Tools to Strengthen Educator Pipelines and Address Shortages

August 23, 2019
Webinar Norms

- Your line is muted to improve audio quality during the presentation.
- Please use the chat box to ask questions anytime.
- We will pause periodically throughout the presentation to respond to questions from the chat box.
August Webinar Series

Talent Management Strategies for High-Need Contexts

Reflecting on Equitable Access from Hawaii to Wisconsin
Three Phases

1. Assess, Plan, & Prepare
2. Implement, Monitor, & Improve
3. Scale-Up & Sustain
Objectives

- Explore research and best practices for strengthening educator pipelines through diversifying the educator workforce and addressing special education teacher shortages.

- Preview toolkits from the Center on Great Teachers and Leaders (GTL Center), the CEEDAR Center, and the Learning Policy Institute that can help states, regions, districts, and educator preparation programs strengthen educator pipelines and address shortages.
Presenters

- **Dr. Meg Kamman**: Co-Director of Technical Assistance Strategy and Technology, CEEDAR Center
- **Lindsey Hayes**: Senior Researcher, GTL Center
- **Ryan Saunders**: Policy Advisor, Learning Policy Institute
Poll
Guiding Principles

Strengthening educator pipelines and addressing shortages requires:

- An unwavering commitment to **equity** for every student.
- A focus on **local context** and needs.
- Collaboration across stakeholders to address **all stages of the educator career continuum**.

**CHAT POD:** Who do you think are the most important stakeholders for strengthening pipelines and addressing shortages?
Insights on Diversifying the Educator Workforce: A Data Tool for Practitioners
Figure 2. Percentage distribution of teachers in public elementary and secondary schools, by race/ethnicity: Selected years, 1987–88 through 2011–12

Diverse Educators

- Hold high expectations for minority students.
- Serve as role models for students.
- Make more equitable assignments to gifted and talented programs.
- Improve disciplinary outcomes for students.
- Improve academic outcomes for students.

Source: Villegas & Irvine (2010)
Diversifying the Educator Workforce Is About Educator Effectiveness

Diversifying the Education Profession

Embedding Culturally Responsive Practice

Providing Access to Effective Educators for All Students
Starting Point: Data, Root Cause, & Context

Where do the gaps start?

What are the root causes for gaps?

Context is crucial!
INSIGHTS ON DIVERSIFYING THE EDUCATOR WORKFORCE

A Data Tool for Practitioners

The Development of GAPS

The Minority Hiring FUNNEL

Educator and Student PARITY GAPS
The Development of GAPS

Percentage White
- 50% 51% 52%
- 59% 65% 66% 63%

Percentage People of Color
- 41% 35% 34% 37%
- 27% 26% 26% 20% 20% 20% 19% 21% 18% 21% 23% 16%

Which stages contribute to the gap? Which maintain it? Which close it?
The Development of GAPS

Mock Data

Percentage White

Percentage People of Color

Student Population  Submitting Applications  Passing Initial Screening  Participating in District Interviews  Participating in School Interviews  Selected  Accepted Offer  3-Year Retention  5-Year Retention

80%  80%  81%  79%  82%  79%  77%  84%

20%  20%  19%  21%  18%  21%  23%  16%
Which groups are most underrepresented in the workforce?

- **White**: -30%
- **African American**: 19%
- **Latino/a**: 8%
- **Asian American**: 1%
- **Native American**: 2%
- **Teachers of Color Combined**: 30%
The Development of GAPS

Actual State Data

Percentage White

67% 70% 77% 76% 88% 91% 93% 94% 94%

34% 40% 54% 52% 76% 81% 86% 88% 88%

Percentage People of Color

33% 30% 23% 24% 12% 9% 7% 6% 6%

Student Population
Public School Enrollment
High School Graduation
Postsecondary Program Applied
Teacher Preparation Program Admitted
Education Bachelor’s Degree Conferred
Pass State Licensure Test
Certified
Submitting Applications
Passing Initial Screening
Participating in District Interviews
Participating in School Interviews
Selected
Hired
3-Year Retention
5-Year Retention

Center on Great Teachers and Leaders at American Institutes for Research
Accessing the Toolkit

**INSIGHTS ON DIVERSIFYING THE EDUCATOR WORKFORCE**
A Data Tool for Practitioners

**Insights on Diversifying the Educator Workforce: A Data Tool for Practitioners**

Use this free, user-friendly tool to identify and visualize diversity gaps across the entire educator career continuum, from "future teachers" graduating from high school and entering preparation programs, to preservice teachers entering the educator workforce, and growing and developing into experienced classroom instructors.

State education agencies, educator preparation programs (EPPs), regional education agencies, and districts can use the data tool to do the following:

- Reveal insights about the diversity of the educator workforce at the state, district, school, or EPP level.
- Identify the main drivers behind the existing disparities within the educator workforce.
- Pinpoint crucial points across the educator career continuum where implementing carefully selected strategies can help diversify the educator workforce and improve equitable access.

