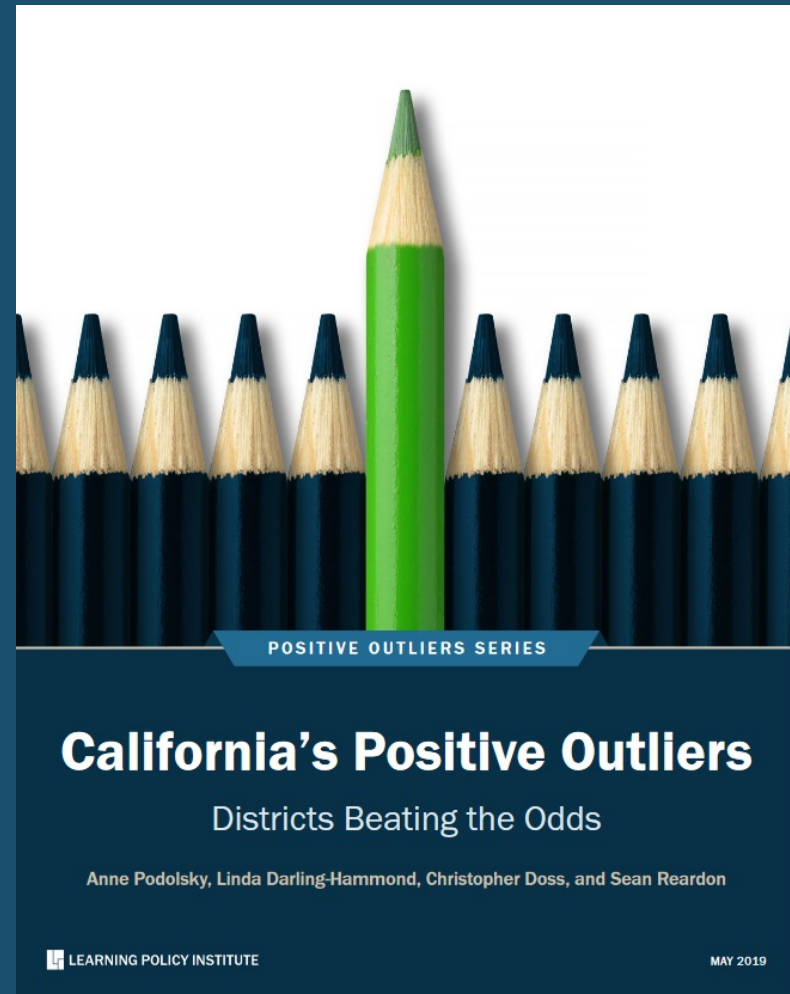


# Emerging from the Pandemic: A Look at California's Teacher Workforce

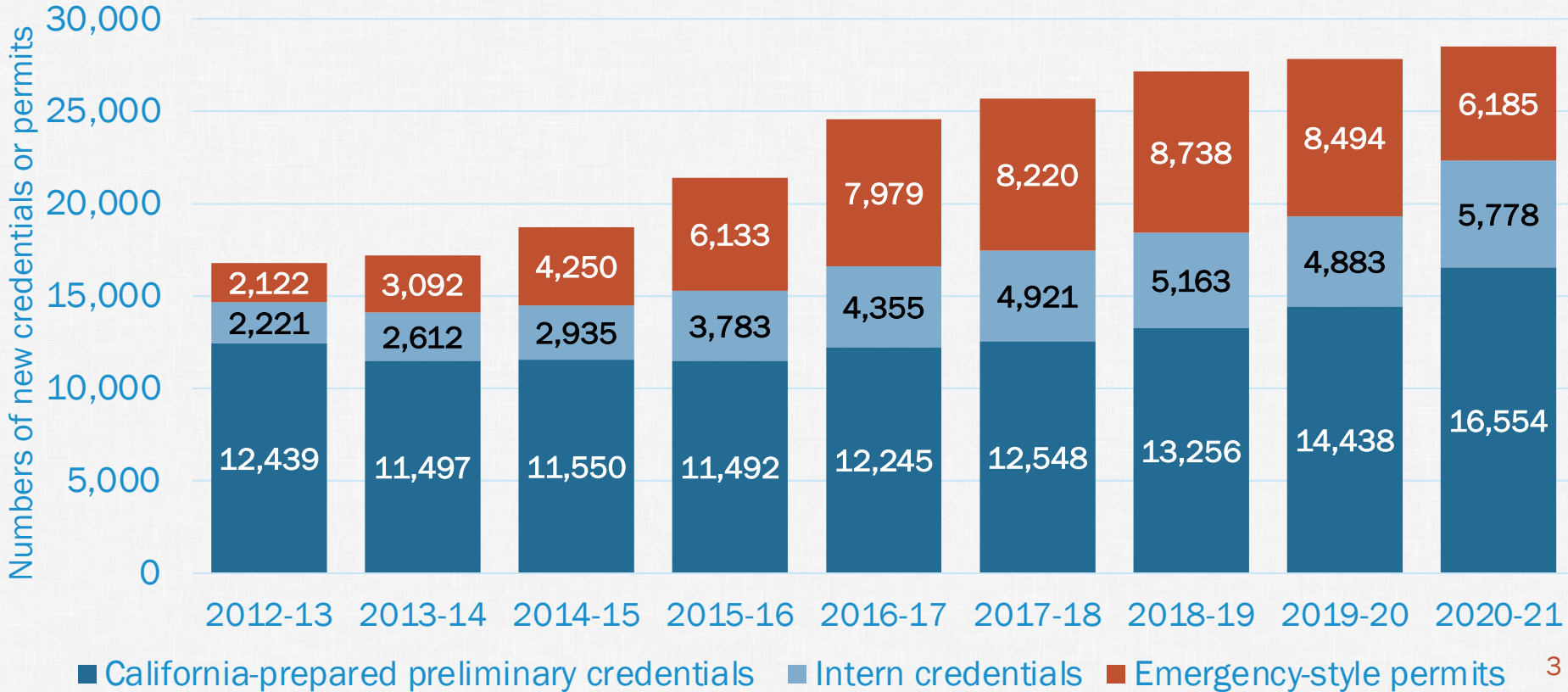
March 1, 2023

# Why Teachers Are Essential to Learning Recovery

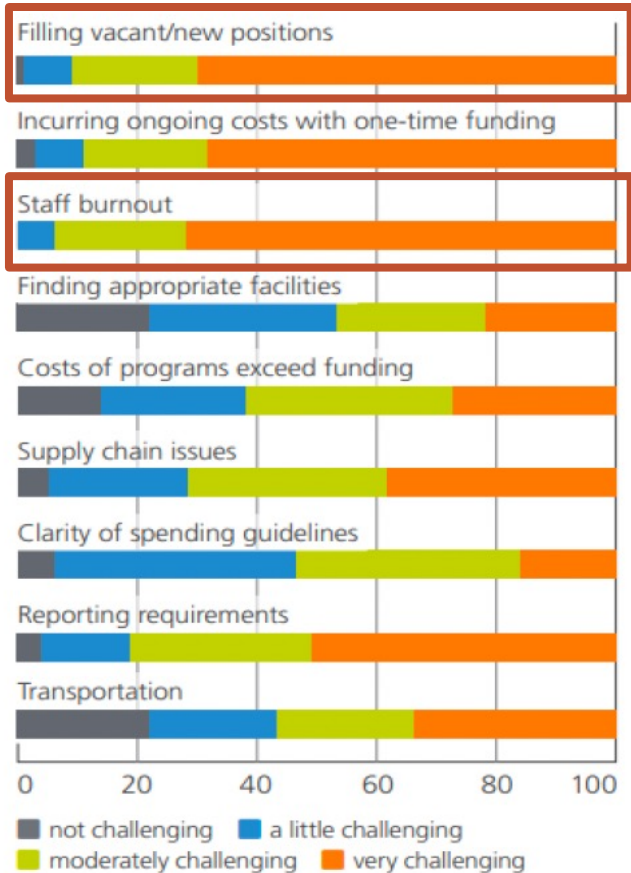
1. Teacher certification, experience, and stability matter for student achievement.
2. Preparation matters for teacher retention.
3. Students of color and students from low-income families are disproportionately taught by underprepared and inexperienced teachers.



