

## **FACING THE TEACHER SHORTAGE: COLLECTIVELY WE HAVE THE ANSWER**

---

**Dr. Jose Luis Alvarado**

**Dr. Rosa E. Coronado**

**Dr. Deneen Guss**

### **Outcomes**

- Current state and how we got here
- Efforts underway to address the teacher shortage
  - California
  - Monterey County Office of Education
  - Districts
  - CSUMB
- Innovative ways to recruit teachers to field



## National Level

- "Across the country, districts are struggling with shortages of teachers, particularly in **math, science and special education** — a result of the layoffs of the recession years combined with an improving economy in which fewer people are training to be teachers."

***Teacher Shortages Spur a Nationwide Hiring Scramble  
(Credentials Optional)***

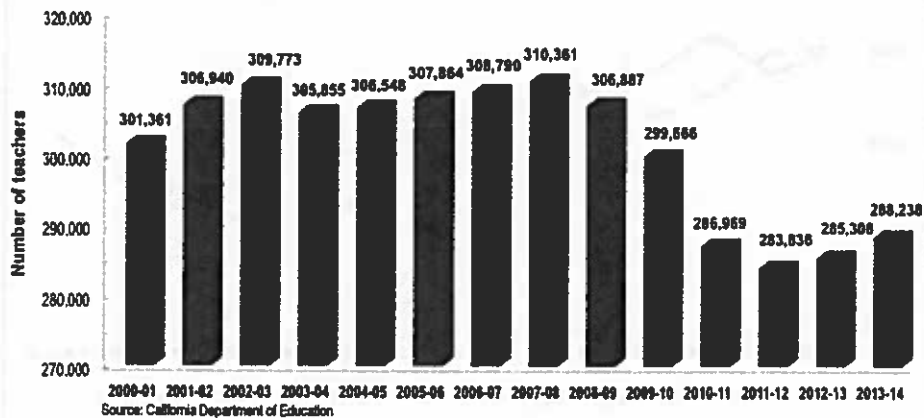
***By MOTOKO RICH AUG. 9, 2015***

## Scope of the Problem

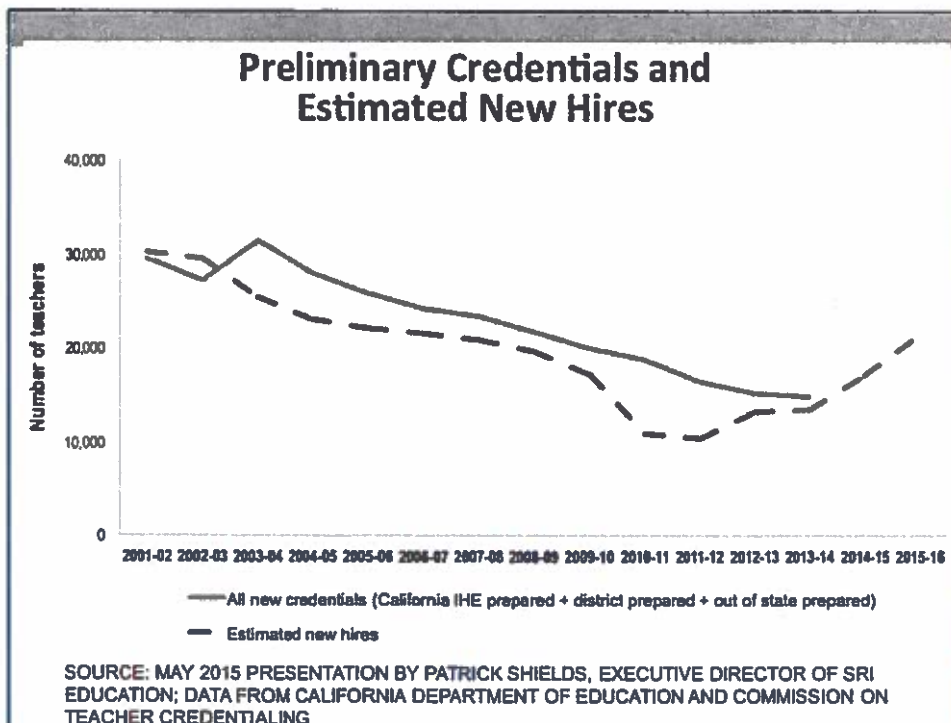
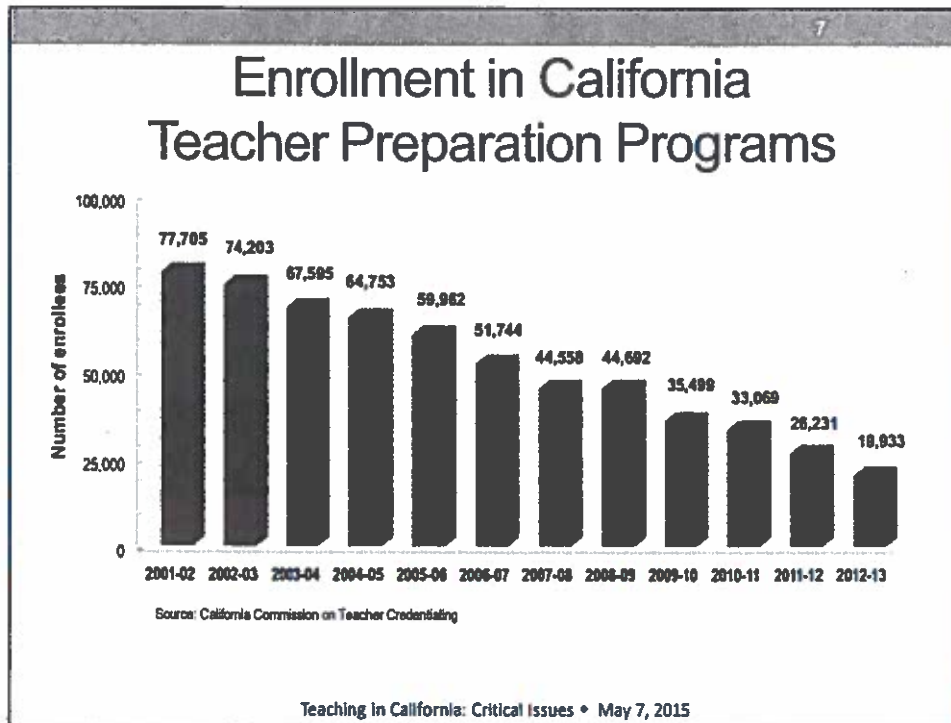
- Nationwide, the number of students training to be teachers has declined from 719,081 in 2010 to 499,800 in 2014.\*
- In California, which educates more children than any state, the number of teaching certificates issued has dropped by half in the past decade.
- The state's school districts estimate they will need 21,000 new teachers annually over the next five years.

