

Teacher Shortages: What Can States Do?

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August 19, 2017
CSG - West

NATIONAL BOARD

*for Professional
Teaching Standards®*

Founded in 1987

Founding Mission

- Maintaining high and rigorous standards for what accomplished teachers should know and be able to do;
- Providing a national voluntary system certifying teachers who meet these standards; and
- Advocating related education reforms to integrate National Board Certification in American education and to capitalize on the expertise of National Board Certified Teachers (NBCTs).

112,000 Board-certified
teachers nationally

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“The chief causes why in our time noble men are not as excellent in learning as they were in old times among the Romans and Greeks are these:

- The pride, avarice, and negligence of parents; and
- The lack or fewness of sufficient masters or teachers.”

-Sir Thomas Elyot (1557)

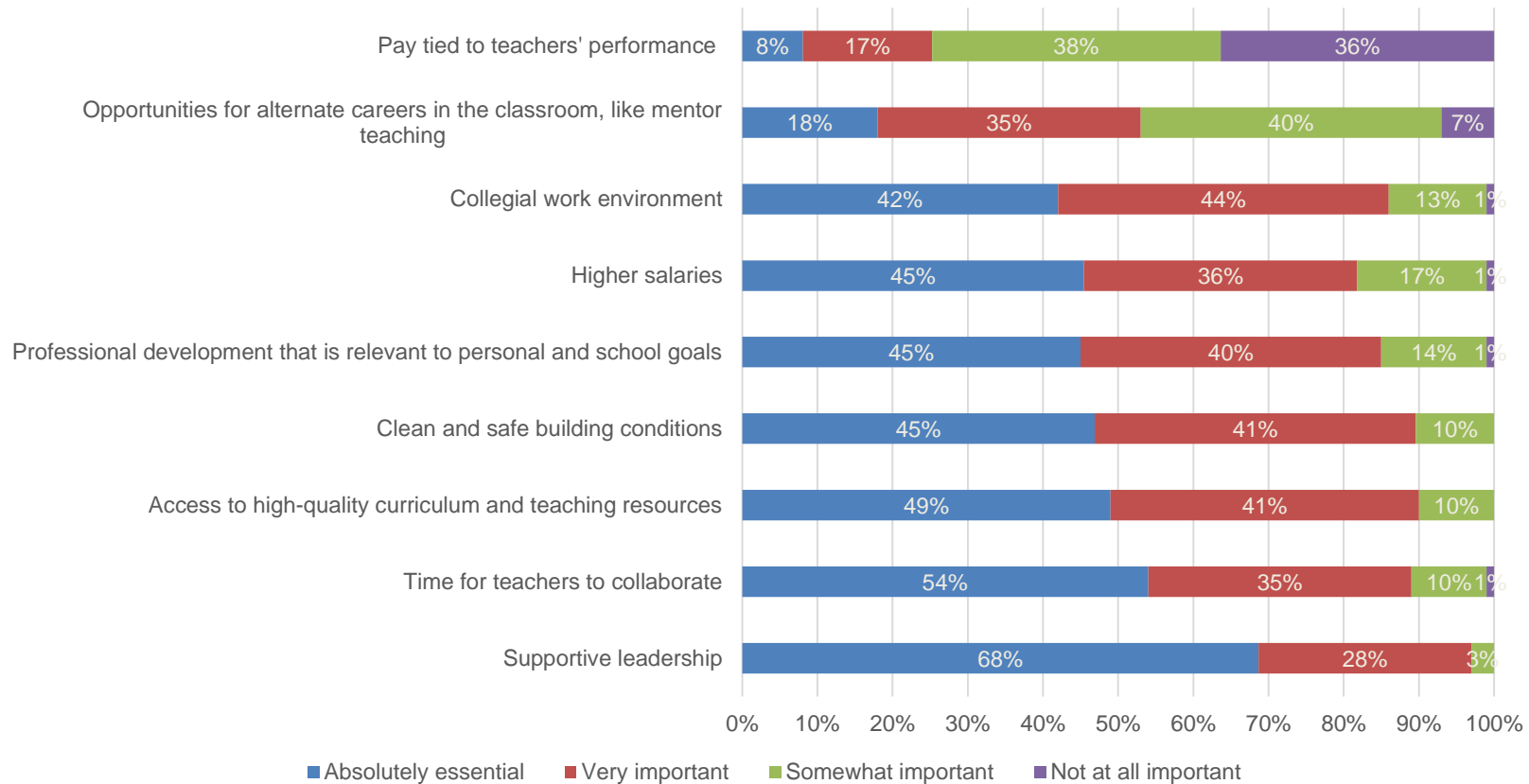
What Do We Mean by “Teacher Shortage?”

