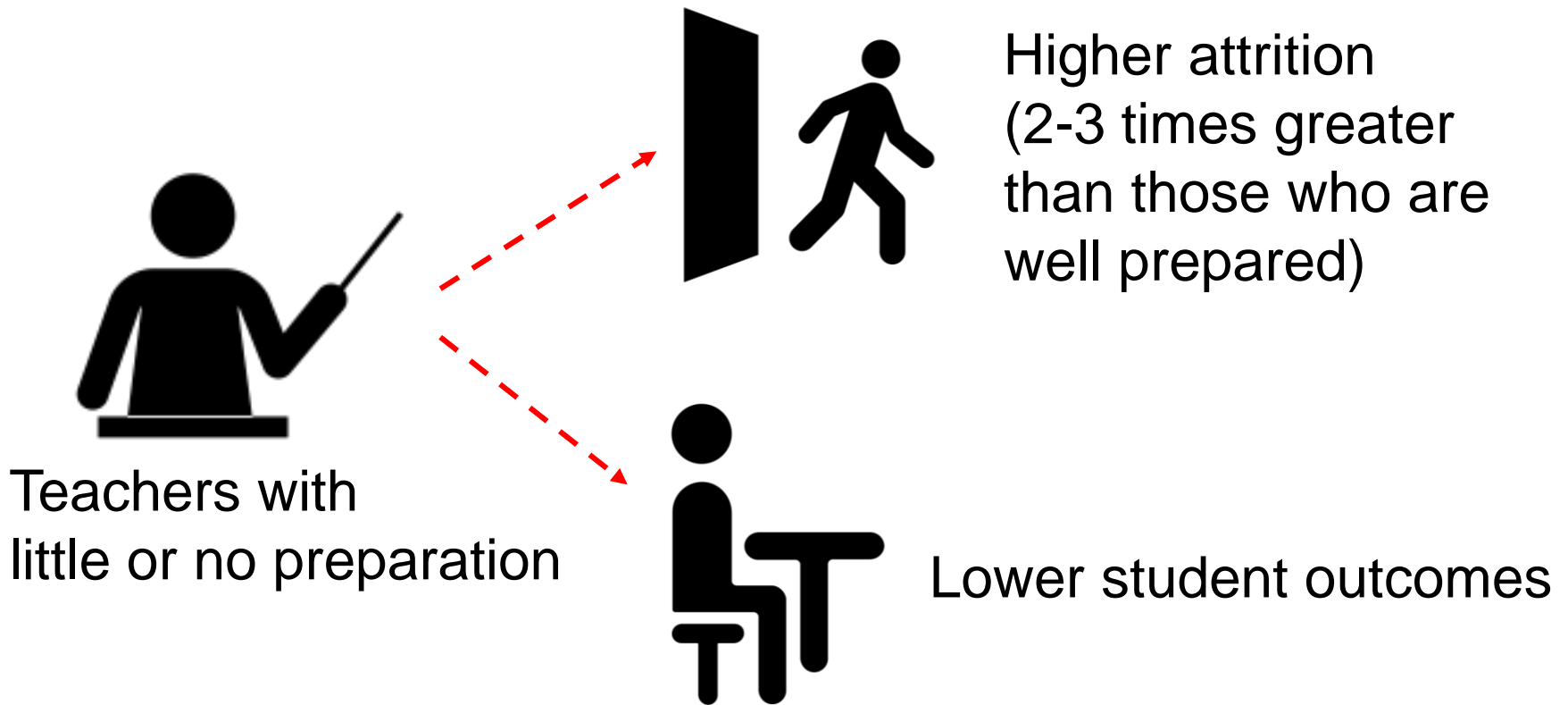
Turnover varies across the country.



Equity Concerns: Uncertified Teachers



Shortages undermine teacher quality and student achievement.



What's the Cost of Teacher Turnover?

High teacher turnover—or churn—undermines student achievement and consumes valuable staff time and resources. It also contributes to teacher shortages throughout the country, as roughly 6 of 10 new teachers hired each year are replacing colleagues who left the classroom before retirement. Research shows that urban districts can, on average, spend more than \$20,000 on each new hire, including school and district expenses related to separation, recruitment, hiring, and training. These investments don't pay their full dividend when teachers leave within 1 or 2 years after being hired.

Turnover rates vary by school and district, with those in rural and urban settings or that serve high percentages of student in poverty experiencing the highest rates. Use this tool to estimate the cost of teacher turnover in your school or district and to inform a local conversation about how to attract, support, and retain a high-quality teacher workforce. High-leverage strategies are highlighted below.

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1. How many teachers left your school or district?

[Enter a Number](#) [Let Us Help You](#)

Enter the number of teachers who left last year
Don't know? Use the tab above to let us help you calculate an estimate.