\*Sacramento Observer, "School districts see teacher shortages after years of cuts", September 15, 2015

## Number of K-12 Teachers in the State Teacher Workforce

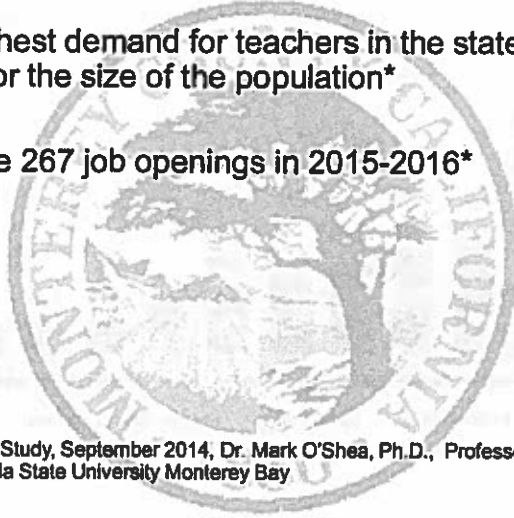


Teaching In California: Critical Issues • May 7, 2015



## Monterey County

- Fourth highest demand for teachers in the state when adjusted for the size of the population\*
- There were 267 job openings in 2015-2016\*

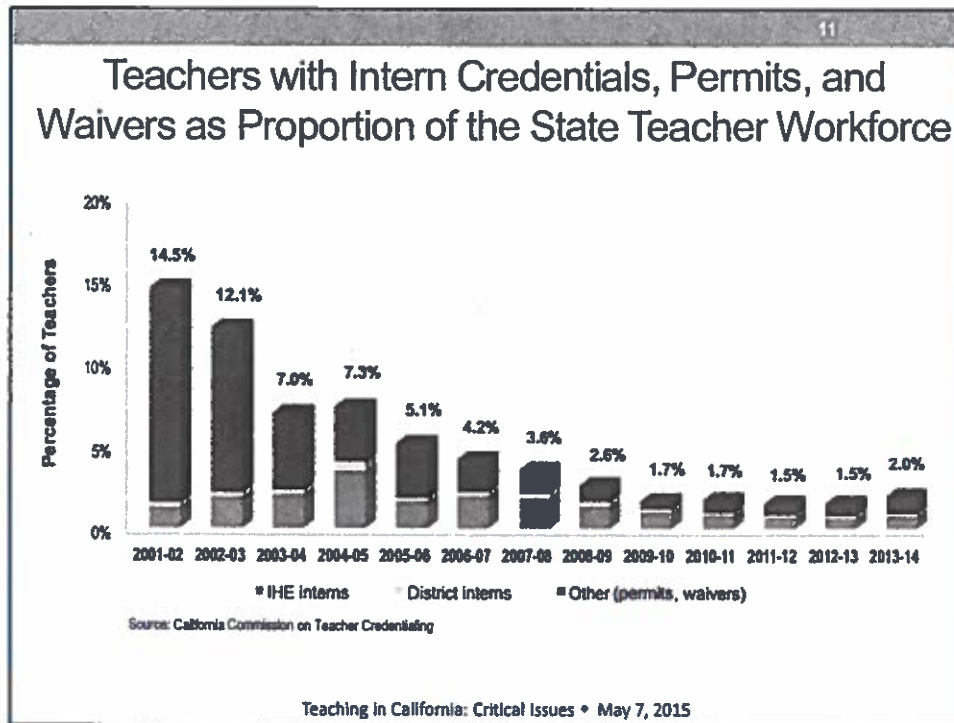


\*Teacher Shortage Study, September 2014, Dr. Mark O'Shea, Ph.D., Professor Teacher Education, California State University Monterey Bay

## Total Certificated Vacancies in Monterey County

Openings In EdJoin as of 09.23.15				
District	Core Teachers	SPED	OTHER	Total
AUSD	2	2	2	6
BUSD	0	0	0	0
CUSD	1	0	0	1
GUSD	1	1	0	2
GUSD	1	1	0	2
KCLUSD	2	1	0	3
MCHS	1	0	0	1
MBCS	1	0	0	1
MCOE	0	1	0	1
MPLUSD	10	4.5	3.6	18.1
NMCLUSD	0	4	0	4
OCPS	1	0	0	1
PGUSD	0	0	0	0
SCESS	1	1	1	3
SUHS	10	1	1	12
SAUSD	0	0	0	0
SAUSD	1	0	0	1
SRUSD	0	2	0	2
SUSD	5	3	0	8
SMCIUHS	2	2	0	4
<b>Total</b>	<b>89</b>	<b>23.5</b>	<b>7.6</b>	<b>70.1</b>

Openings In EdJoin as of 11.17.15				
District	Core Teachers	SPED	OTHER	Total
AUSD	0	0	0	0
BUSD	0	0	0	0
CUSD	0	0	0	0
GUSD	0	1	0	1
GUSD	1	0	0	1
KCLUSD	1	0	0	1
MCHS	1	0	0	1
MBCS	1	0	0	1
MCOE	0	2	2	4
MPLUSD	19	5	3	27
NMCLUSD	1	4	0	5
OCPS	3	0	0	3
PGUSD	0	0	0	0
SCESS	1	1	1	3
SUHS	8	1	1	10
SAUSD	0	0	0	0
SAUSD	1	0	0	1
SRUSD	0	0	0	0
SUSD	6	1	0	7
SMCIUHS	4	2	0	6
