

Florida's Growing Teacher Shortage

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Florida Education Association

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By the Numbers: Advertised Teaching Vacancies in Florida

- August, 2015-16: 2,403 September: 1,370
- August, 2016-17: 2,948 September: 1,715
- January 2018: 1,482

The January 2018 vacancies represent over:

- ▶ 17,000 elementary students AND
- ▶ 120,000 secondary students

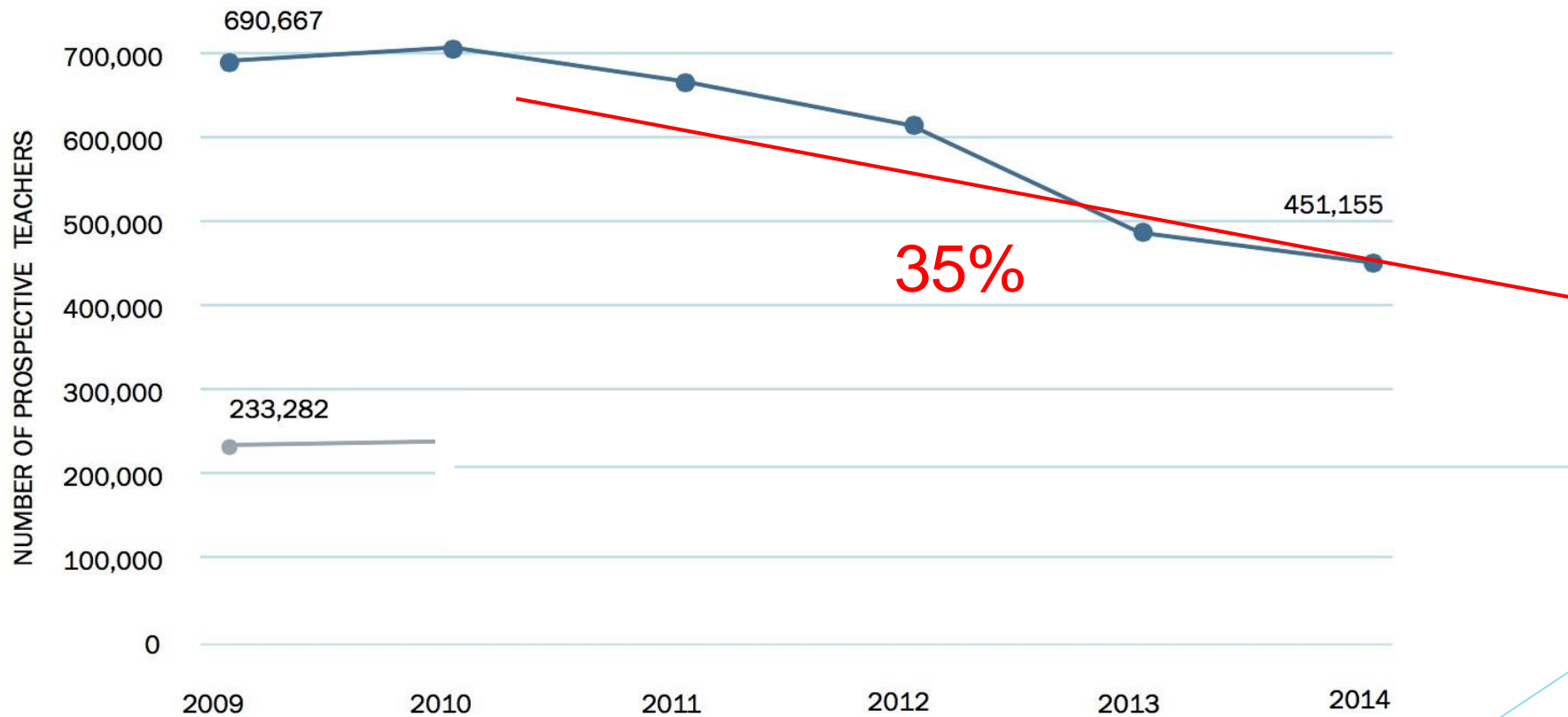
without a regular teacher the first week of second semester.

The College Board asked

What profession are you planning to pursue with your degree?

Only 1% of college students express an interest in becoming a teacher.

