

WELCOME

UNDERSTANDING THE TEACHER SHORTAGE AND LOCAL SOLUTIONS TO ADDRESS IT

July 18, 2019

 www.advanceillinois.org

  @advanceillinois


GOALS

1. Provide a sense of the importance of teacher quality as well as the supply and demand of teachers.
2. Share what we know about candidates' pathways into teaching
3. Get your feedback and ideas on this policy area
4. Offer resources that you can use to encourage candidates to pursue teaching
5. Update you on efforts across Illinois preparing and recruiting students to become teachers

AGENDA

1. Context
2. What we know about IL teacher candidates' pathway into teaching
3. Sharing your ideas on how best to address the shortage
4. Resources
5. Scaling Education Pathways in Illinois (SEPI) Initiative

Advance Illinois is an independent policy and advocacy organization that works toward a healthy public education system that prepares students to achieve success in college, career and civic life.



Policy Analysis and Research

Coalition Building and Advocacy

OVER THE LAST 10 YEARS WE'VE PARTNERED TO MAKE SIGNIFICANT IMPROVEMENTS IN OUR EDUCATION ECOSYSTEM

EQUITABLE K-12 FUNDING
FORMULA

60x25 NETWORK OF PUBLIC-PRIVATE
COMMUNITY LEVEL PARTNERSHIPS

HIGH STANDARDS & ALIGNED
ASSESSMENTS FOR ALL
STUDENTS

BROADER, MORE RIGOROUS
PRINCIPAL PREPARATION

FAIR, CLEAR & SUPPORTIVE SCHOOL
ACCOUNTABILITY, ACCESSIBLE
REPORT CARD

MEANINGFUL TEACHER
EVALUATION

LONGITUDINAL BIRTH-CAREER
DATA SYSTEM

FIRST EVER STATEWIDE
KINDERGARTEN READINESS
MEASURE

POSTSECONDARY & WORKFORCE
READINESS PATHWAYS

CONTEXT

The benefits of even a single strong teacher persists throughout a student's academic career – and into life beyond.

Research shows that students with even one top teacher....

are less likely to have children as teenagers...

are more likely to attend college...

earn a higher salary...

and save more for retirement.

Source: Chetty, Friedman, and Rockoff. "The Long-Term Impacts of Teachers: Teacher Value-Added and Student Outcomes in Adulthood." NBER, 2012. *Graphics:* TNTP



What are most significant barriers for students thinking about potentially pursuing a career in teaching?



IN 2016-17 THE STATE OF ILLINOIS...

**HAD A TOTAL TEACHER WORKFORCE OF
122,238**

HIRED 4,834 NEW TEACHERS

**SAW 4,889 COMPLETERS OF TEACHER
PREPARATION PROGRAMS**

IN THE PAST 3 YEARS ILLINOIS'...