- Number of teacher vacancies?
- Applicants per position?
- Perceptions of quality of applicants?
- Pupil-teacher ratios?
- Number of emergency certificates issued?
- Teacher attrition?
- Teacher preparation program enrollment?

Creating a More Coherent Dialogue

- Build consensus on the most meaningful indicators of teacher shortage in your state context
- More precisely characterize subject- and geographic-specific teacher shortages
- Set targets by which to judge success in meeting your educator workforce goals
- Invest in teacher supply and demand data
- Don't delay addressing teacher shortages

Why do teachers leave?: Teachers' Views on Factors Impacting Teacher Retention



Primary Sources: *America's Teachers on America's Schools*, Bill & Melinda Gates Foundation, 2010.

http://www.scholastic.com/primarysources/pdfs/100646_ScholasticGates.pdf

Perceptions of where teaching falls short by “top-third” college students

Top third students not planning to teach: perceptions of teaching vs. their preferred occupation

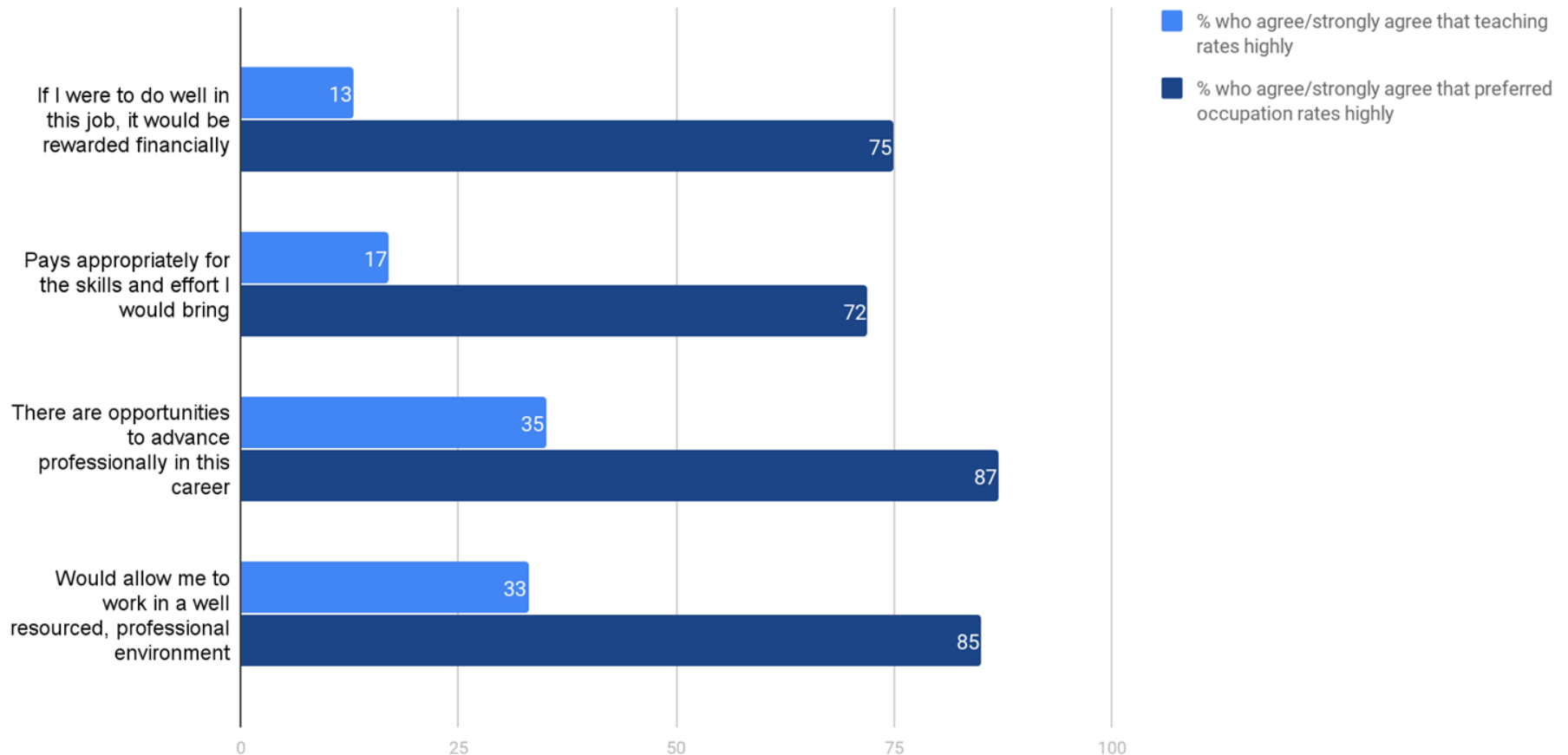


Exhibit 5: Perceptions of teaching vs. preferred occupation for top third students not planning to teach