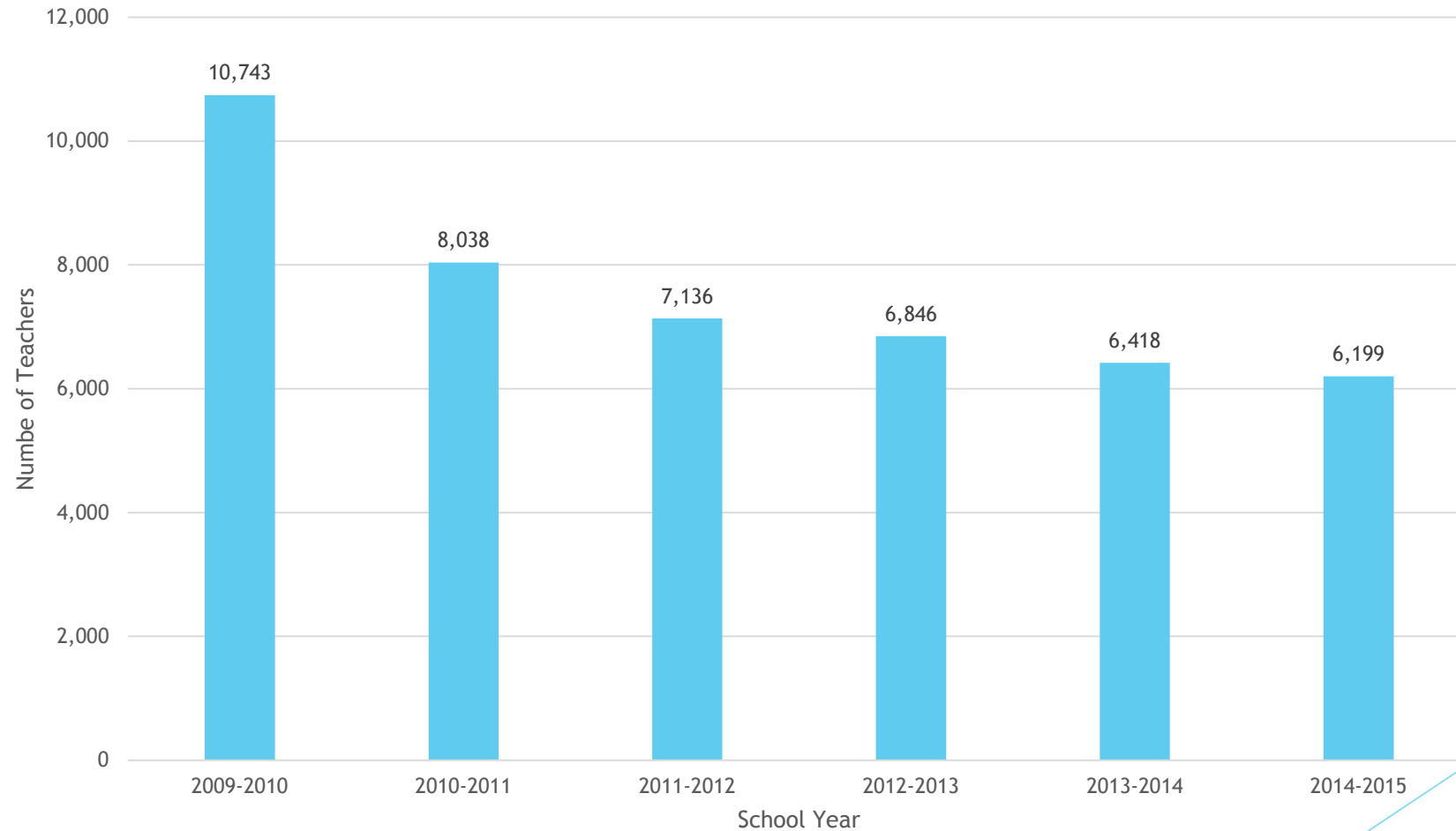
Nationwide Teacher Preparation Enrollment Down



Source: LPI analysis of the Title II Data Collection, 2004-14, U.S. Department of Education.