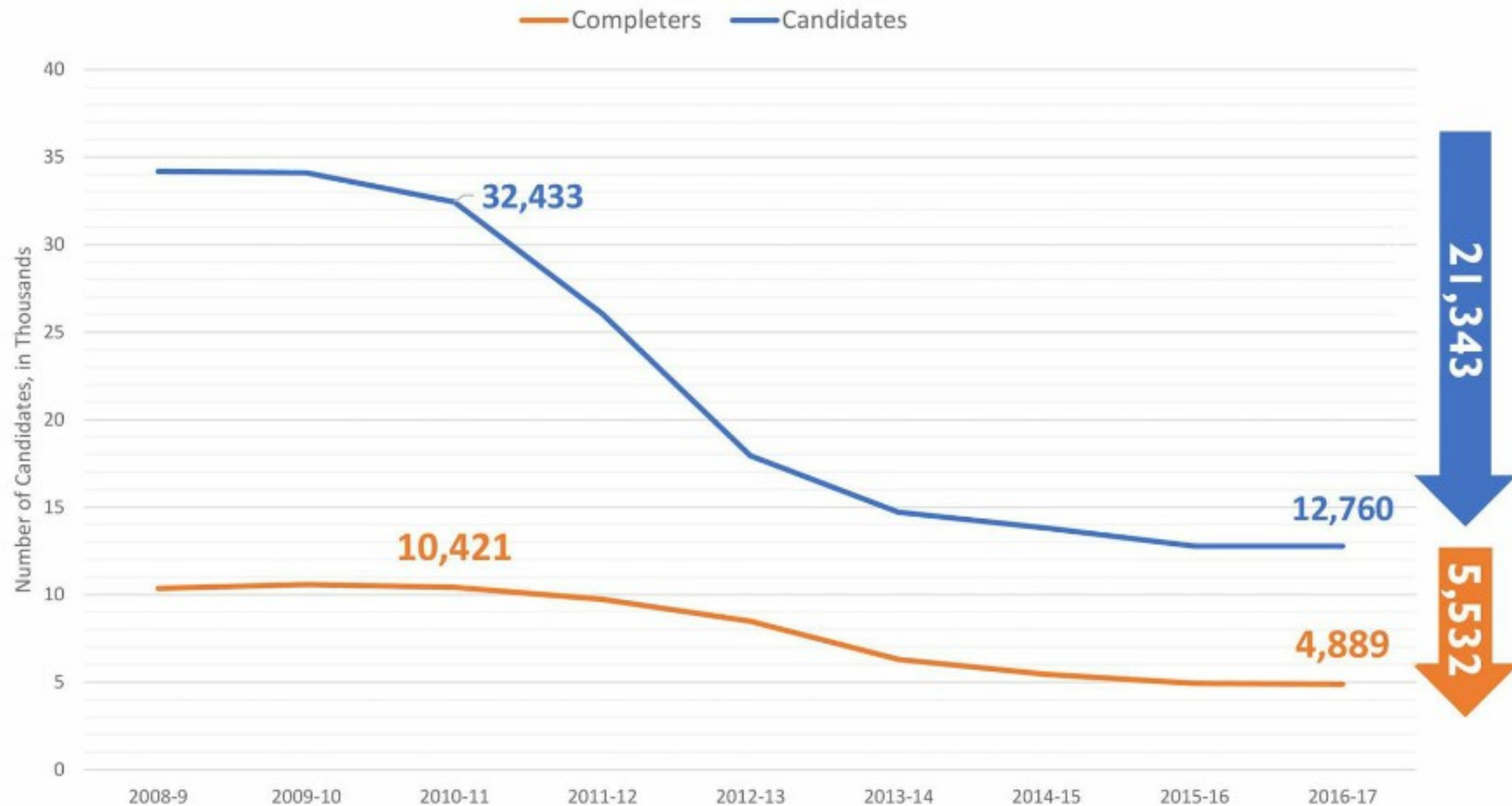
TEACHER WORKFORCE REMAINED STABLE

% OF NEW HIRE TEACHERS REMAINED STABLE

**ANNUAL TEACHER PREPARATION PROGRAM
COMPLETERS DECREASED 10%**

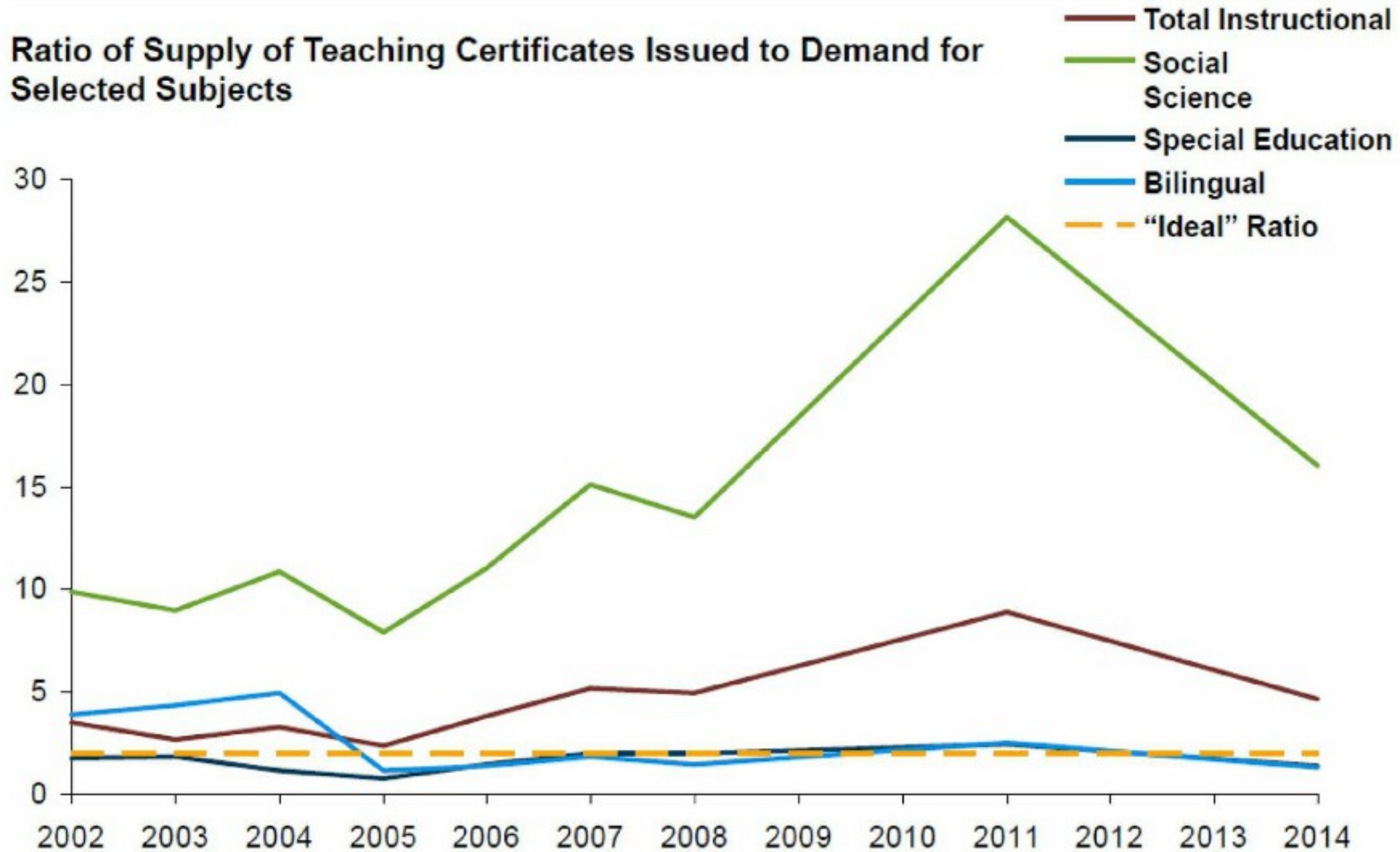
DECLINE IN THE NUMBER OF CANDIDATES AND COMPLETERS

IL Teacher Enrollment and Completion 2008-09 to 2016-17

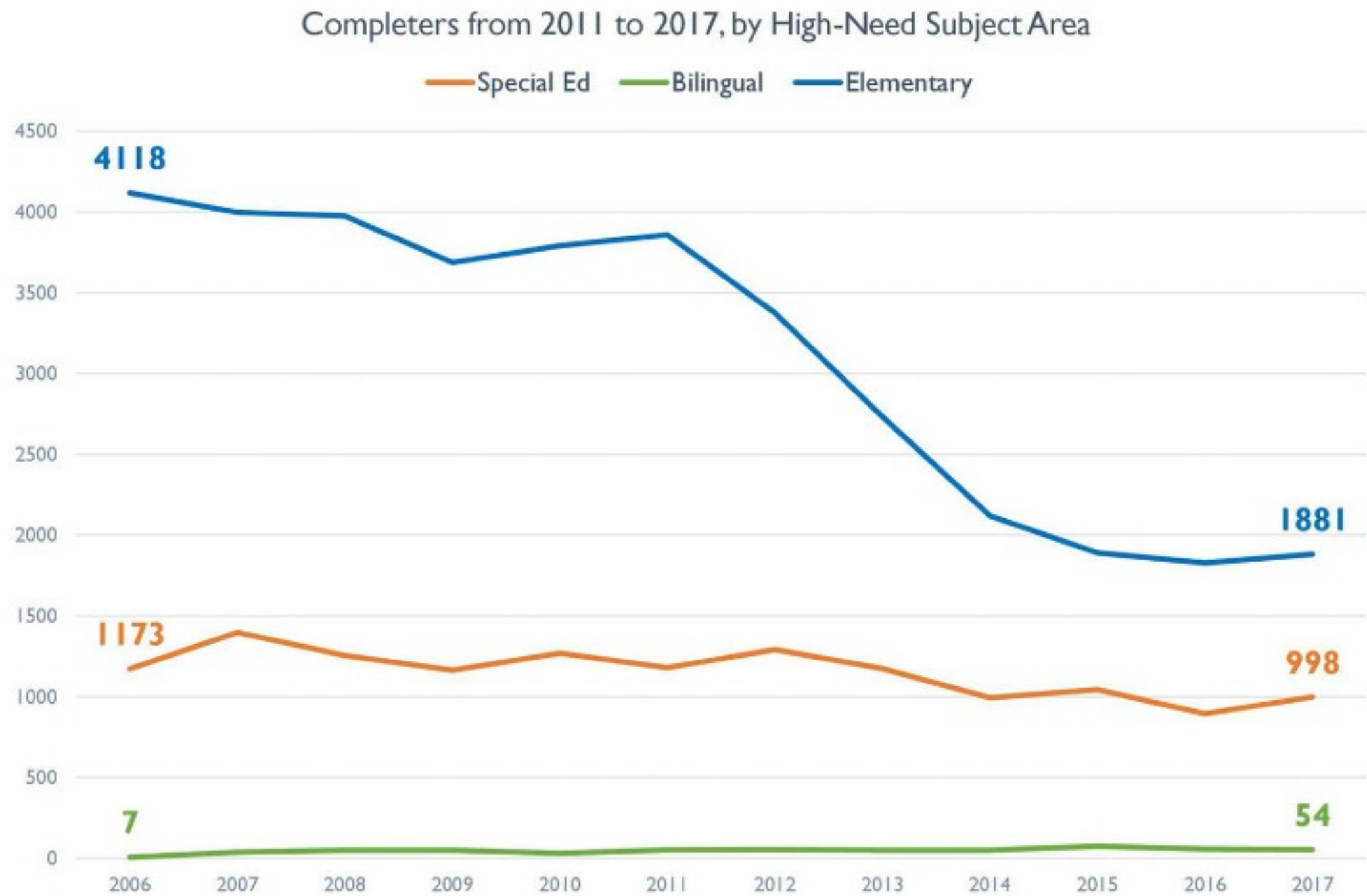


MISMATCH BETWEEN SUPPLY AND DEMAND: SUBJECT AREA:

Each year from 2002 to 2014, there was consistent overproduction in some subject areas and consistent underproduction in others.



MISMATCH BETWEEN SUPPLY AND DEMAND: SUBJECT AREA



How do we get more bilingual students into the profession?

Target students in bilingual communities

Financial incentives (scholarship, cheap loans, etc)

More bilingual programs in elementary and high schools

State incentive system

Incentive system

Let high school students know about shortage

offer incentives to high school students to attract them to the profession.

Aside from incentives I would suggest a personal sense of pride with working with an underrepresented people

Helping students understand what languages are desirable within a bilingual profession (e.g., not just Spanish)

How do we get more bilingual students into the profession?

Talk about the need for bilingual teachers more

Talking about it and discussing how much it is needed and how it would help.

Provide bilingual classes and show the importance of the profession

Enhance desire in bilingual students at a young age

Provide them with information about their options in high school

Incorporate a bilingual Ed course into general curriculum

Design incentive structures for bilingual teacher candidates that increase competition and raise profile and perceived prestige of the profession.

Providing more scholarship opportunities in college. Providing more resources for students so they can know about the job options.

Monetary compensation/scholarships/loan program to receive teacher certification

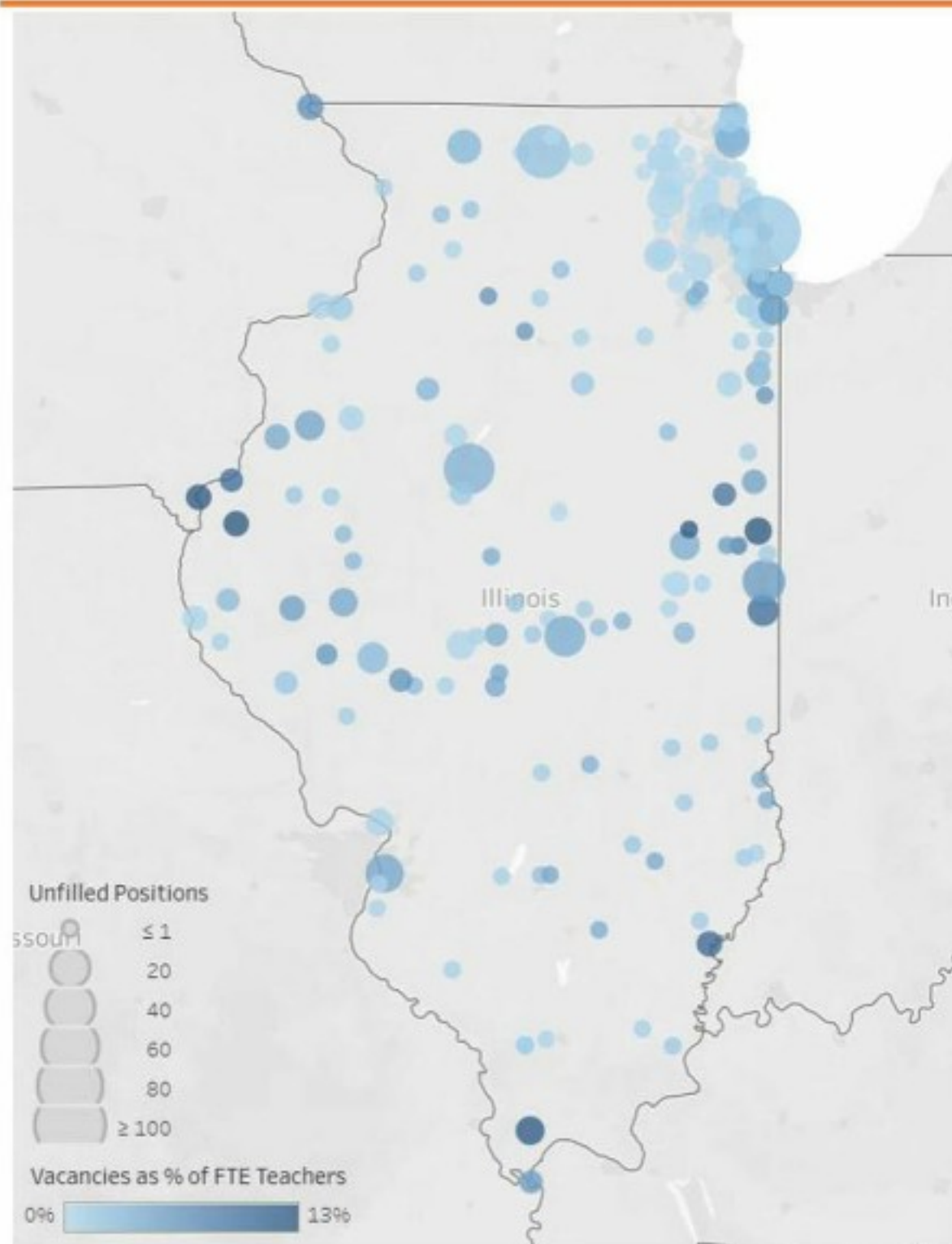
How do we get more bilingual students into the profession?

