

# Addressing the Elephant in the Room about Teacher shortage

March 2023



What does the data say?

What is being done so far?

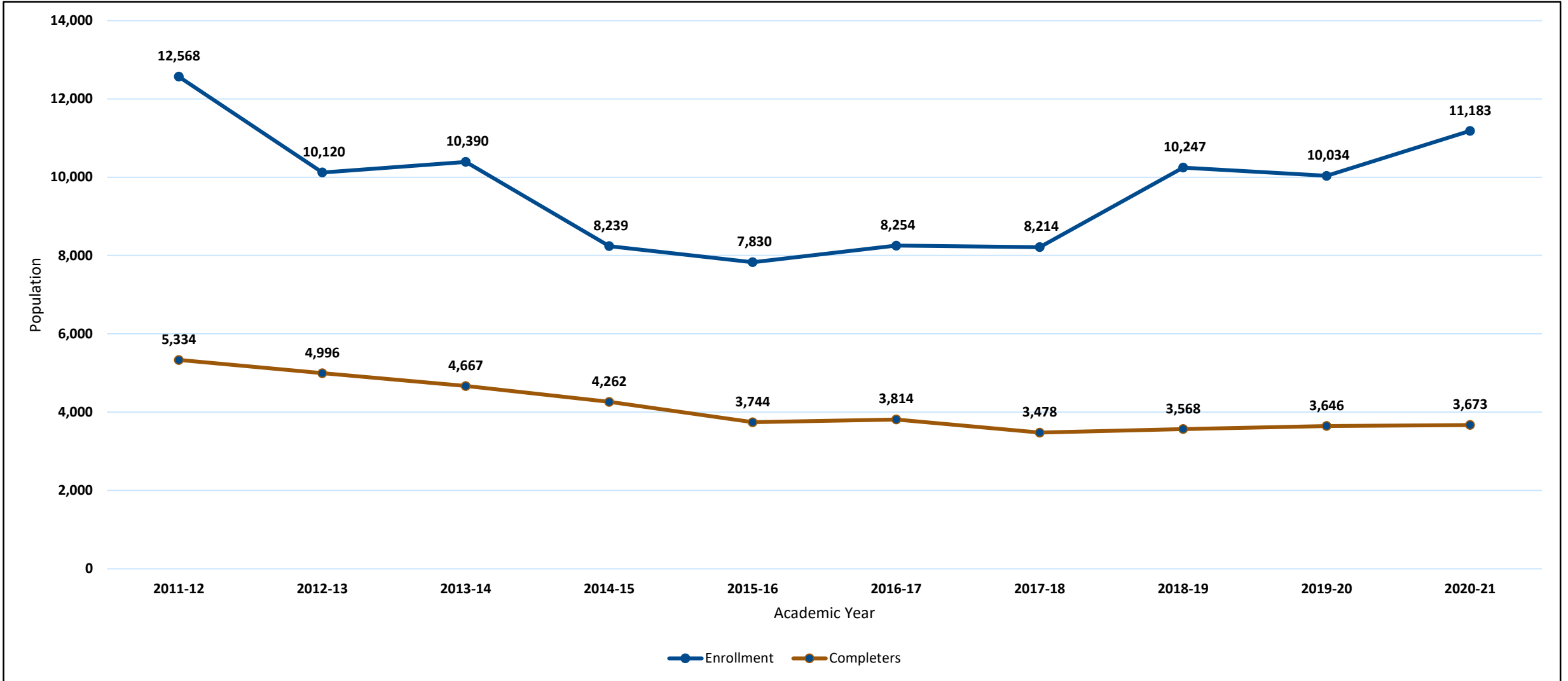
How do you elevate the teaching profession?

What is a successful narrative change project?