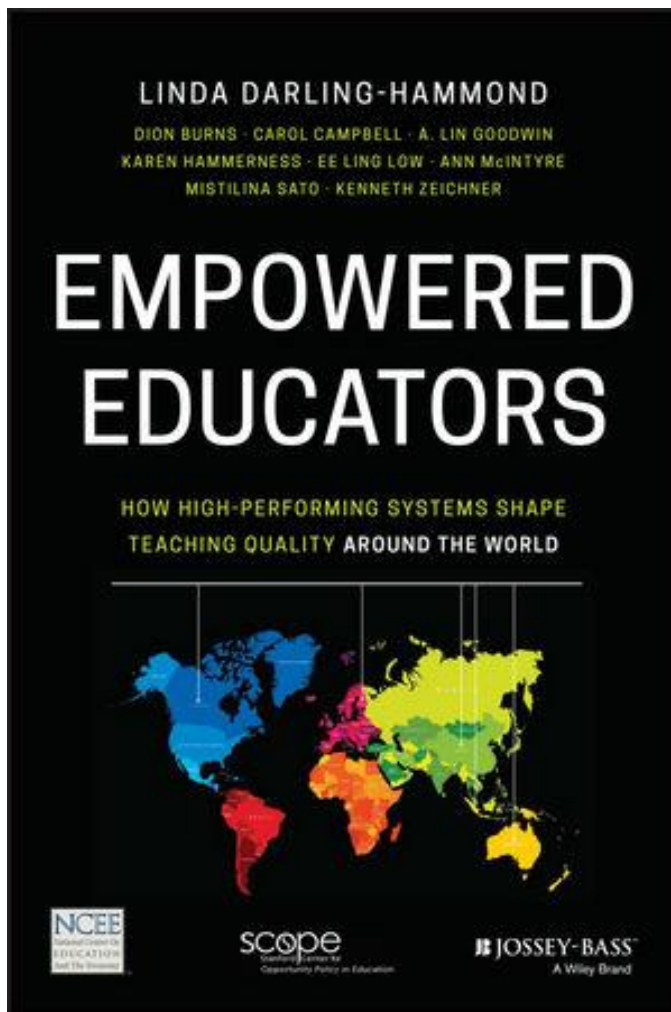
Top third students not planning to teach: perceptions of teaching vs. their preferred occupation
(ranked by importance of attribute)
Percent of respondents who agree or strongly agree with statement