Strong EL programs to get more bilingual students into higher ed programs

Mentorship.

MISMATCH BETWEEN SUPPLY AND DEMAND: REGION

Unfilled positions are disproportionately distributed across districts

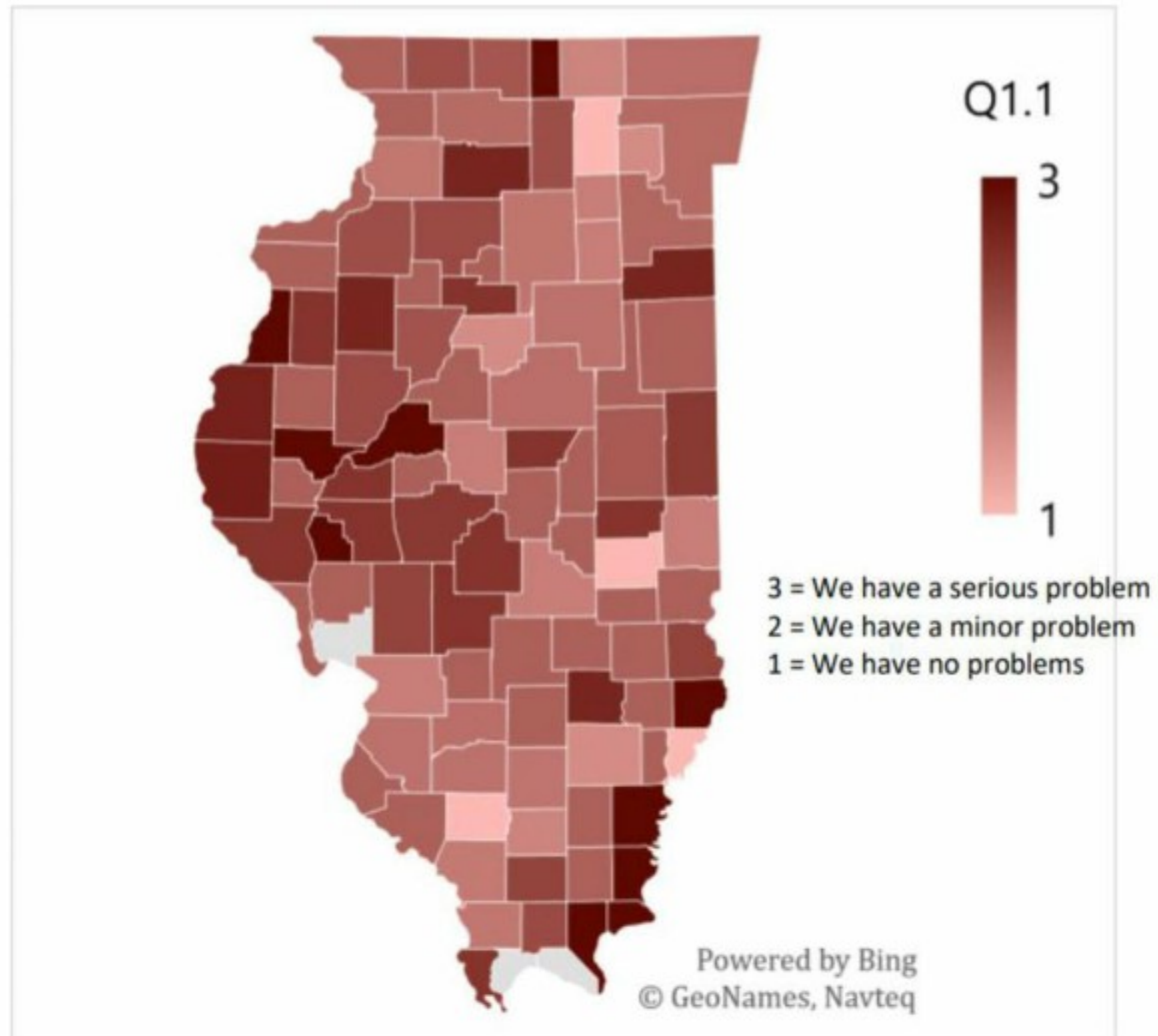


- 60% of all unfilled teacher positions are in CPS
- 82% of vacancies are in districts that are 50%+ low-income
- 74% of vacancies are in districts with 50%+ students of color
- 91% of vacancies are in districts funded below adequacy

Source: ISBE Unfilled Positions Survey

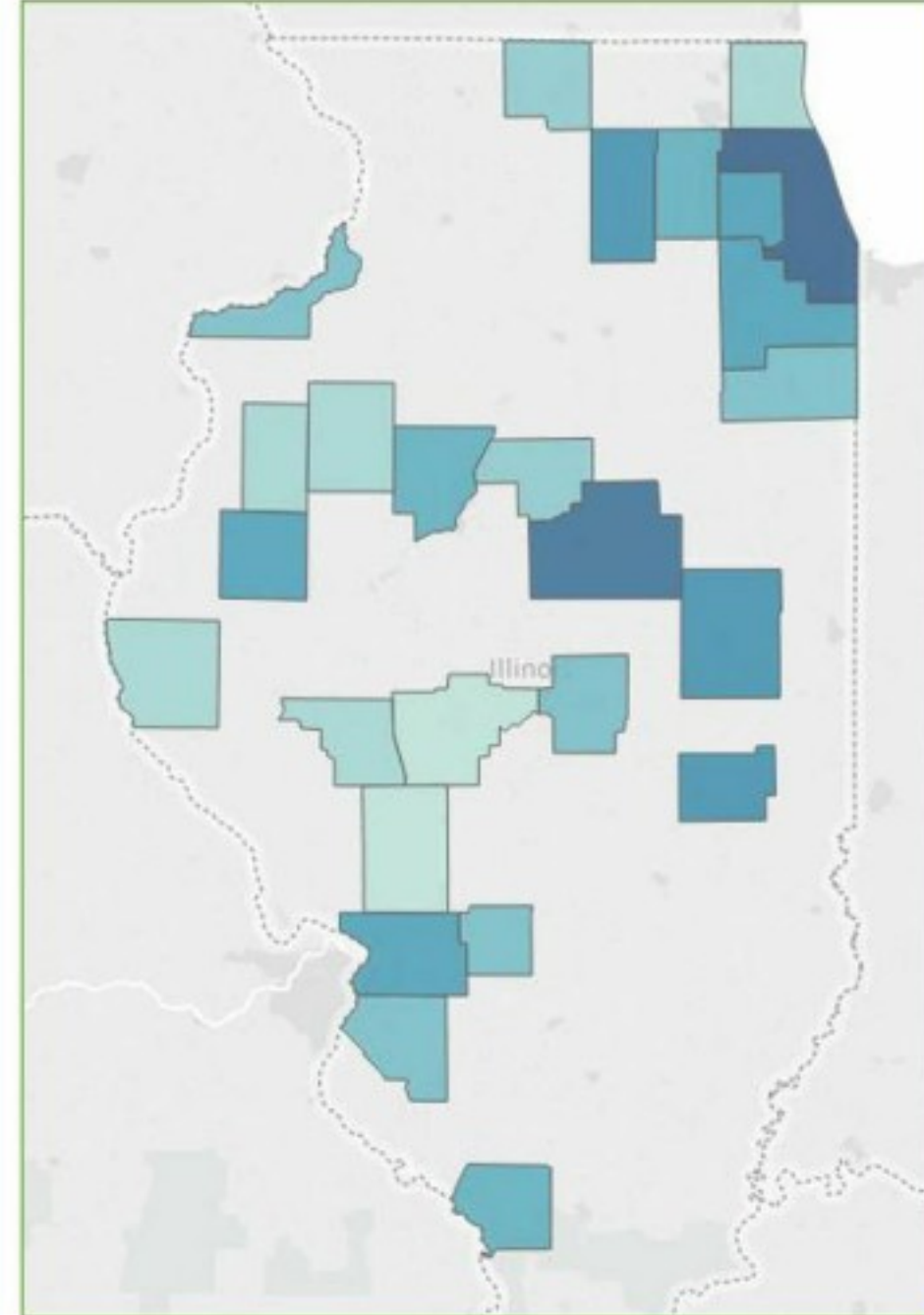
MISMATCH BETWEEN SUPPLY AND DEMAND: REGION

Superintendents in the West & Southeast report most severe teacher shortage.