<b>Total</b>	<b>47</b>	<b>17</b>	<b>7</b>	<b>70</b>



12

### Teacher Development and Support Programs: Budget Cuts and Categorical Flexibility

Program	2007-08 Funding	Lowest funding level during budget crisis (% change from 2007-08)	2012-13 Funding (% change from 2007-08)
Teacher Credentialing Block Grant	\$128,700,000	\$90,400,000 (-30%)	\$112,773,000 (-12%)
Certificated Staff Mentoring Program	\$11,700,000	\$8,600,000 (-26%)	\$10,707,000 (-8%)
Professional Development Block Grant	\$274,700,000	\$218,400,000 (-20%)	\$272,414,000 (-1%)
Peer Assistance and Review	\$30,100,000	\$23,900,000 (-21%)	\$29,848,000 (-1%)
Mathematics and Reading Professional Development Program (MRPDP) and Professional Development for Teachers of English Learners (ELPD)	\$56,700,000 (\$31,700,000 for MRPDP + \$25,000,000 for ELPD)	\$45,500,000 (-20%)	\$56,728,000 (0%)
Bilingual Teacher Training Program	\$2,100,000	\$1,700,000 (-19%)	\$2,131,000 (+1%)
National Board Certification Incentive Program	\$6,000,000	\$2,400,000 (-60%)	\$3,000,000 (-50%)

Teaching in California: Critical Issues • May 7, 2015

## Educator Effectiveness Funding Program

- Funding available for professional learning throughout the state
- \$500 million
- Represents one of the largest investments in professional development and teacher effectiveness ever made by California and has the potential to improve every classroom in the state



California Department of  
**EDUCATION**

WHAT ARE WE DOING ABOUT  
IT?