# Educator Preparation Program Enrollment



## 2011-12 to 2020-21

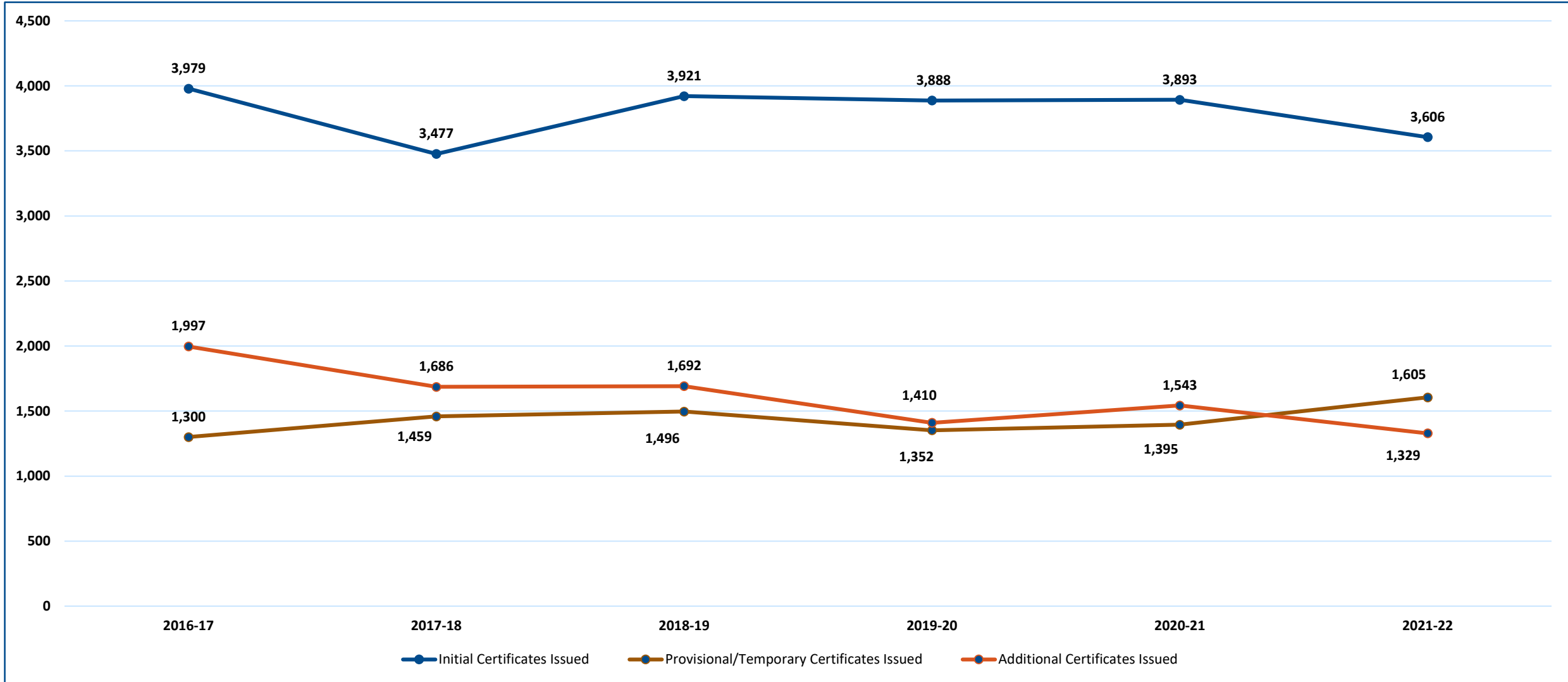


\*Missouri State Title II Report and data submitted for the Missouri Annual Performance Report for EPPs, Recruitment and Retention Report 2022