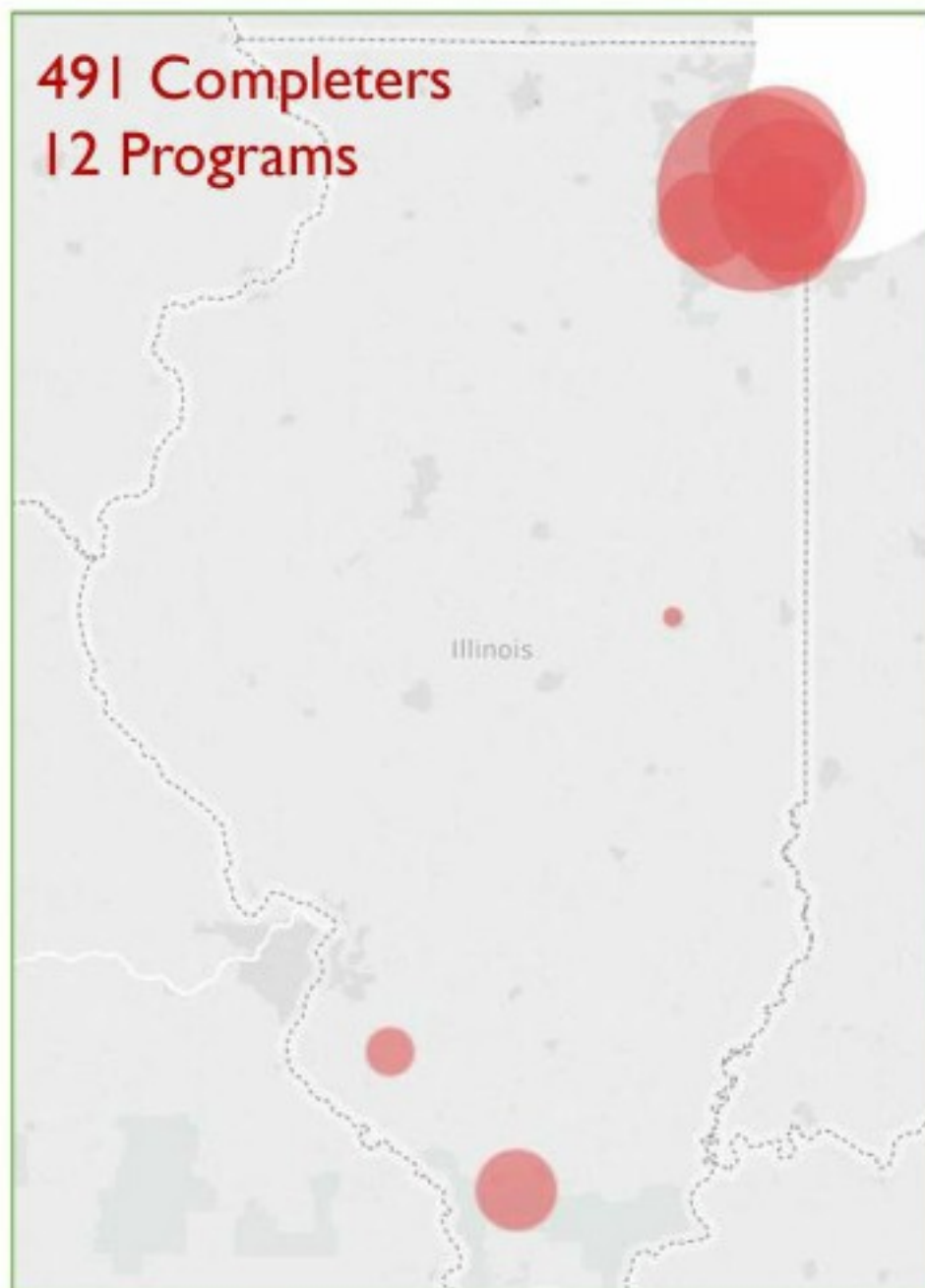


TEACHER PREPARATION PROGRAMS ARE CONCENTRATED IN THE NORTHEAST

- 85.4% of EPP completers are concentrated in just 9 counties
- Cook County supplied 37% of IL EPP Completers in 2015-16
- There is a dearth of EPPs in the Southeast region of IL
- Only 29 of 102 counties in IL host Educator Preparation Programs (EPPs)



AS OF 2015-16, ILLINOIS' ALT CERT PROGRAMS ARE ENTIRELY IN COOK COUNTY

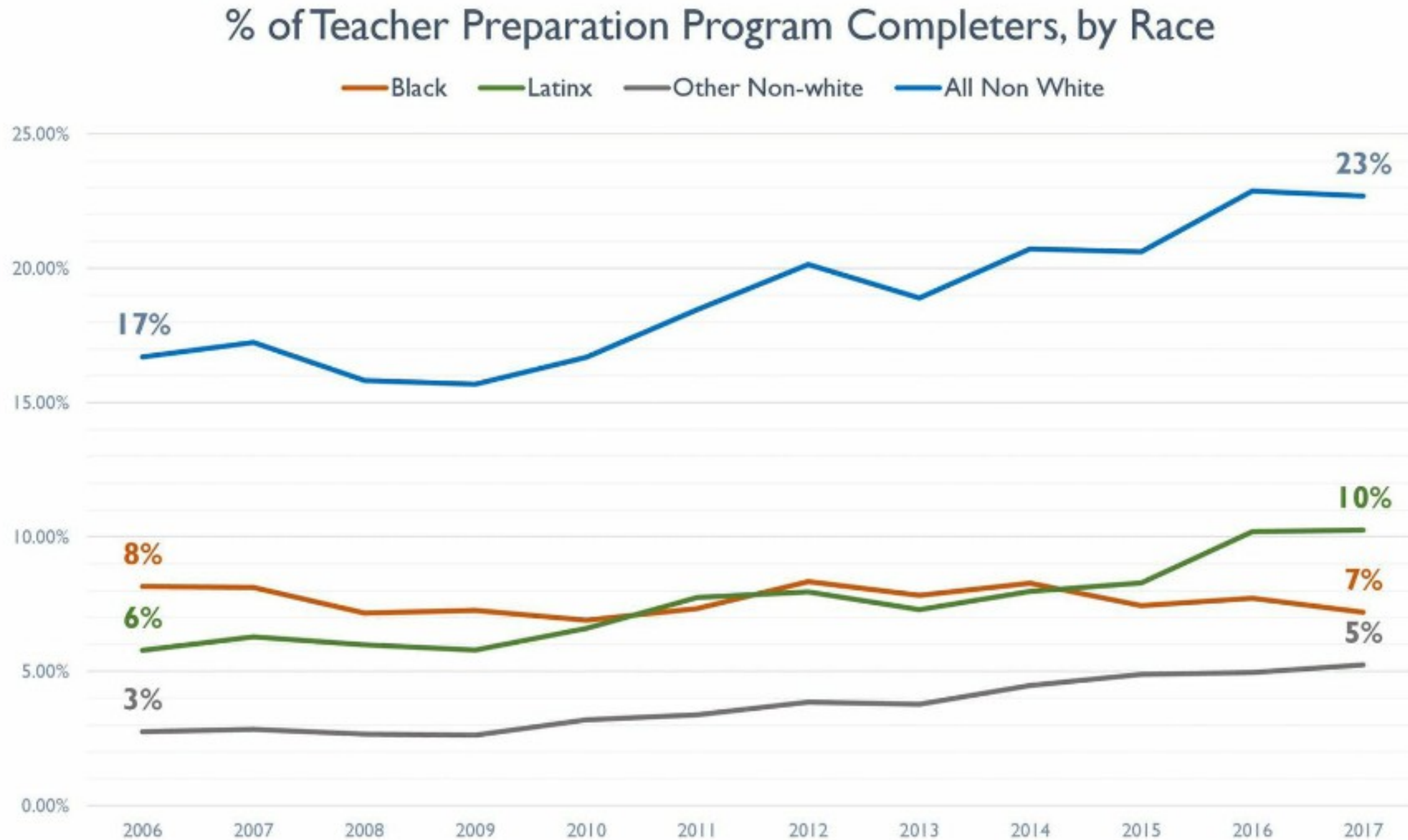


Alt Cert Programs with Completers,
2008-9



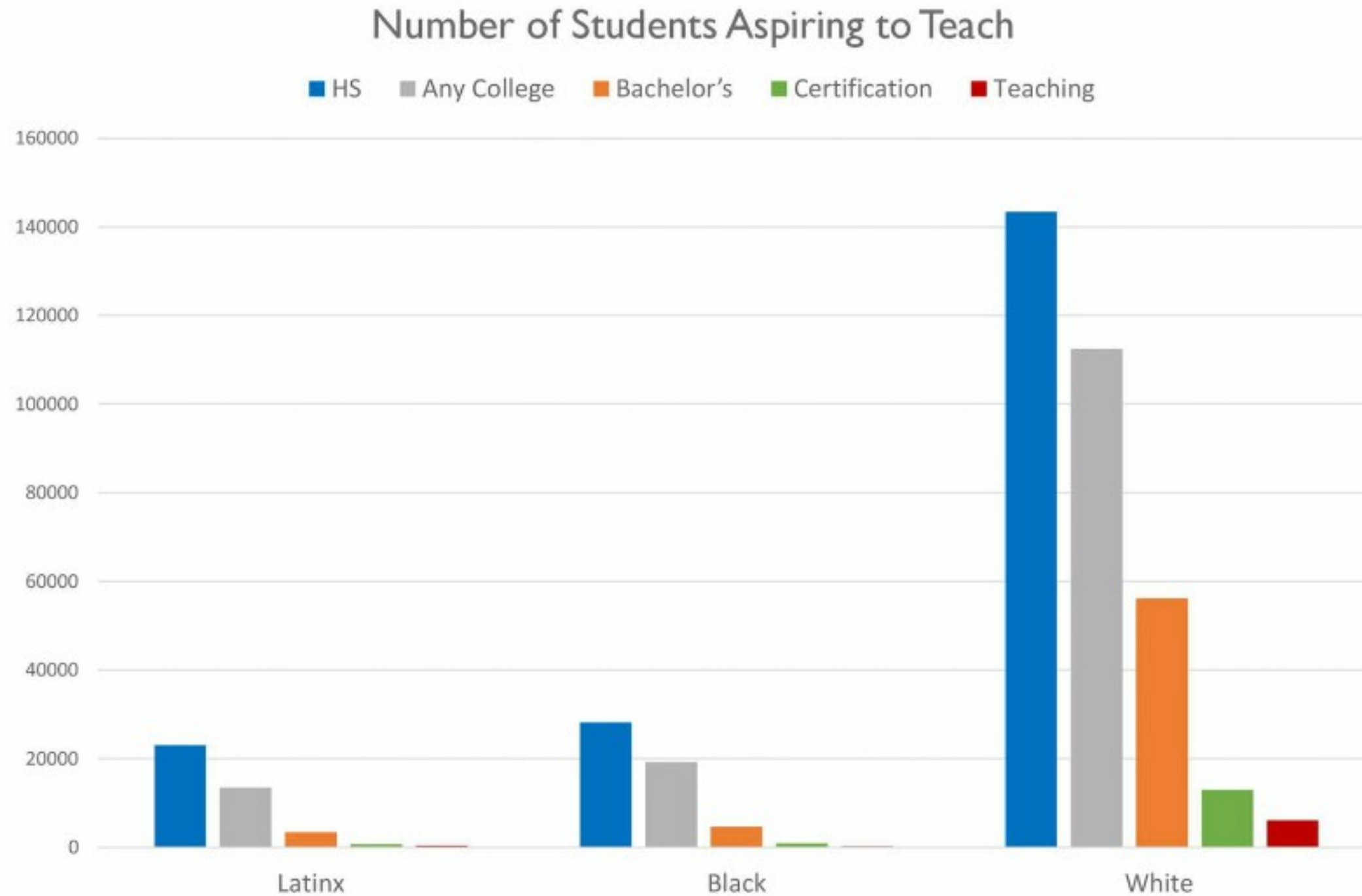
Alt Cert Programs with Completers,
2015-16