## Innovative Ways to Address the Issue

- Online learning/
- Alternative certification programs
- Year round recruiting
- Online job boards/social networking sites
- Higher pay, bonuses and stipends
- Teacher housing and housing assistance
- Early contracts
- Teacher clubs



## State Level

- California Commission on Teacher Credentialing
- EdSource and the Institute for Education Policy Field Poll survey





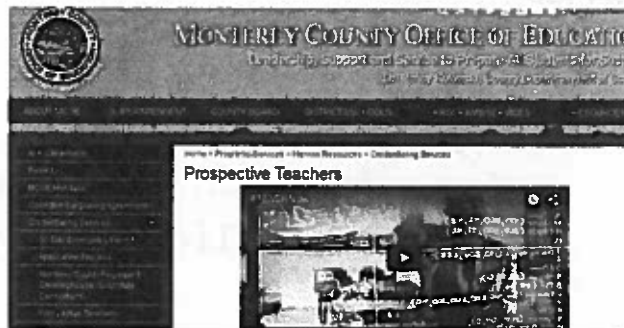
## Monterey County Teacher Shortage Initiative

- California Subject Examinations for Teachers (CSET) Prep
- Recruitment Efforts
- MCOE Teacher Recruitment Fairs
- Workshops "So You Want to be a Teacher?"



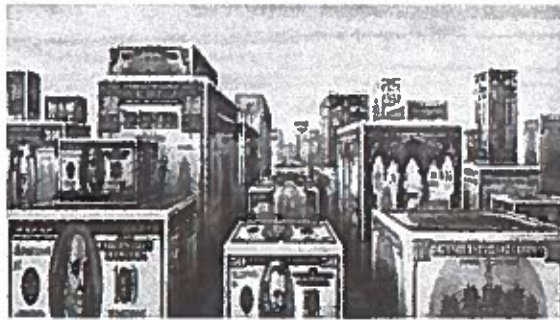
## Monterey County Teacher Shortage Initiative

- MCOE Website for Prospective Teachers
- Public Service Announcement (PSA)
- Monterey County Education Coalition



## Districts Efforts

- Salary enhancements, bonuses, stipends
- Moving stipends
- Housing and housing assistance
- Recruitment events



## Current Efforts at CSUMB

- CSUMB's Teacher Intern Pathway (CTIP)
- ITEP Transfer Pathway
- CSET Test Prep



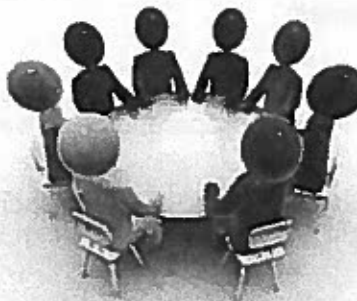
## Innovative Recruitment into the Pipeline

- Variation of Aple Loan District Based
- TEACH Grant
- 2+2+2 Teacher Credentialing Pathway (Grow Your Own)



## Table Talk

- At your tables take a few minutes to discuss the topic at hand.
- Be prepared to share out!



## Recommendations for Districts

- Providing effective teacher-mentors and support providers for new teachers
- Welcome student teachers as a recruiting tool for districts
- Leverage existing resources, including LCFF funds, federal Title II funds, Educator Effectiveness funding to support preparation pathways
- Share and analyze district data regarding teacher needs with local teacher prep programs
- Connect teacher preparation with meaningful evaluation systems

## Recommendations for State

Policymakers should:

- Hold preparation programs accountable for how they partner with and meet the needs of consumers—both districts and candidates
- Hold districts accountable for developing their own preparation pipelines
- Support development of integrated human capital strategies and diverse preparation pathways
- Publicize and use data on teacher supply and demand to recruit prospective teachers to the profession

*Teaching is the one profession that  
creates all other professions.*

-Author Unknown

