Why Schools Have Difficulty Staffing Their Classrooms With Effective Teachers

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The Schools and Staffing Survey
With the Teacher Follow-Up Survey

- Conducted by the Census Bureau for the U.S. Department of Education
- 7 cycles over 2½ decades:
- The largest source of information on teachers:
  - Sample: 55,000 teachers in 12,000 schools
  - Representing all 50 states

Figure 1. The Source of Data
Figure 2. Attrition in Teaching Is Higher Than in Many Occupations

Figure 3. Schools Suffer From a Revolving Door
(Numbers of Public School Teachers in Transition Into and Out of Schools Before and After 2011–12 School Year)

Hires 343,955

Teaching Force 3,385,171

Turnover 531,340

At Beginning of School Year  During School Year  After End of School Year

Source: Ingersoll, R., original analyses of 2011–13 Schools and Staffing Survey/Teacher Follow-Up Survey
Figure 4. Beginning Teachers Leave at Highest Rates
(Cumulative Percent Teacher Attrition, by Years of Experience: 1993–2003

Figure 5. Schools Vary in Teacher Turnover
(Percent Annual Public School Teacher Turnover, by Selected School Characteristics)

Source: Ingersoll, R., original analyses of 2000–2001 Teacher Follow-Up Survey
Figure 6. Job Dissatisfaction a Leading Factor Behind Teacher Turnover
(Percent Public School Teachers Reporting That Various Reasons Were Important for Their Turnover, 2012–13)

Percent

- Retirement: 18.7%
- School Staffing Action: 20.2%
- Family or Personal: 44.4%
- To Pursue Other Job: 36%
- Dissatisfaction: 55.7%

Source: Ingersoll, R., original analyses of 2012–13 Teacher Follow-Up Survey
Figure 7. Teachers’ Working Conditions Are Important for Turnover
(Of Those Public School Teachers Who Moved From or Left Their School
Because of Dissatisfaction, Percent Reporting Particular Sources of
Dissatisfaction, 2012–13)

Source: Ingersoll, R., original analyses of 2012–13 Teacher Follow-Up Survey
In 2010 President Obama proposed the “100k in 10” plan: Recruitment of 10,000 New Math/Science Teachers per year for 10 years.

But, between 2008 and 2009 alone:

- 32,650 math/science teachers left teaching
  Of them:
  - 10,265 retired
  - 20,100 left due to dissatisfaction

- 28,400 moved to other schools
  Of them:
  - Four times as many moved to affluent as to poor schools
Figure 9. The Leaky Bucket
We examined 15 best empirical studies conducted since the 1980s.

Three sets of outcomes:
• Teacher commitment and retention
• Teacher classroom instructional practices
• Student achievement

Most of the studies reviewed showed positive impacts.

The New Teacher Center (NTC; Santa Cruz, California) is the major provider in the United States.

Two of NTC’s many successful induction programs:

- Chicago Public Schools
- Broward County Public Schools (Florida)

https://newteachercenter.org/blog/2016/08/10/new-i3-research-shows-student-achievement-gains-continue-with-ntc-support/
Figure 12. The Teaching, Empowering, Leading and Learning Survey (TELL)

- Since 2002 used in more than 30,000 schools in 23 states
  
  www.telloregon.org
  
  www.tellkentucky.org

- An excellent diagnostic tool to gather information from teachers and principals on teaching conditions in schools:
  
  • How Adequate Are School Facilities and Resources?
  • How Effective Is School Leadership?
  • How Well Managed Is Student Conduct and Behavior?
  • How Supportive Are Community and Parents?
  • Is Sufficient Time Provided for Instruction and Preparation?
  • How Adequate Is Support for Instruction?
  • How Effective Is Professional Development?
  • Are There Appropriate Levels of Teacher Input Into Decision Making?
- Schools that are designed and run, collaboratively, by teachers.
- Teachers have collective autonomy to make the decisions influencing the success of a school, project, or professional endeavor.
- For information:
  - www.teacherpowered.org/
  - www.educationevolving.org/
For Further Information, Copies of Articles, Reports, etc.:

www.gse.upenn.edu/faculty/ingersoll

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Ideas Worth Sharing

➢ Please take a minute to think:

What did you learn, hear, or think about during this session that is important to share with your team?

➢ Write it down on your reflections and ideas worksheet