MISMATCH BETWEEN SUPPLY AND DEMAND: DIVERSITY



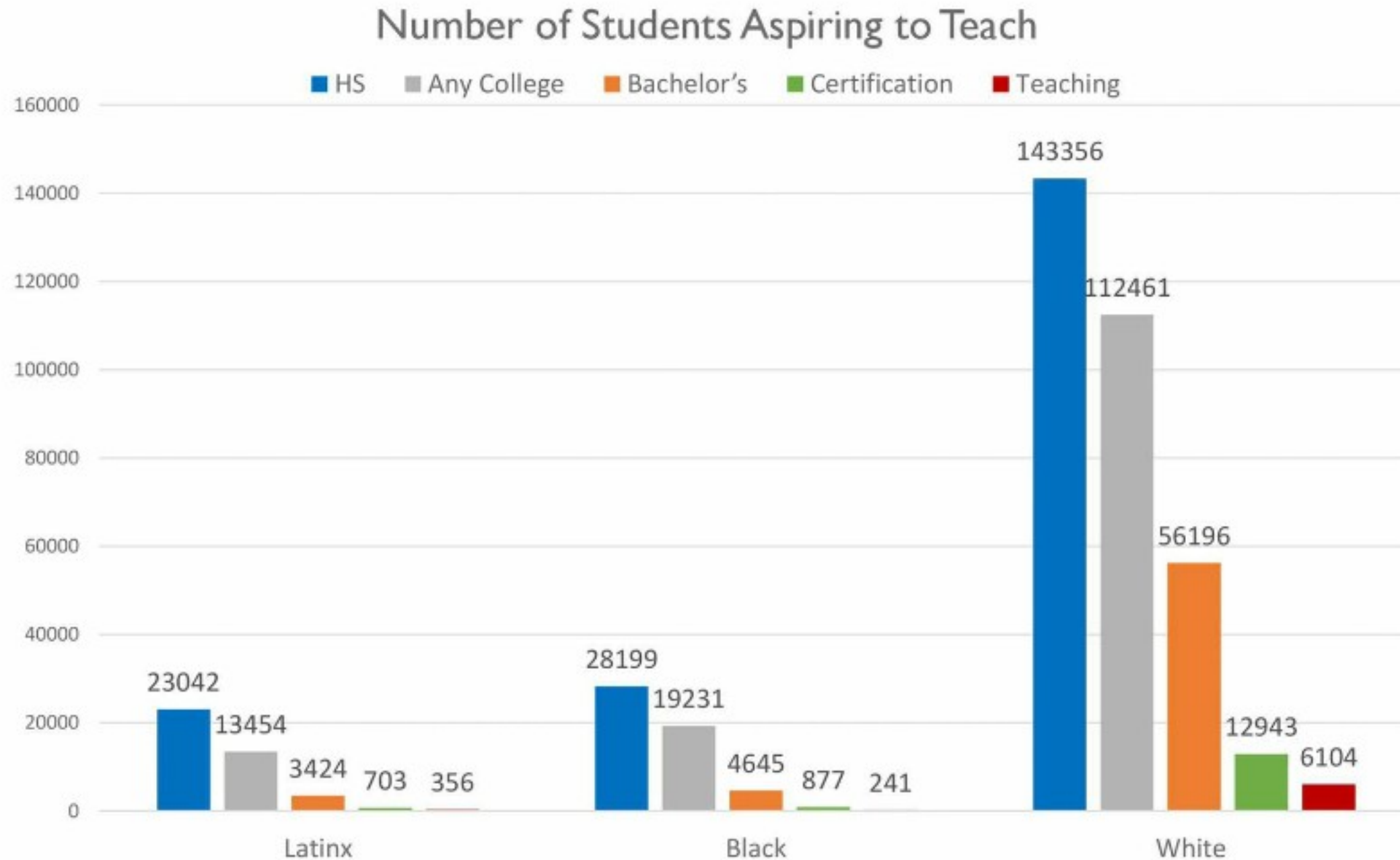
MISMATCH BETWEEN SUPPLY AND DEMAND:

We lose diverse candidates at each step in the pipeline



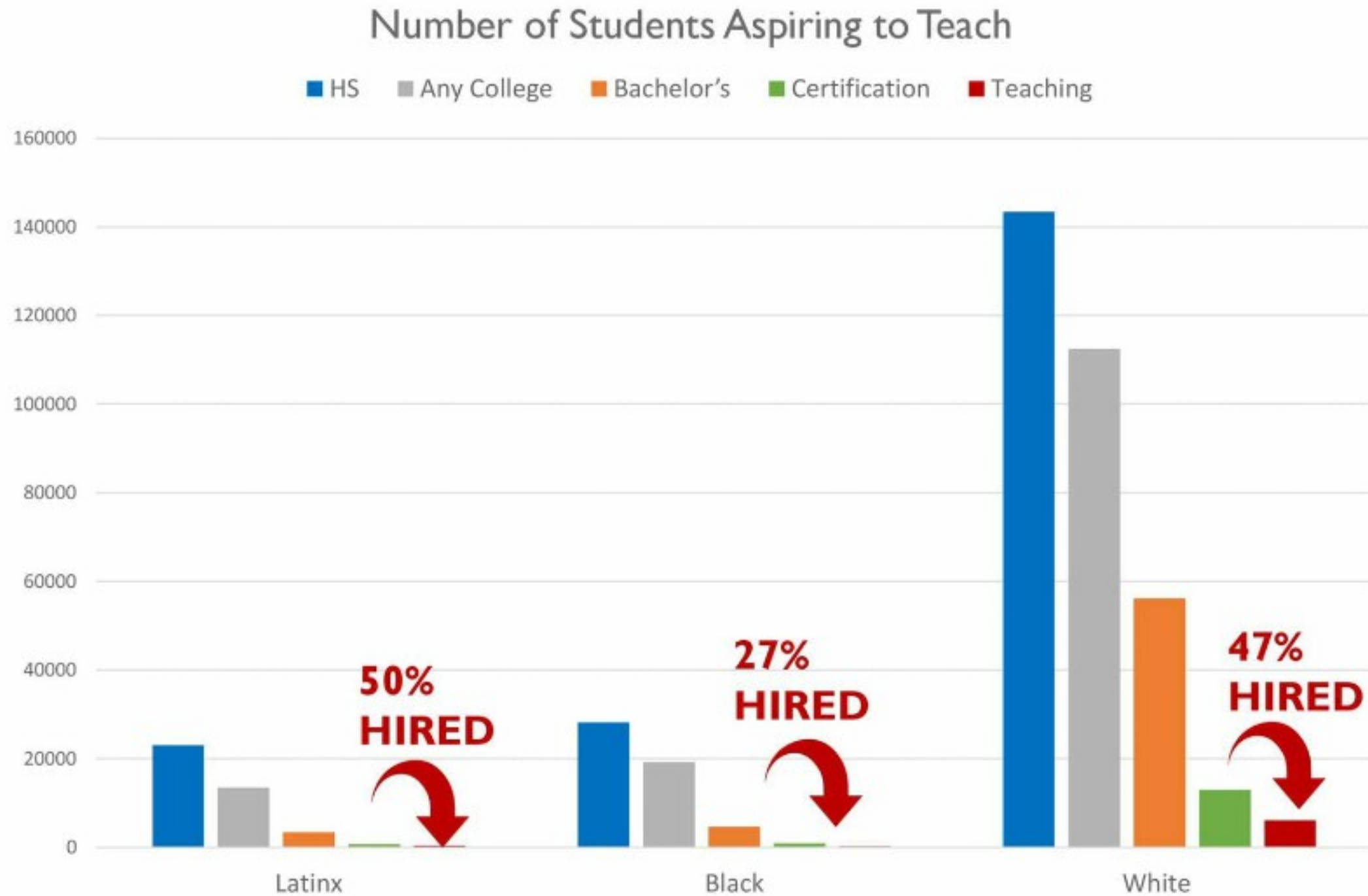
MISMATCH BETWEEN SUPPLY AND DEMAND:

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MISMATCH BETWEEN SUPPLY AND DEMAND:

We lose diverse candidates at each step in the pipeline



How do we get more students of color into the teaching profession?

Offer scholarships

Possibly offer more financial aid programs like MTI

Incentivize through pathways

By providing positive feedback and information on the Hiring process

Teaching programs and financial help geared towards minorities do they have pointed supports

Improve education and career opportunities when they're young

Have teachers of color be mentors to students interested in teaching.

elevate the teaching profession

Early awareness of program and scholarship/financial aid options for teaching programs

How do we get more students of color into the teaching profession?

More mentors More marketing

Pathways with financial incentives and supports.

Inform them on how important it is to learn from someone who looks like them and can relate to their background.

Increase teacher salary and school funding, decrease cost of college

Incentive programs such as They Call me Sir.

Provide positive information on the profession. Shadow days.

Discussing the importance of teaching and talking to them about different opportunities that are out there.