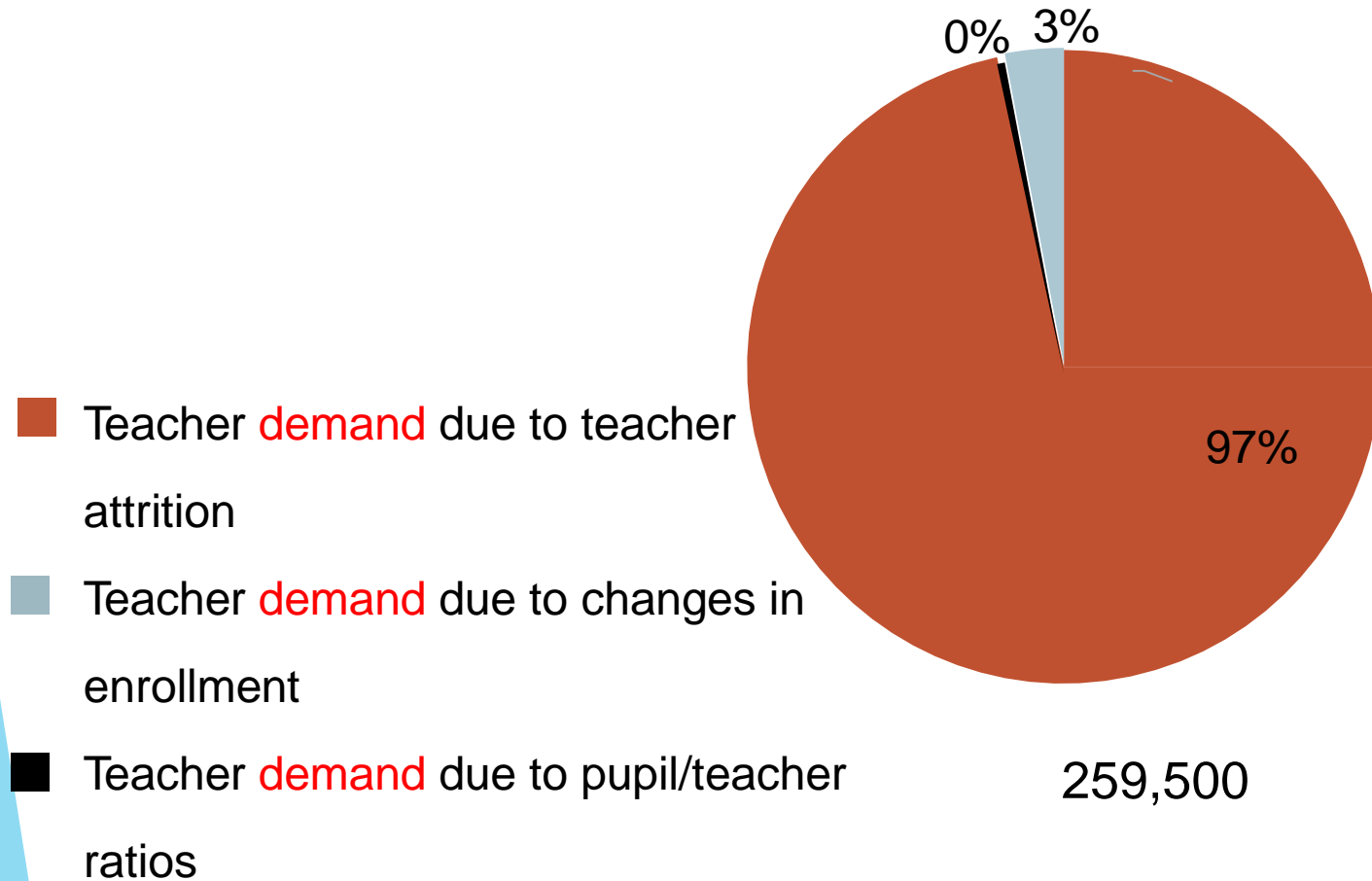
Florida Teacher Preparation

Teacher Preparation Completers By Year



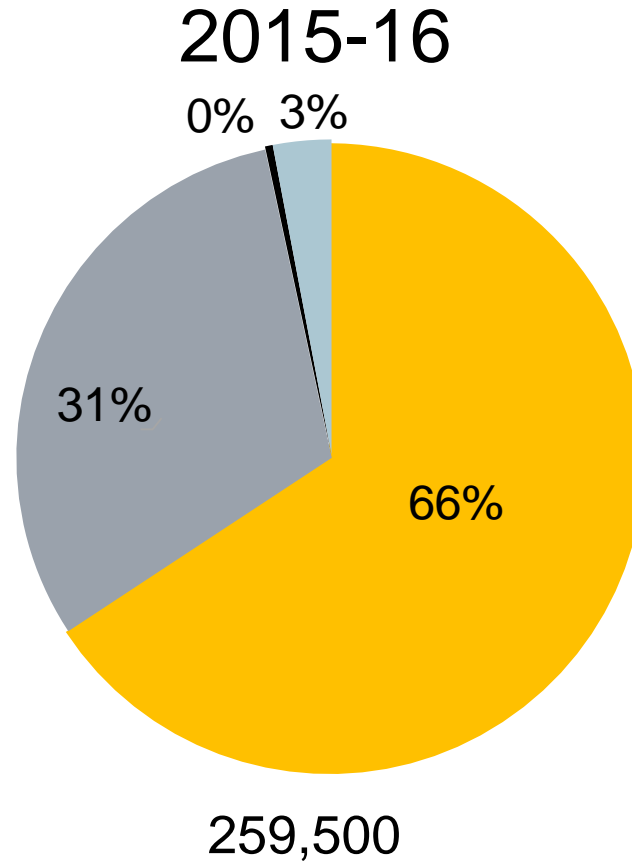
Teacher attrition drives teacher demand.

2015-16



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.

Most attrition is not due to retirement.



- Teacher demand due to pre-retirement attrition