# Teacher Certificates Issued



## 2016-17 to 2021-22

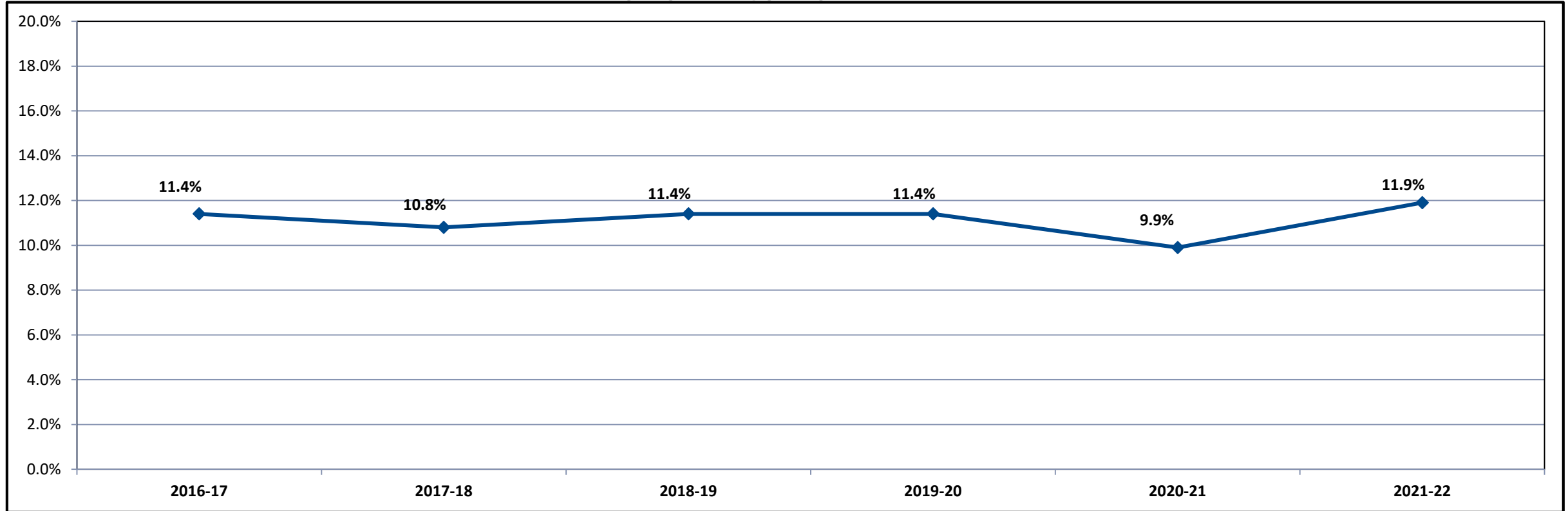


\* Missouri Educator Certification data, Recruitment and Retention Report 2022

# Teacher Hiring Rates



## 2016-17 to 2021-22



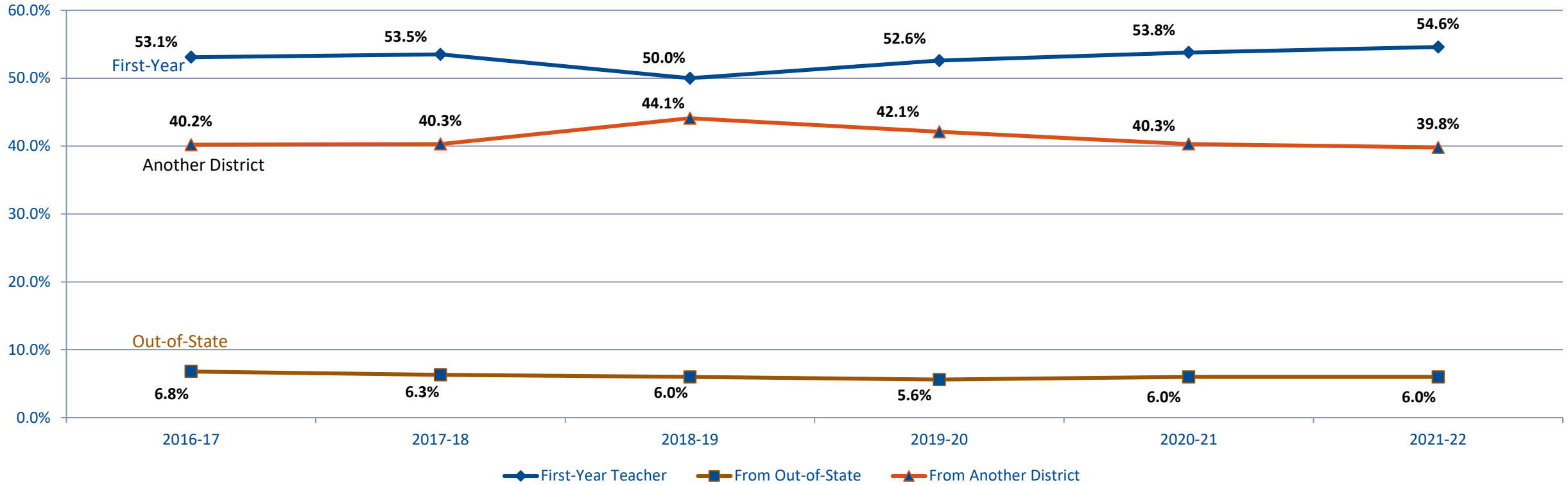
Hiring & Retention Rates 2016-17 to 2021-22						
School Year	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Total Teachers	70,244	70,618	70,816	71,170	70,832	71,713