Scholarships, financial aid, degree programs in diverse areas

Increase diversity in school districts

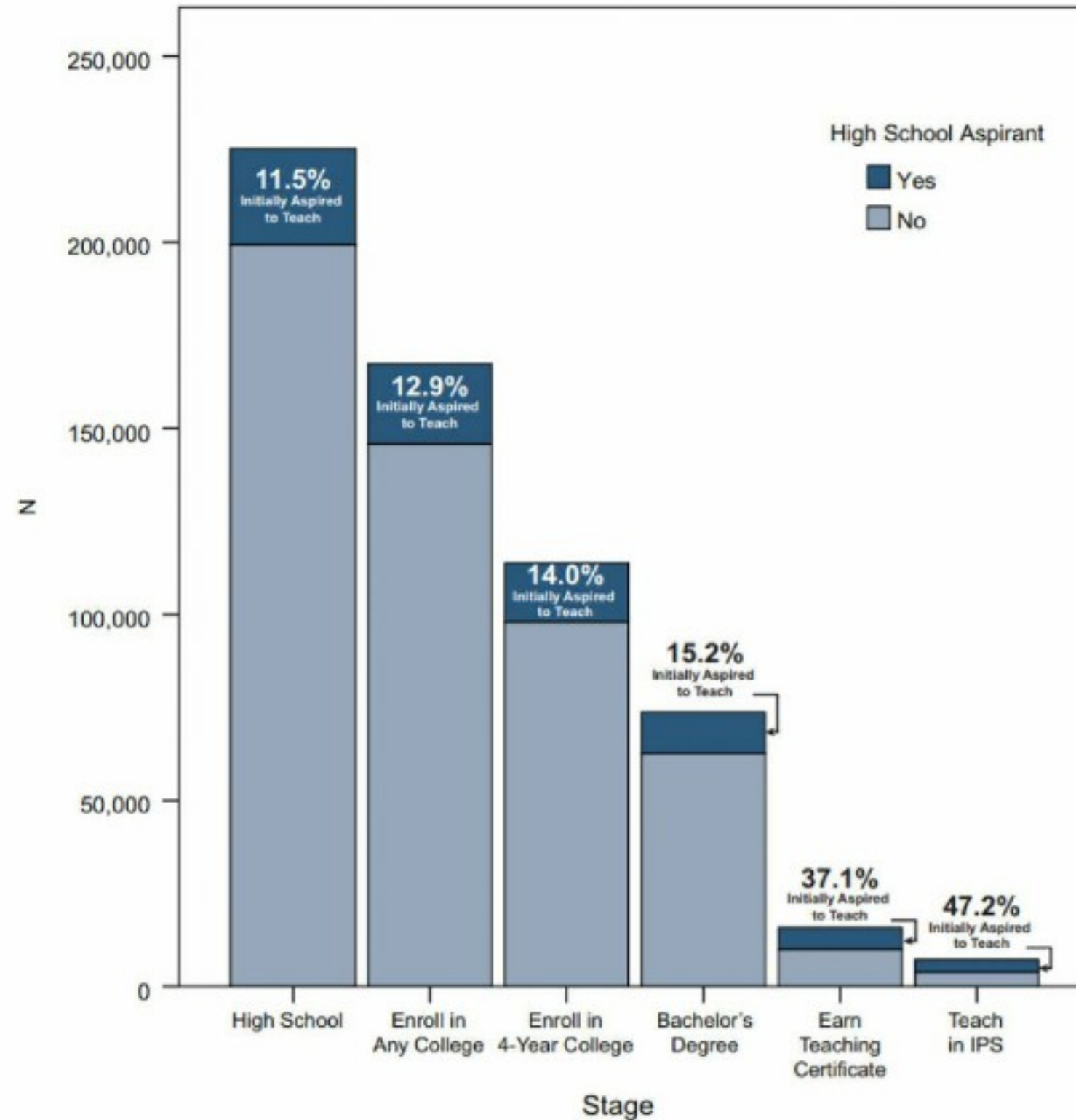
How do we get more students of color into the teaching profession?

Most minority's are looking for high paying jobs so an increase in salary would start the talk. Increase the availability resources for the transition

By valuing the profession more. Many teachers, especially in cps go through so much from higher ups. If students see that their teachers are valued, they may take interest in the profession

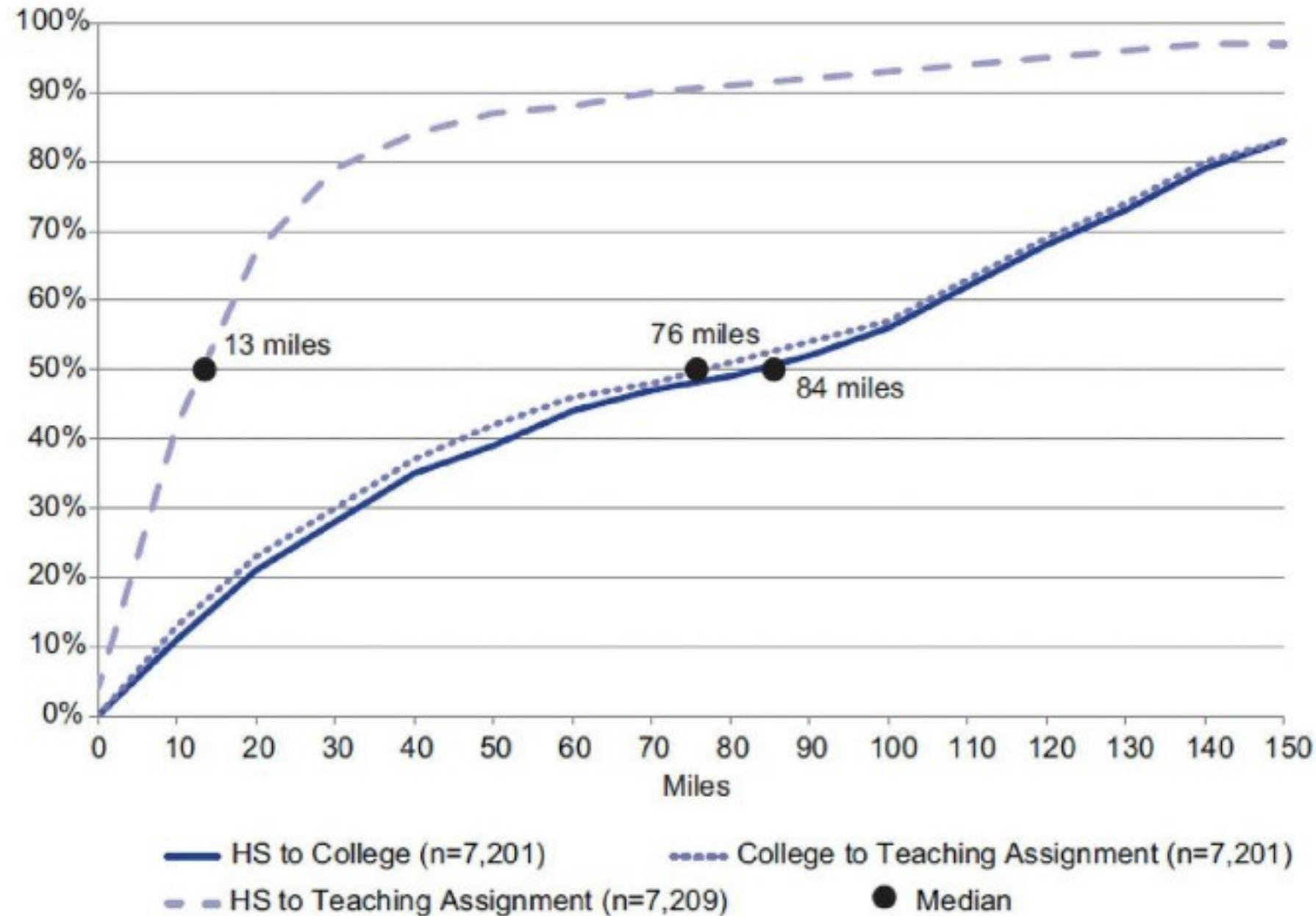
WHAT WE KNOW ABOUT IL CANDIDATES' PATHWAY TO TEACHING

TEACHING IS STICKY: 47% of IL public school teachers wanted to teach as HS juniors.



The Student Has Become the Teacher: Tracking the Racial Diversity and Academic Composition of the Teacher Supply Pipeline, IERC, 2013

CHICKENS COME HOME TO ROOST: Median distance between HS and Teaching Assignment is 13 miles.



TEACHER PAY IS HIGHER THAN MOST BELIEVE

1. Public underestimates teacher pay:

- Public estimates national average salary of U.S. K-12 public school teachers to be \$40,587, more than 30 percent below the real National Center for Education Statistics figure of \$58,064.
- Average teacher pay in IL in 2018 was \$65,721.
- Even teachers underestimated the average teacher salary by about 20 percent.

2. New state law moves minimum teacher salary to \$40,000 by 2023-24 school year with four-year phase in.

SHARING YOUR IDEAS ON HOW BEST TO ADDRESS THE SHORTAGE

What should policy makers be doing to insure that all students have access to excellent teachers?

The starting salary vs the student loan debt. The importance of having a counselor available.

Teachers to talk to students about the positives of profession
Colleges to promote the profession

As a counselor or advocate, what would be helpful to you as you encourage students to consider teaching?

Providing statistics as to the salary and pd opportunities as well as contact info for current teachers/possible mentors

Concrete resources and statistics to relay to students.

Salary data

How entry level pay compares to other entry level jobs (accounting, sales, marketing)

Job shadowing, subject areas of need (job outlook), opportunities for advancement, different pathways

Average salaries for teachers in nearby areas, job demand data

Breaking down all the different aspects in teaching rather than saying teaching as a whole. Details and examples give students the ability to connect to that position

Statistics and different resources.

Job shadow programs. Workshops to combat the stereotypes of the teaching profession

As a counselor or advocate, what would be helpful to you as you encourage students to consider teaching?