# New Teaching Credentials and Permits Issued by California by Year



# CSBA Survey of LEAs

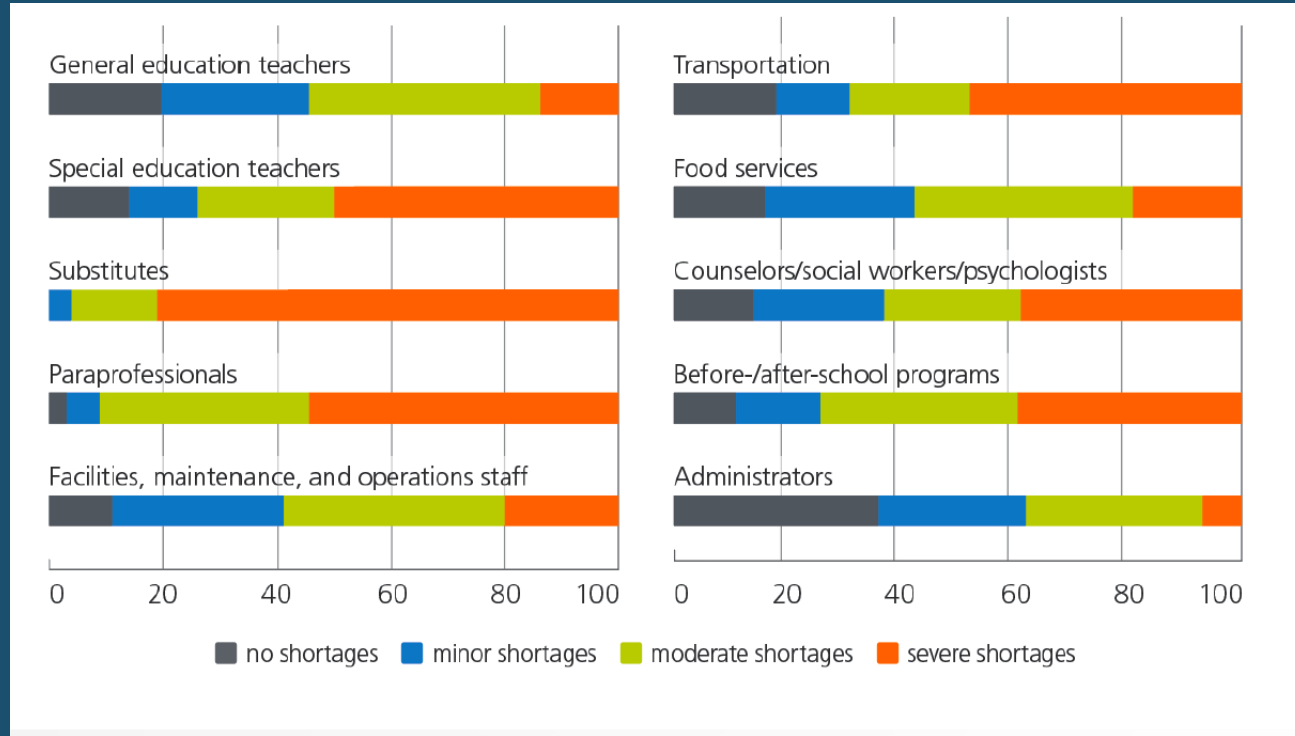


- ▶ 239 LEAs surveyed March 2022
- ▶ 91% of LEAs said filling vacant/new positions was moderately or very challenging
- ▶ Burnout was a challenge in every LEA

Source: CSBA, (2022). *Beyond the Spreadsheets*

“These shortages greatly impact the ability for LEAs to implement, or plan to implement, programs and services they identify as essential with COVID relief aid.”