- Teacher demand due to retirement
- Teacher demand due to changes in enrollment
- Teacher demand due to pupil/teacher ratios

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

Florida's Growing Experience Gap

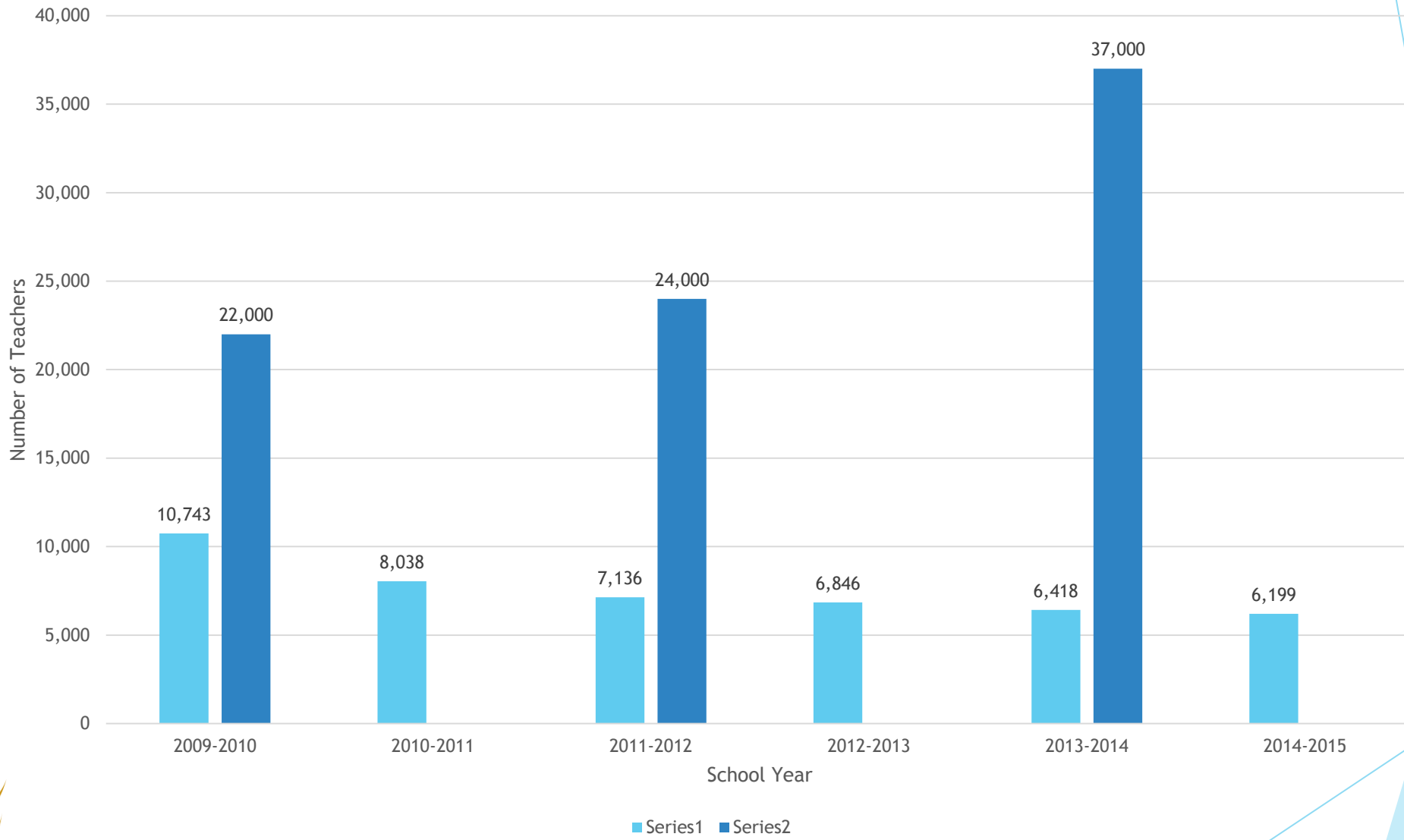
In 2009-10 school year the proportion of first-year teachers was
11.6%.