District New Hires	8,024	7,649	8,061	8,091	7,031	8,547
Teacher Hiring Rate	11.4%	10.8%	11.4%	11.4%	9.9%	11.9%
Overall Teacher Retention Rate	88.6%	89.2%	88.6%	88.6%	90.1%	88.1%

\* Calculation based on filling any educator position regardless of the reason the position became vacant, Recruitment and Retention Report 2022

# District New Hires



## 2016-17 to 2021-22



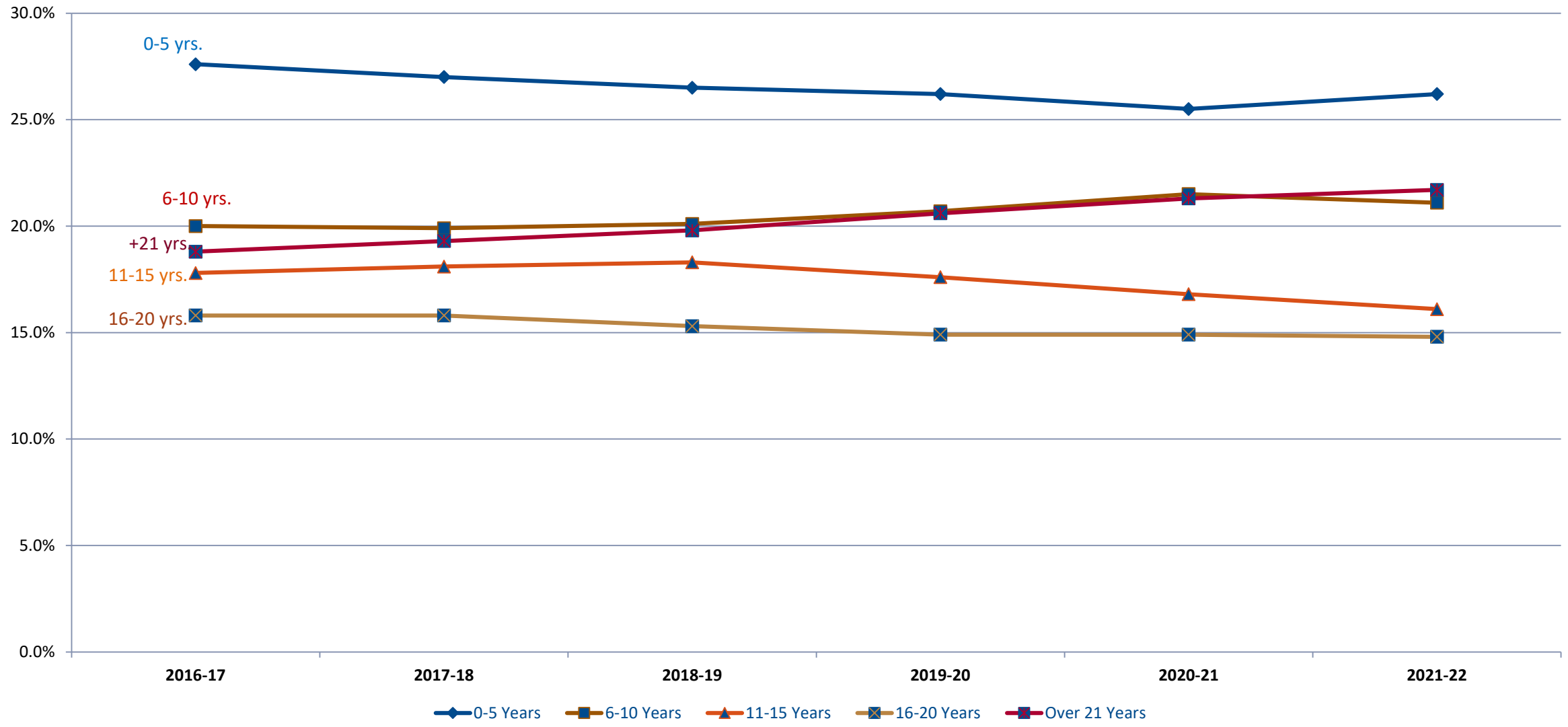
District New Hires 2016-17 to 2021-22						
School Year	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Total New Hires	8,024	7,649	8,061	8,091	7,031	8,547
First-Year Teachers	53.1%	53.5%	50.0%	52.6%	53.8%	54.6%
From Another District	40.2%	40.3%	44.1%	42.1%	40.3%	39.8%
From Out-of-State	6.8%	6.3%	6.0%	5.6%	6.0%	6.0%

