

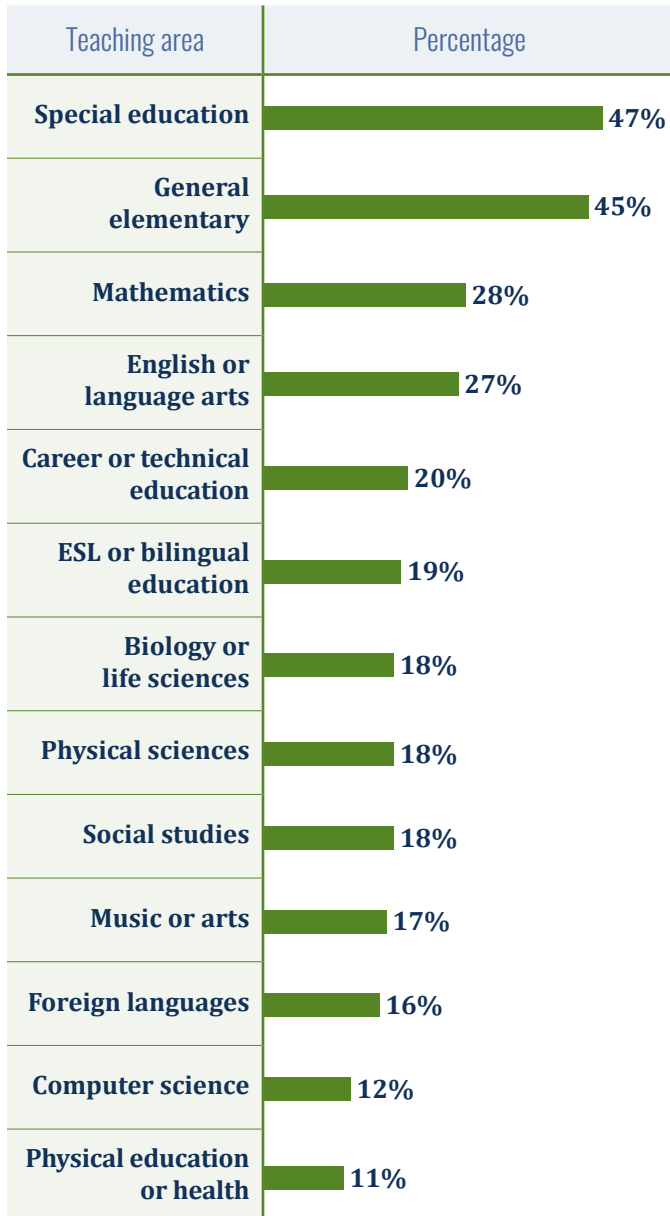


Topical Brief

TEACHER SHORTAGES

Research has shown that while the number of school-age children has steadily increased over time, the number of qualified teachers available to educate them has not matched this need. This topical brief shows the percentage of public schools across the nation with teaching vacancies and summarizes strategies implemented in Region 5 Comprehensive Center (R5CC) (Kentucky, Tennessee, Virginia, and West Virginia) and Region 14 Comprehensive Center (R14CC) (Arkansas, Louisiana, and Texas) to address teacher shortages. This brief also provides examples of Comprehensive Center (CC) projects planned collaboratively with state education agency leaders to address teacher shortages.

Percentage of public schools with vacancies by teaching area for the 2022-23 school year



R5CC and R14CC support to state education agencies

State	Examples of R5CC and R14CC projects
AR	<p>The R14CC team:</p> <ul style="list-style-type: none"> Helped the Arkansas Division of Elementary and Secondary Education clarify master and lead teacher designations as part of the career continuum, which provides teachers with growth and leadership opportunities while remaining in classrooms.
KY	<p>The R5CC team</p> <p>Fulfilled the following requests for the Kentucky Department of Education (KDE):</p> <ul style="list-style-type: none"> Identify relevant research and replicate best practices in Kentucky, and Identify relevant and useful data to help KDE measure shortages in a timely manner.
LA	<p>The R14CC team:</p> <ul style="list-style-type: none"> Conducted listening sessions with key stakeholders, and Administered a statewide survey for teacher feedback. <p>The <u>Louisiana Teacher Recruitment, Recovery, and Retention Task Force</u> will use results to inform the legislature’s policy recommendations.</p>
TN	<p>The R5CC team</p> <p>Fulfilled the following requests for the Tennessee Department of Education (TDOE):</p> <ul style="list-style-type: none"> Conduct focus groups with district leaders about practices that might impact teacher retention, Identify vacancy trends, and Highlight districts with successful practices.
TX	<p>The R14CC team:</p> <ul style="list-style-type: none"> Created several products about fiscal modeling, strategic compensation, and related implementation activities, and Reviewed cohort <u>Teacher Incentive Allotment (TIA)</u> systems.

State strategies to reduce teacher shortages

State	Strategy
AR	<ul style="list-style-type: none"> The Arkansas Department of Education's Division of Elementary and Secondary Education partnered with Forward Arkansas, a statewide nonprofit organization, to develop and launch Teach Arkansas, an initiative to increase the number of qualified, certified, and diverse teachers in Arkansas.
KY	<ul style="list-style-type: none"> The KDE established the GoTeachKY initiative to increase interest in teaching, facilitate teacher recruitment, and provide support mechanisms to retain effective teachers.
LA	<ul style="list-style-type: none"> The Louisiana Teacher Recruitment, Recovery, and Retention Task Force was created in 2021 as a result of House Concurrent Resolution No. 39 (HCR 39) of the 2021 regular legislative session. The task force has been charged with studying the declining enrollment in educator preparation programs as well as the attrition of teachers in the classroom.
TN	<ul style="list-style-type: none"> TDOE created a teacher apprenticeship program to provide teachers with a free education and training through partnerships with local postsecondary institutions, licensure support, and compensation while being trained.
TX	<ul style="list-style-type: none"> The Texas legislature created the Teacher Incentive Allotment (TIA) to provide a realistic pathway for top teachers to earn six-figure salaries and to help attract and retain highly effective teachers at traditionally hard-to-staff schools. The Texas Education Agency is responsible for reviewing and approving districts' TIA systems.
VA	<ul style="list-style-type: none"> Through the Virginia Teaching Scholarship Loan Program, the Virginia Department of Education provides financial assistance to eligible students in undergraduate or graduate programs in a state institution of higher education; the loans help students who, after graduation, will teach in an area with a critical teacher shortage.
WV	<ul style="list-style-type: none"> The West Virginia Department of Education established TeachWV, to support students' pursuit of a teaching career through "Grow Your Own" model partnerships between counties and institutions of higher education.