SOURCE: Market research; McKinsey analysis

Research-based Strategies to Address Shortages Across the Continuum

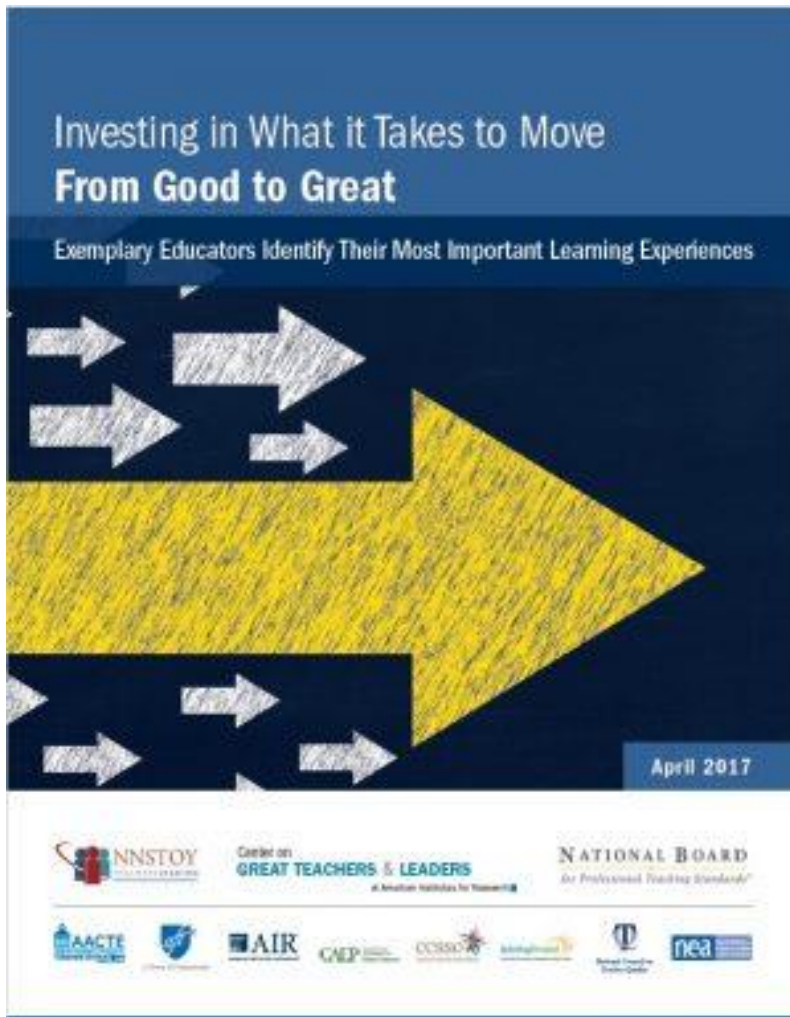
- High-school career academies including Educators Rising
- Grow your own programs
- Scholarships for future teachers, for example the North Carolina Teaching Fellows Program
- Strategic teacher recruitment
- Teacher residency programs
- Mentoring & induction programs
- Professional growth, career pathways, and teacher leadership opportunities
- Increased compensation



“Some countries work to recruit, prepare, retain, and support empowered educators. We can learn from them!”

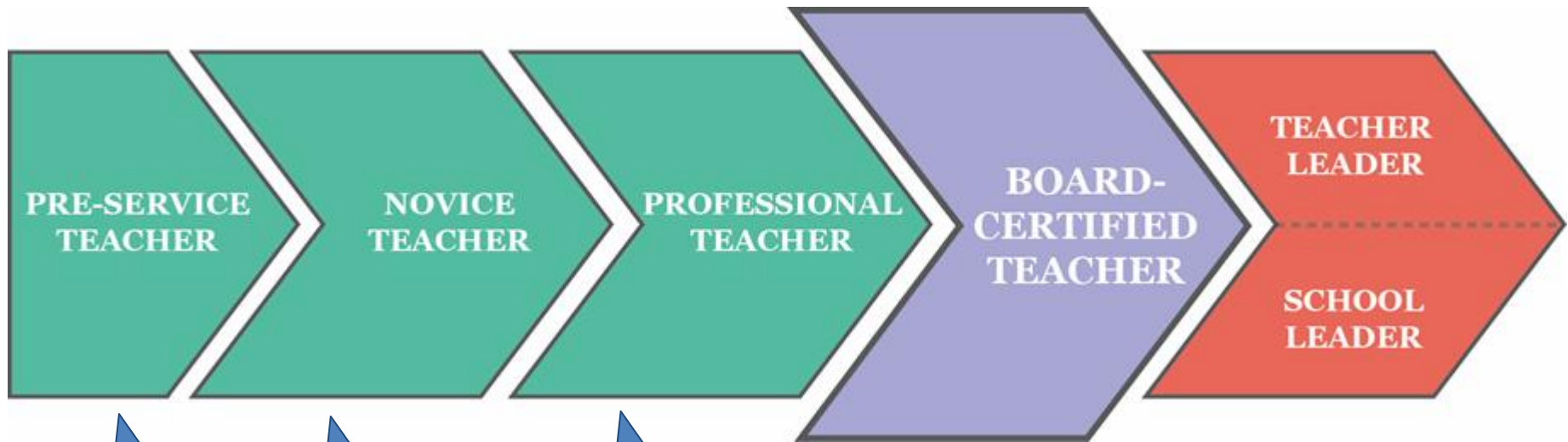
– Linda Darling-Hammond

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- **Preservice:** Extended clinical experiences
- **Novice teachers:** School leadership and mentors
- **Career teachers:** Formal learning grounded in practice
- **Teacher leaders:** Serving as mentors or coaches

A Professional Career Continuum for Teaching



NBCTs serve as cooperating teachers and expose pre-service teachers to accomplished teaching through tools such as ATLAS

NBCTs serve as mentor teachers to novice teachers

NBCTs lead professional learning in their schools and districts

Thank You

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