Providing access to quality information that is more accurate than people's current perceptions especially salary

I would challenge them to change the world by planting the seed in a mind of a student so that they might change the world.

Data on job opportunities.
Fringe benefits.

Pathways to direct students to based on their interests and skill set

Information on the areas of education most needed.
(Content area)

Schools are everywhere--
students can choose to teach in their communities or across the country.

Letting students know what changes are coming, knowing more information about job opportunities, early shadow options

The salary vs the student loan debt. Show the importance of having a counselor available.

As a policy maker, what would be helpful to you as you work to put in place policies that increase the number of teachers?

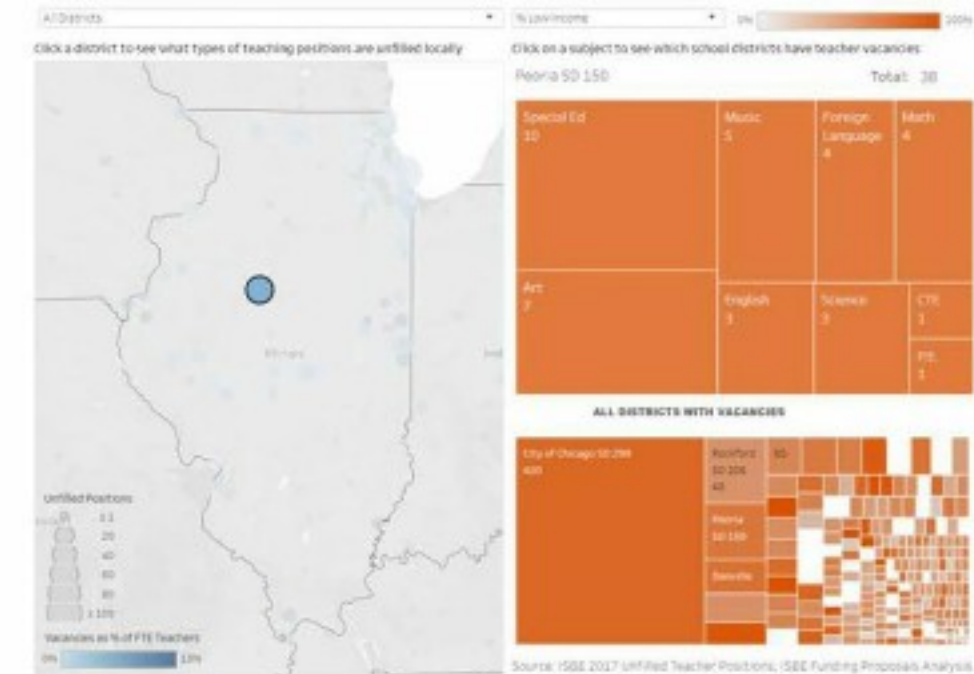
RESOURCES

RESOURCES AVAILABLE TO COUNSELORS AND STUDENTS:

State funded teacher pipeline programs

Name	Who can apply?	What is provided?
Golden Apple Scholars of Illinois	High school seniors, first and second-year college students	Up to \$23,000 tuition and assistance; paid summer internships in teaching; on-going support in early years of teaching
Minority Teachers of Illinois	Prospective and current undergraduate and graduate students	\$5,000 in tuition support for each year up for to four years
SPED Tuition Waiver	Prospective and current undergraduate students. Graduate students who are currently teachers	Full tuition and mandatory fees at IL public 4-year
Grow Your Own	Undergraduates. Other adults who earn licensure while working full-time	Candidates are supported by providing forgivable loans to cover tuition, books, and other expenses.
Teach For America	Bachelor degree holders	Training and support before and during teaching experience
Illinois Teachers Loan Repayment Program	Teachers who have completed 5-years of teaching in school serving students from low income households	Matches federal loan forgiveness for up to \$5,000/year

Advance Illinois' *Data Desk*



RELATED EFFORTS TO SUPPORT THIS WORK

- **Underway:**
 - **Diversity:**
 - ISBE's Diverse and Learner Ready Teachers
 - **Data:**
 - ISBE's Partnership for Educator Preparation (PEP) initiative
 - **District / Prep Program Partnerships:**
 - ISBE's Continuous Improvement Community of Practice
 - Illinois Ed Prep Impact Network with Deans for Impact
 - ISBE's Teacher Residency Planning Grant
 - **Teacher Leadership:**
 - ISBE's Teacher Leader Problems of Practice
 - **HS pathways into the profession:** SEPI Initiative
- **Potential Future:**
 - ISBE's "Partnership Grants"