– CSBA, *Beyond the Spreadsheets*



Source: CSBA, (2022). *Beyond the Spreadsheets*

# More attrition, more demand



## Teacher Shortages During the Pandemic

How California Districts Are Responding

Desiree Carver-Thomas, Dion Burns, Melanie Leung, and Naomi Ondrasek

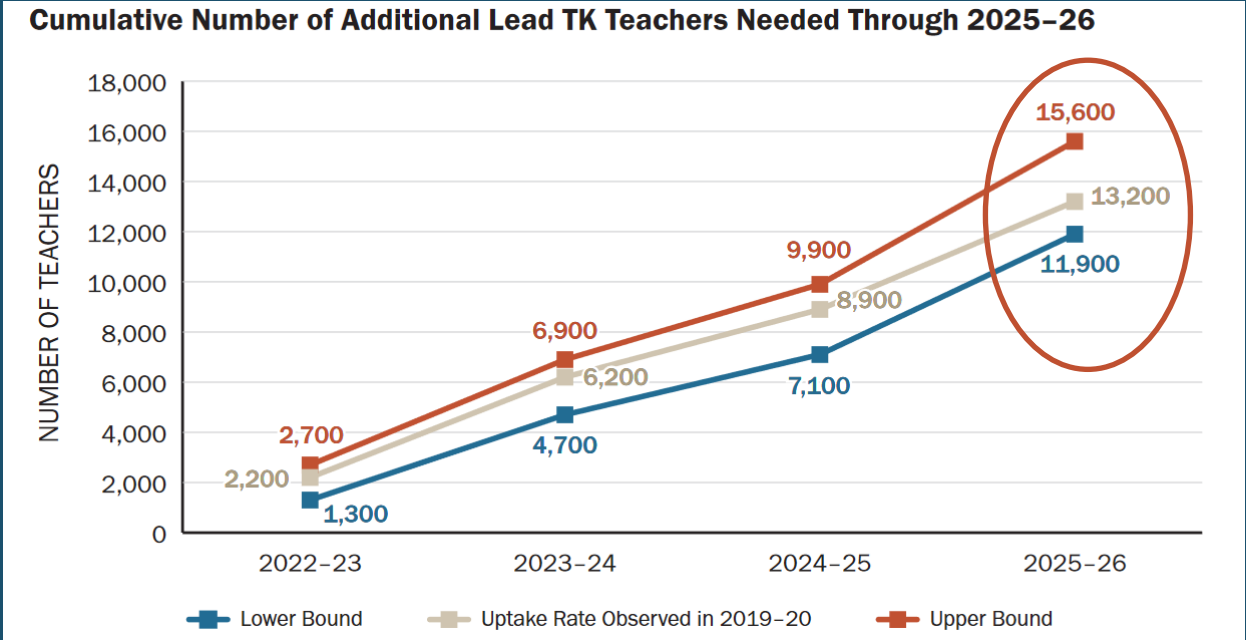


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- ▶ Surveyed 12 districts (Serving 1 in 6 students) September 2021
- ▶ Increased retirements and resignations over pre-COVID years
- ▶ Additional open positions facilitated by federal recovery funds

# TK expansion increases demand for teachers



Source: Learning Policy Institute, (2022). *Building a Well-Qualified Transitional Kindergarten Workforce in California: Needs and Opportunities*

# Districts serving more students from low-income families have:

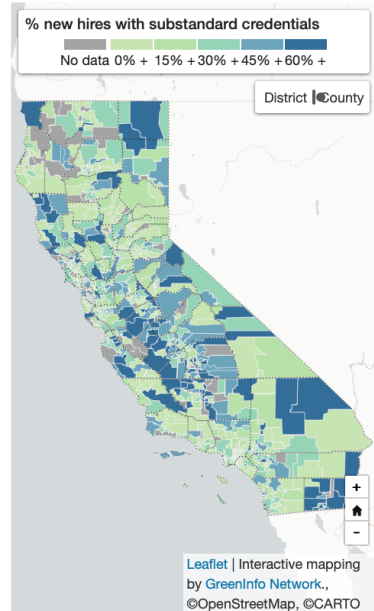
- Higher turnover rates
- More new hires and beginning teachers
- More teachers on substandard credentials and permits

## Interactive Map: Understanding Teacher Shortages in California

A district- and county-level analysis of the factors influencing teacher supply and demand

This map highlights a number of key factors that reflect and influence teacher supply and demand and signal whether California districts and counties are likely to have an adequate supply of qualified teachers to fill their classrooms.