Download the Data Tool Guidebook
Educator Shortages in Special Education: Toolkit for Developing Local Strategies
What Research Tells Us

- Special education teacher shortages increased from less than 5 percent in 2011 to 8 percent in 2016-17.
- The number of fully-certified special education teachers employed in U.S. schools decreased to 318,000 in 2016-17, lower than it had been since the mid-1990s.
- Student to teacher ratios in special education increased from 14:1 in 2005 to 17:1 in 2016.

Source: Sindelar (2019)
Equity Issues

- Ninety percent of high-poverty school districts report difficulty attracting qualified special education teachers.
- There are severe and persistent shortages of special educators from diverse backgrounds.

Source: Fall & Billingsley (2011)
Preparation Matters

- Fully-prepared special education teachers improve outcomes for students with disabilities and are more likely to remain in teaching than teachers prepared through “fast-track” routes.

- However, districts facing shortage crises are left with few choices and often resort to fast-track certified teachers with little preparation and no classroom experience to fill positions.

Source: Feng & Sass (2013)
The Challenge

- Short-term solutions create a revolving door.
- Long-term solutions take time!

CHAT POD: What are you seeing in your context as the greatest challenges around special education teacher shortages?
The Opportunity

- We need a comprehensive educator talent management framework that:
  - Encompasses the entire educator career continuum
  - Considers unique local contexts
  - Clarifies partner roles
Special Education Shortages Toolkit
Primer

- **PURPOSE:** A one-stop shop for the latest research and talking points on special education shortages.

- **AUDIENCE:** SEA and LEA leaders, policymakers, educator preparation providers, and practitioners
Preparing and Retaining Effective Special Education Teachers: Short-Term Strategies for Long-Term Solutions

- Offers a high-level overview of evidence-based short-term strategies that complement longer-term, systemic solutions to special education teacher shortages.
Learning Policy Institute Teacher Shortage Solutions Toolkit

Tools for Solving the Teacher Shortage

To give every child a quality education, we need a quality teacher in every classroom. But severe teacher shortages in communities across the country deprive many children of the opportunities they need to prepare for college, a career, and civic participation.

In 2017, more than 100,000 teaching positions were filled by teachers with inadequate training. Because they are underprepared for the challenges of the classroom, these teachers are less effective and more likely to leave the profession. At the same time, uncompetitive compensation, high student debt, and poor teaching conditions can drive out...
Facilitation Guide

- **PURPOSE:** Helps teams identify and implement a combination of short- and long-term educator talent management strategies to create comprehensive special education teacher shortage solutions that address local context and needs.

- **AUDIENCE:** State teams consisting of state, regional, local, and educator preparation program stakeholders
Shortage Guiding Principles

1) Shortages are a local issue.
2) Shortages are an equity issue.
3) Shortages can impact any stage of the career continuum.
4) Shortages require collaboration across partners at all stages of the career continuum.
Data Tool

- **PURPOSE:** Tool for identifying and visualizing special education teacher shortages across the career continuum.

- **AUDIENCE:** State teams consisting of state, regional, local, and educator preparation program stakeholders

**CHAT POD:** What kinds of data sources are you currently using to examine special education teacher shortages?
Data Tool Lenses

- **Development of Gaps:** Compares the attrition of special education teachers with the attrition of the overall teacher population throughout the career continuum.

- **Teacher Hiring Funnel:** Focuses on the educator career continuum specifically for special education teachers, identifying the most significant moments of attrition.

- **Accountability Score Results:** Identifies how special education teacher attrition varies across districts and schools based on outcomes for SWDs as measured by Every Student Succeeds Act (ESSA) accountability scores.
Selection Tool

- **PURPOSE:** Helps teams identify, select, implement, and continuously improve educator talent management strategies to address special education teacher shortages.

- **AUDIENCE:** SEA and LEA leaders, policymakers, educator preparation providers, and practitioners

- **COMING SOON!**
Explore the Toolkit

Special education teacher shortages have existed for decades. Unfortunately, the urgent need for short-term solutions to fill vacancies often works in opposition to long-term, systemic efforts to create an effective teacher workforce.

The Educator Shortages in Special Education Toolkit is organized around the guiding principle that short-term strategies to meet immediate demand must be intentionally paired with long-term, systemic strategies to attract, prepare, and retain effective special education teachers to create comprehensive shortage solutions.

Partners
The Toolkit is the result of a collaborative effort between the Center on Great Teachers and Leaders (GTL Center) and the Collaborative for Effective Educator Development, Accountability, and Reform (CEEDAR) Center, and was funded in part by the Office of Special Education Programs at the U.S. Department of Education.
Upcoming Webinars: Equity Strategies to Support Districts

Data-Driven Conversations to Improve Equitable Access Through Mentoring and Induction in High-Need Schools
August 27, 2019, 3–4 p.m. Eastern Time

NEW RESOURCE: Flipping the Readiness Paradigm: Tailoring Programs to Address the Achievement Gap and Teacher Shortages in High-Need Schools (GTL Center)
We appreciate your feedback!

Please share your thoughts about this webinar by clicking the survey link in the chat box.

The survey will take less than 2 minutes to complete.

https://www.surveymonkey.com/r/GTLWebinarAug23
References


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Advancing state efforts to grow, respect, and retain great teachers and leaders for all students