**COLLEGE AND CAREER
PATHWAY ENDORSEMENTS:
*SCALING EDUCATION PATHWAYS IN
ILLINOIS (SEPI) INITIATIVE***



College & Career Pathway Endorsements



Education Systems Center

NORTHERN ILLINOIS UNIVERSITY

Focus Areas

College &
Career Pathways



Bridges to
Postsecondary



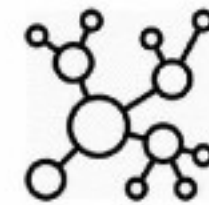
Data Impact &
Leadership



Statewide



Community
Networks



Strategic
Projects

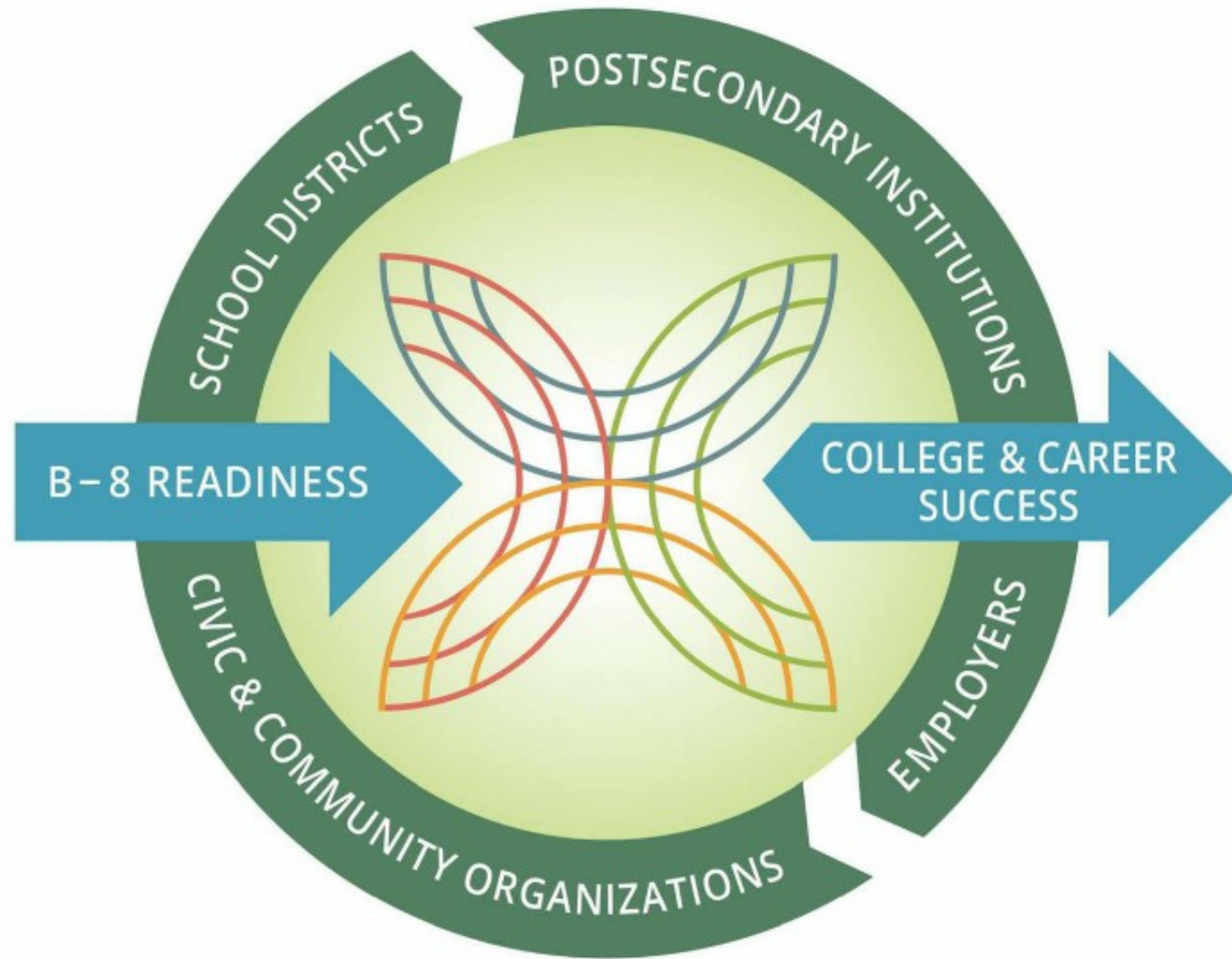


Postsecondary and Workforce Readiness Act

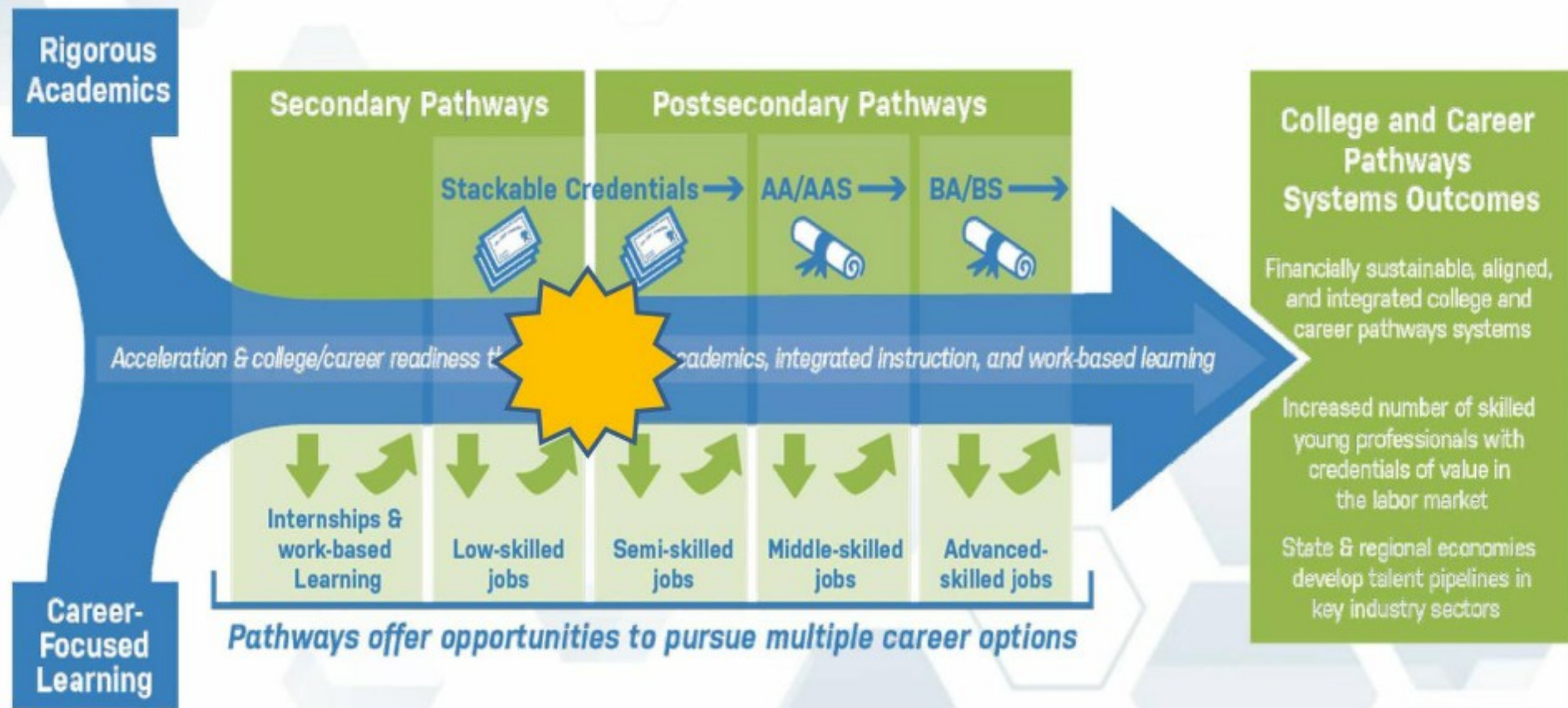
- **Public Act 99-0674** (HB 5729); signed by Governor on 7/29/16
- **Four components:**
 - Postsecondary and Career Expectations (PaCE)
 - **College & Career Pathway Endorsements on High School Diplomas**
 - Scaling of 12th Grade Transitional Courses
 - Pilot of Competency-based High School Graduation Requirements

www.pwract.org





College & Career Pathways Framework



Endorsement Areas

 **FINANCE &
BUSINESS SERVICES**

**INFORMATION
@ TECHNOLOGY**

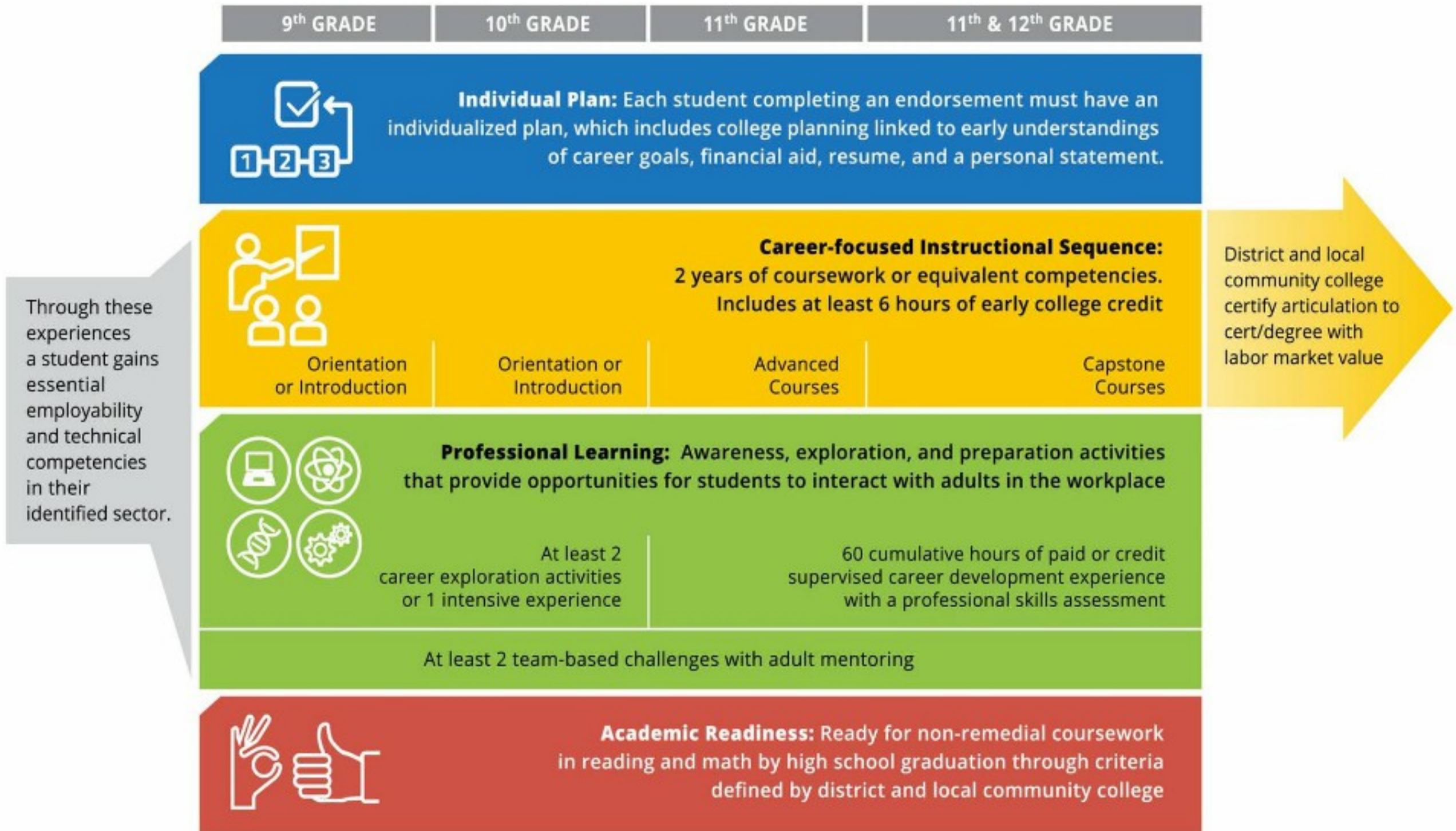
**HEALTH SCIENCES
& TECHNOLOGY**

**MANUFACTURING,
ENGINEERING,
TECHNOLOGY & TRADES**

ARTS & COMMUNICATIONS

**HUMAN & PUBLIC
SERVICES**

 **AGRICULTURE
FOOD & NATURAL
RESOURCES**





Scaling Education Pathways in Illinois (SEPI)

Overview

SEPI: Origins

- Teacher Shortage
 - The Teacher Leadership & Effectiveness (TLE) of the P-20 Council
 - Joyce Foundation
- PWRAct: College and Career Pathway Endorsements
 - College & Career Readiness (CCR) Committees



Scaling Education Pathways in Illinois (SEPI)

Addresses the State's teacher shortage by funding community collaborations that will build education pathway systems that begin in high school and continue on through to initial teacher placement

SEPI: Eligible Collaborations

Eligible collaborations had to include all of the following partners:

- A school district or collaboration of school districts including at least 4 high schools
- The exclusive bargaining representative(s) of the partner districts;
- community college or university offering dual credit coursework associated with the pathway program;
- Accredited teacher preparation program
- Community-based organization or other nonprofit organization supporting elements of the program.

SEPI: Required Activities

The partnerships funded commit to the following activities as a part of the project:

- Implement an *Education College and Career Pathway Endorsement*. High school students must be eligible to graduate with the Endorsements no later than the class of 2022.
- Incorporate the Education Technical and Essential Employability competencies adopted by the State.
- Provide placement and initial career supports for students seeking the education pathway upon completion of their post-secondary degrees;
- Promote the educator profession by marketing the viability of the profession and labor demand information
- Include strategies to ensure equity, commit to the utilization of data, and participate in a yearlong Community of Practice supported by experts in the field.

SEPI: Member Collaboratives

8 collaborations funded through project, **representing 21 school districts, 36 high schools, and 15 colleges/universities** throughout the state

- Springfield District 186
- District 214
- Rock and Mississippi Valley Collaborative / Inspire MORE
- Southern Illinois Network for Future Teachers
- Plainfield District 202
- Quincy Rural Education Collaborative
- College of DuPage / Indian Prairie HSD 204
- Fayette and Marion Counties Rural Collaborative

SEPI: Pathway Participants

It is expected that first cohort of students graduating with the high school endorsement will be the Class of 2021 with over 450 students statewide.

That # increases to over 700 students by the Class of 2023



SEPI: Community of Practice

- 2 in-person Meetings
 - 1 in Summer/Fall and 1 in the Spring
 - Full day Sessions in central location
 - Break-out sessions, expert panels, opportunity to network
 - Key district and school staff
- Bi-monthly Webinars in between
 - 1 to 1.5 hours
 - Presentations and Technical assistance

For more information

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- **Jim O'Connor**, Project Director at Advance Illinois: joconnor@advanceillinois.org