More ▾



Search for a district or county



Share

Select an indicator below to change map view

Indicator	State
<b>Teacher Supply Factors</b>	
Total teachers	306,261
% teachers who are new hires	10%
<b>% new hires with substandard credentials</b>	<b>34%</b>
% beginning teachers	12%
% teachers of color	34%
Re-entrants: % leavers who re-enter	12%
<b>Teacher Demand Factors</b>	
Attrition: % left public school teaching in California	9%
Turnover: % left public school teaching in district/county	12%
Student enrollment	6,220,413
Enrollment change (2016-17 to 2017-18)	0%
Projected enrollment growth (2017-18 to 2027-28)	-4%
Projected teacher hires (2018-19)	20,918
Teachers needed to reduce student-teacher ratio to pre-recession levels	4,126
% teachers 50 and older	40%
% teachers 60 and older	14%

Source:

<https://learningpolicyinstitute.org/product/interactive-map-understanding-teacher-shortages-california>



# Recent State Investments in the Educator Workforce: 2021, 2022

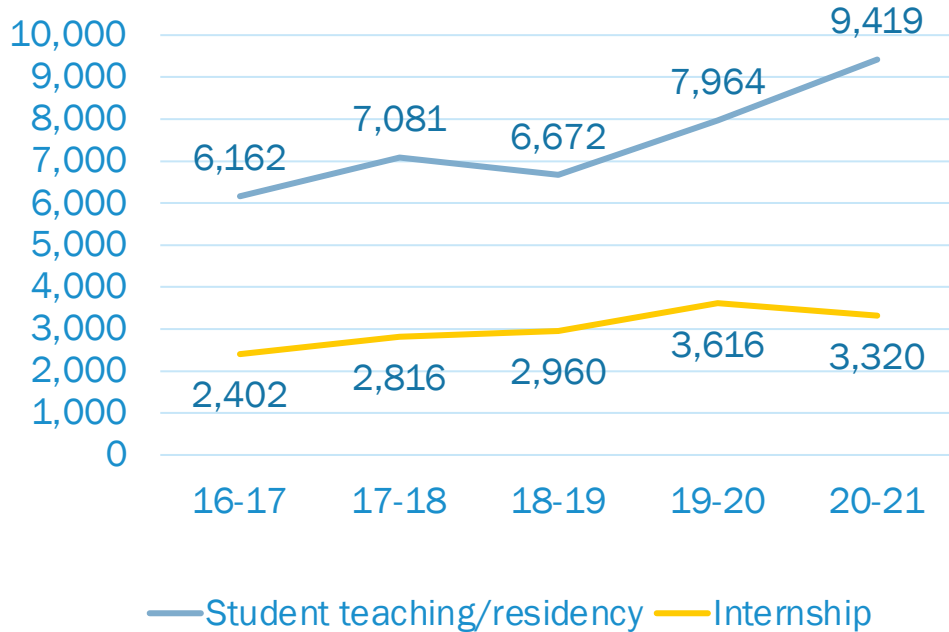
## PIPELINE

- Teacher Residency Grant Program (\$620M)
- Golden State Teacher Grant Program (\$500M)
- Classified Staff Teacher Training Program (\$125M)
- Integrated Teacher Education Program Grants for IHEs (\$20M)
- Golden State HS Pathway Program (CTE) (\$500M)
- Dual Enrollment (\$200M)
- Teacher Credential and Assessment Fee Waivers (\$44M)

## SUPPORT FOR EXISTING WORKFORCE

- Incentives for National Board Certified Teachers (\$250M)
- Educator Effectiveness Block Grant (\$1.5B)
- 21 California School Leadership Academy (\$13.8M ongoing federal funds)
- California PK Planning & Implementation Grant, including the Early Educator Teacher Development Grant (\$600M)
- Various PD (early math, early literacy, accelerating learning)