In 2011-12 school year the proportion of first-year teachers was
19.4%.

In 2013-14 school year the proportion of first-year teachers was
23%.

More than 28% of teachers in Florida have only one or two years
experience. Florida is first in this metric.

Teacher Preparation Completers and First Year Teachers by Year



What else?

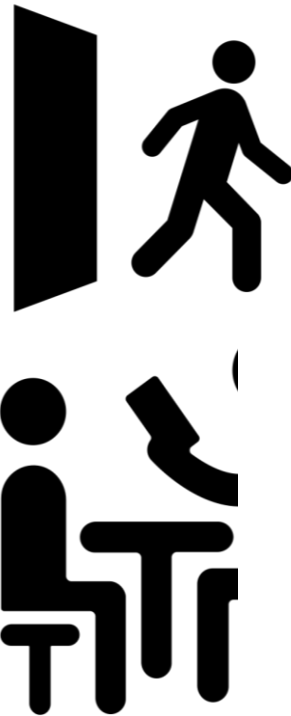
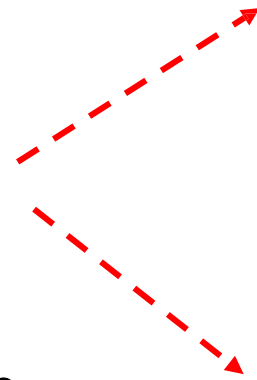
- ▶ 15% of teachers who finish their first year return for another year.
- ▶ Teachers who do not finish their first year are not counted in the number who return for a second year.
- ▶ Teachers who hold a temporary certificate and do not complete an alternative certification program are not part of a “program” count since they did not “complete” a program.
- ▶ 35% of the teachers with a temporary certificate do not earn full licensure.
- ▶ Positions filled by substitutes may not be advertised vacancies. The district “gives up” on hiring at some point to keep a teacher in the classroom.

The Costs of Attrition

Shortages undermine teacher quality and student achievement.



Teachers with little/no preparation



Higher attrition
(2-3 times greater than those who are well-prepared)

Lower student outcomes

Replacing a single teacher costs between \$7,000 and \$15,000

That means replacing the 37,000 teachers who
left in 2014 cost Florida taxpayers over....

\$350,000,000

Attract and Retain: It does no good to attract untrained teachers who are not successful in our classrooms. Time to think is essential!

Teachers completing initial credentialing programs in Florida for 2012-13:

▶ Traditional	5,055	More than half of these teachers will not be teaching in 10 years.
▶ Alternative, not IHE-based	645	
▶ Alternative, IHE-based	1,146	
▶ Trained out of state	3,448	
▶ Total Initial credentials	17,441	
▶ Remainder:	6,698	More than half of these teachers were not teaching the <u>next</u> year.

Student Achievement increases with

Experienced teachers

Stable grade/subject level teams

Strong preparation and teacher support

Planning, collaboration and teaching time

Well-rounded curriculum

Contributing Policy: Why Are They Leaving?

Surveys say:

Working conditions:(large class size, lack of support, seeking more flexibility, excessive testing focus, loss of opportunity for professional judgement and creativity, regimented curriculum, lack of opportunities for leadership and advancement)

Job insecurity

Low salary compared to other professions

Teacher retention increases with

Strong preparation and new teacher support

Stable grade/subject level teams

Planning, collaboration and teaching time

Competitive salaries

The background features abstract, overlapping geometric shapes in various shades of blue, ranging from light sky blue to deep navy blue. These shapes are primarily located on the left and right sides of the frame, leaving a large white central area.

Nicholas