2. What's the cost of replacing a teacher?

Use the slider to estimate the cost of replacing a teacher in YOUR school or district. As you think about the costs, remember to factor in all expenses and person hours related to processing a teacher's exit, as well as costs to recruit, hire, and train new teachers. [Read more.](#)

Enter the cost of replacing a teacher for your school or district



Don't know? Use one of our [district estimates](#):

- Rural District
- Suburban District
- Urban District

Estimated Cost of Turnover *

\$16,611,000

Cutting turnover in half would save

\$8,305,500

* Teacher turnover is costly, and not just in dollars. Studies show that student achievement suffers in schools with high turnover.

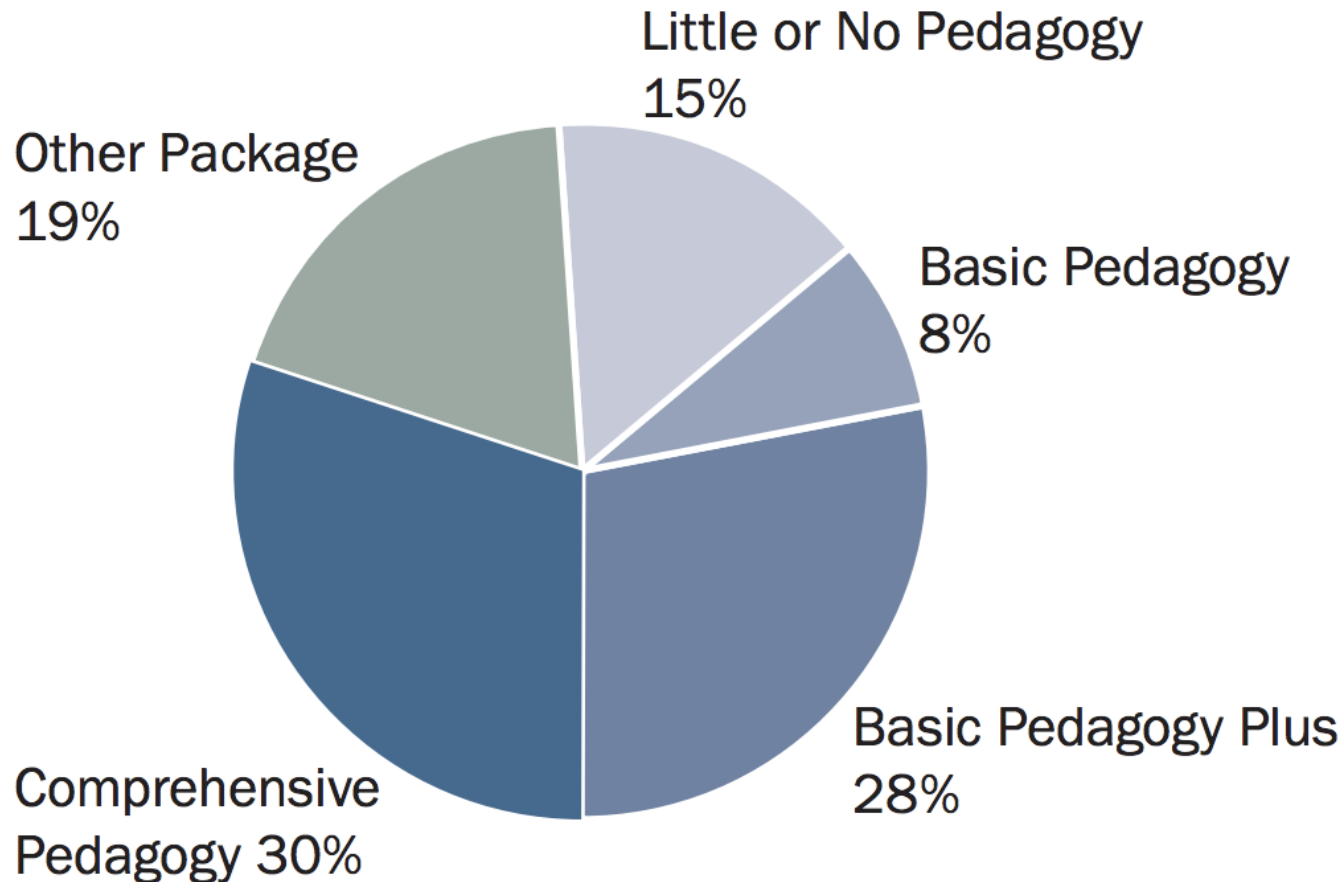
What Causes Teacher Turnover

Why Do Teachers Leave?