## Program Completers Applying for Preliminary Credential

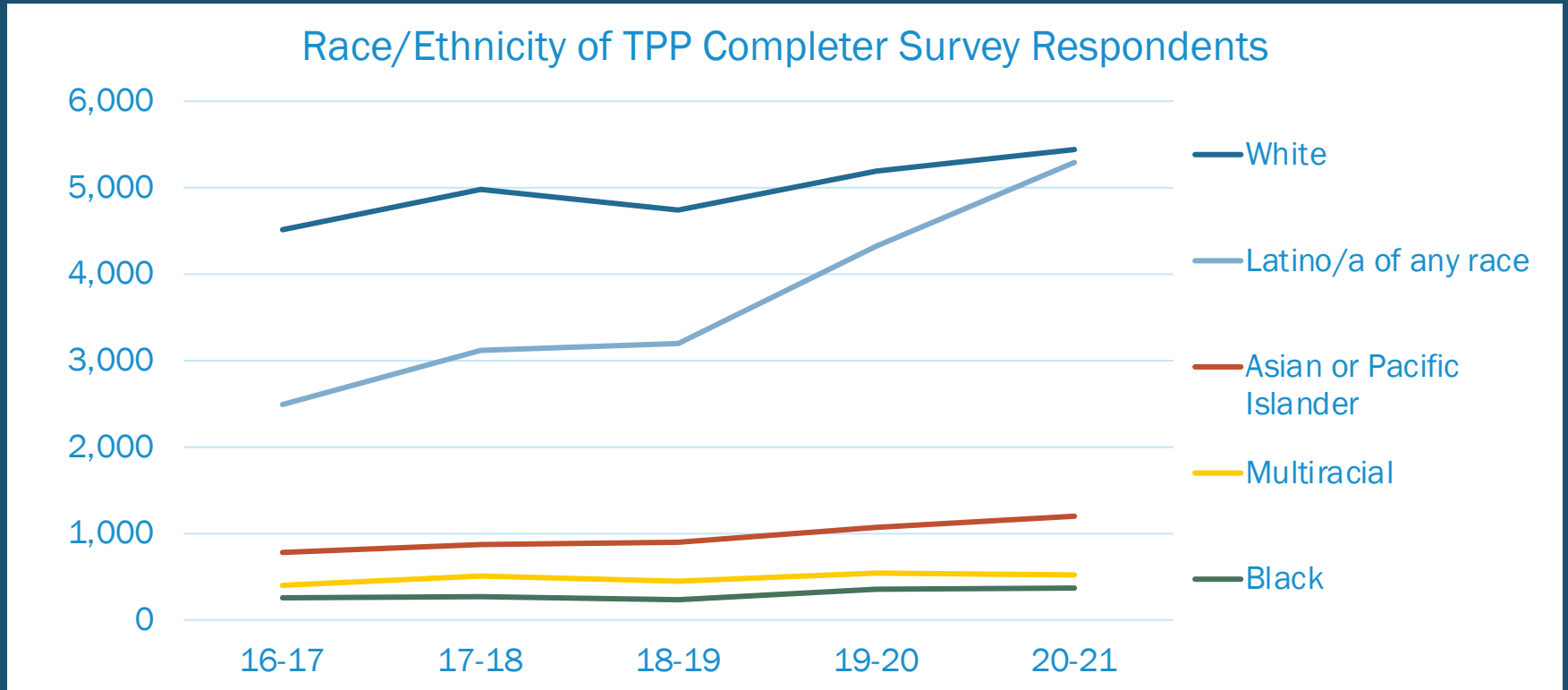


Source: Learning Policy Institute analysis of CTC Program Completer Survey data (2023).

## Program completers

- ▶ The number of teacher prep completers is increasing
- ▶ Preliminary credentials (CA-prepared) are up 37% since 2016
- ▶ Largest gains are among completers in student teaching or residencies

# California's Pool of Recently Prepared Teachers Is Growing More Diverse



# Early Data on California Residencies

- ▶ ~ 10% of TPP completers (~1200) self-identified as having completed a residency (2020-21)
- ▶ ~60% of residency completers are teachers of color
- ▶ Residents most likely to rate their TPPs as highly effective
- ▶ Among the first cohort of grant-funded residents (2019-20), 91% completed their program and were hired and 88% were still teaching two years after graduating ([WestEd](#))

# Research finds that residents are:

- ▷ More likely to stay
- ▷ More diverse
- ▷ Effective



## **The Teacher Residency** *An Innovative Model for Preparing Teachers*

Roneeta Guha, Maria E. Hylar, and Linda Darling-Hammond



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# Policy Considerations

## RECRUITMENT

- ▶ Equitable access to clinically rich teacher preparation
  - Implementation of existing state investments
  - Statewide recruitment and communication strategy
- ▶ Higher ed capacity building

## RETENTION & EQUITABLE DISTRIBUTION

- ▶ Improved compensation (including National Board incentives)
- ▶ Improved working conditions