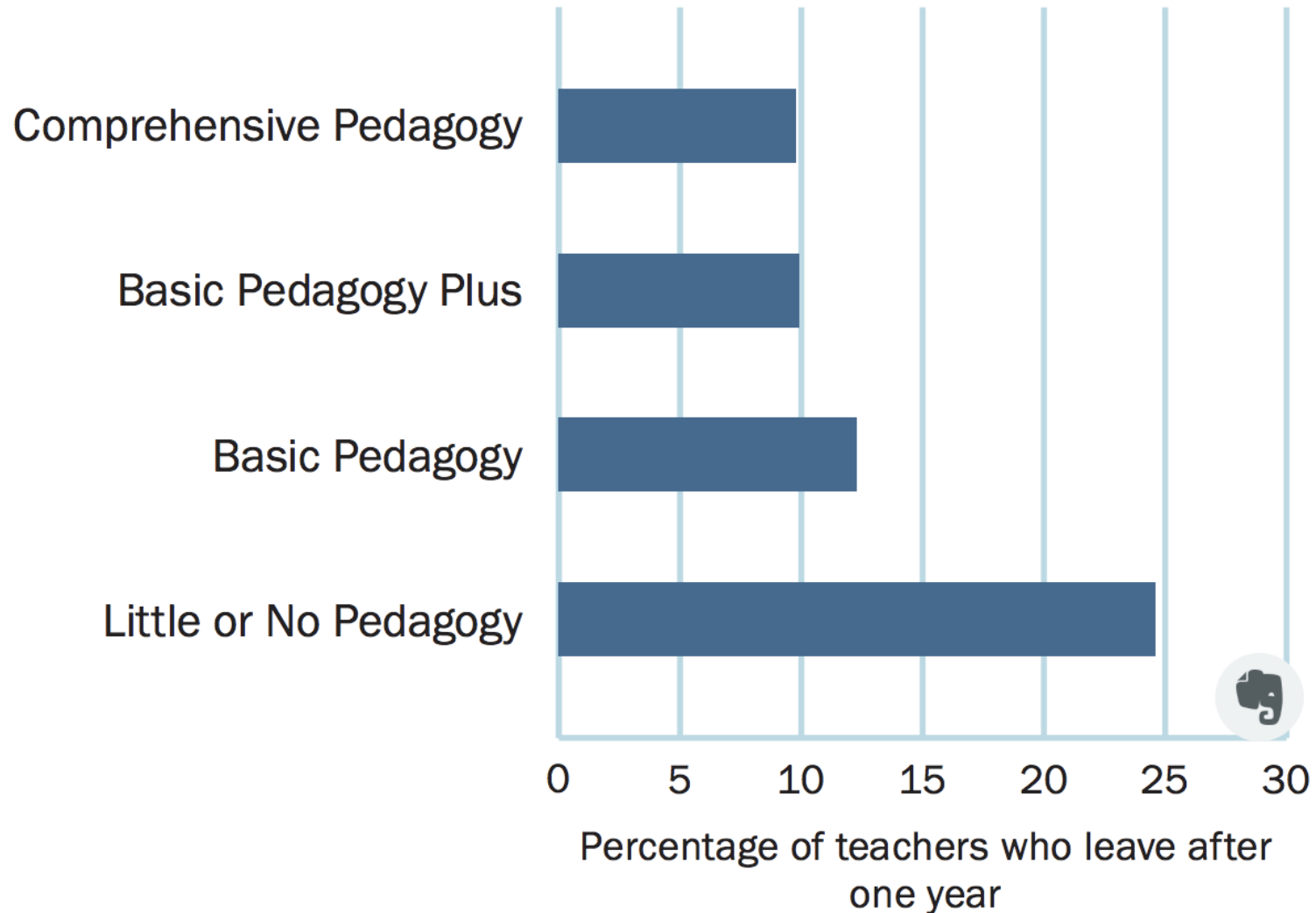


Beginning Teacher Preparation

Percentage of First-Year Teachers Receiving Each Preparation Package, 2004–05



Likelihood That Beginning Teachers Leave After One Year Based on Their Training, 2004-05



What can we do about shortages?

Better compensation packages:

- Competitive, equitable salaries
- Service scholarships & loan forgiveness
- Financial incentives
 - ✓ Housing
 - ✓ Child care

Policy
recommendations

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Build lasting teacher supply:

- Teacher residencies
- Grow Your Own programs
- Beginning teacher induction & mentoring

Policy
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- Principals prepared to lead supportive and collegial work settings
- High-quality principal professional learning
- Leadership pipelines

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Enhance mobility:

- License reciprocity
- Pension portability

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SOLUTION TOOLKIT
Teacher Shortage

Talking About the Teacher Shortage Explore by State How

Tools for Solving the Teacher Shortage

The Teacher Shortage

To give every child a quality education, we need a quality teacher in every classroom. Communities across the country deprive many children of the opportunities that come with quality education and civic participation.

In 2017, more than 100,000 teaching positions were filled by teachers with inadequate preparation for the challenges of the classroom, these teachers are less effective than their colleagues in the profession. At the same time, uncompetitive compensation, high student debt, and other factors have driven away even talented and well-prepared teachers.

[Read More](#)

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