\*October Cycle of the MOSIS/Core Data System, Recruitment and Retention Report 2022

# Teachers' Years of Experience



## 2016-17 to 2021-22

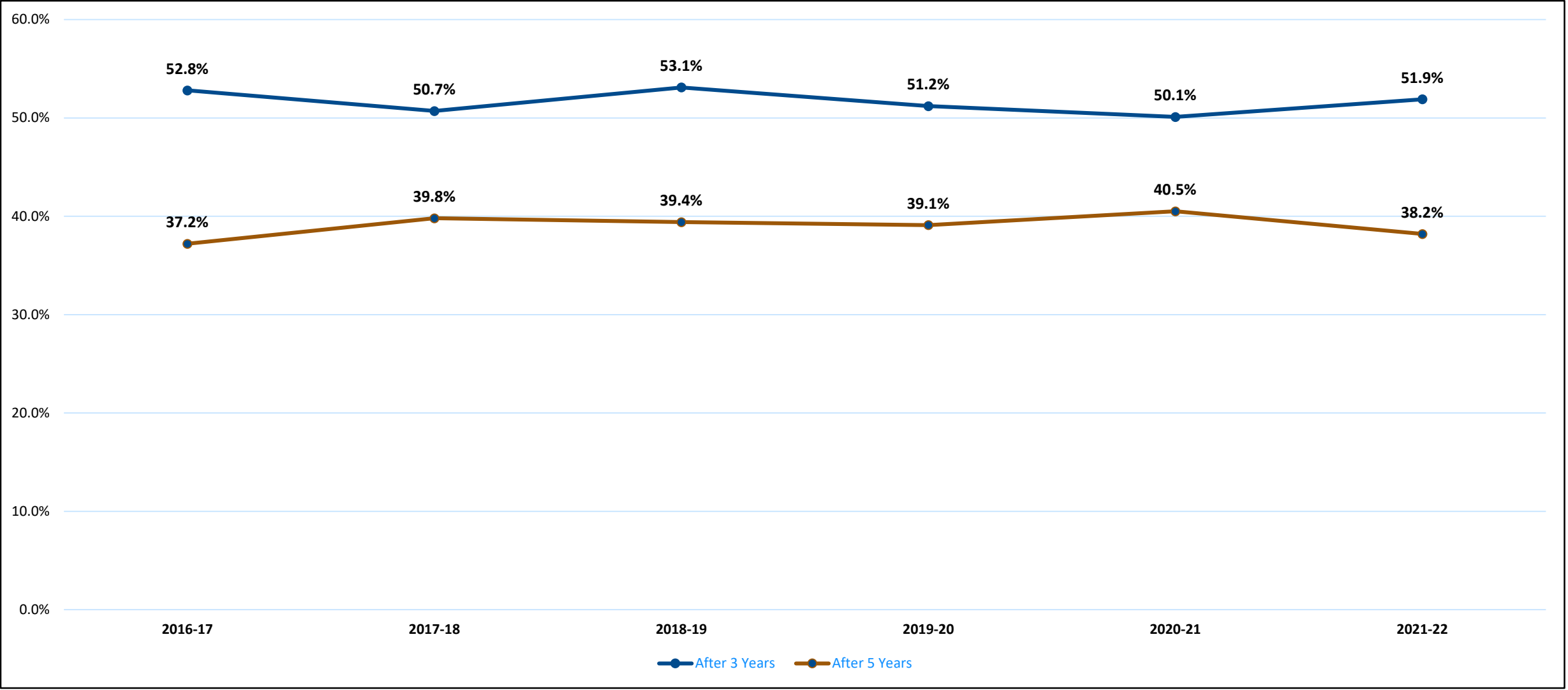


\*October Cycle of the MOSIS/Core Data System, Recruitment and Retention Report 2022

# First-Year Teacher Retention



## 2016-17 to 2021-22



\*October Cycle of the MOSIS/Core Data System, Recruitment and Retention Report 2022



# Teacher Shortage



## Inappropriately certified by content area

<b>Subject Area</b>	<b>Full-Time Equivalent (FTE) Unqualified</b>	<b>Shortage Indicator by Total FTE</b>
<b>Elementary Education 1-6</b>	<b>523.32</b>	<b>0.73%</b>
<b>Mild/Moderate Cross Categorical K-12</b>	<b>409.20</b>	<b>0.57%</b>
<b>Early Childhood Special Education B-3</b>	<b>391.10</b>	<b>0.55%</b>
<b>Early Childhood Education B-3</b>	<b>372.29</b>	<b>0.52%</b>
<b>Social Science 5-9</b>	<b>281.88</b>	<b>0.39%</b>
<b>Physics 9-12</b>	<b>281.67</b>	<b>0.39%</b>
<b>Mathematics 5-9</b>	<b>234.73</b>	<b>0.33%</b>
<b>Severely Developmentally Disabled B-12</b>	<b>204.77</b>	<b>0.29%</b>
<b>Biology 9-12</b>	<b>199.07</b>	<b>0.28%</b>
<b>General Science 5-9</b>	<b>191.73</b>	<b>0.27%</b>

What does the data say?

What is being done so far?

How do you elevate the teaching profession?

What is a successful narrative change project?



- Teacher Recruitment Grants
  - 13 community colleges (100%)
  - 43 educator preparation programs (EPPs) (100%)
  - 470 school districts and charter schools (85%)



- Teacher Recruitment Grants
  - ❑ More collaboration with higher education (34%)
  - ❑ More interest in teaching (30%)
  - ❑ More collaboration with community partners (25%)
  - ❑ Building a larger teacher candidate pool (24%)
  - ❑ Recruiting future teachers in particular content areas like special education, math, and science (21%)



- Teacher Retention Grants
  - ❑ 508 school districts and charter schools (92%)
  - ❑ 90% of grants use 1-4 of the research-based strategies
  - ❑ Retaining more experienced, high quality teachers (29%)
  - ❑ Retaining teachers in particular content areas like special education, math and science (23%)
  - ❑ Providing customized support to schools related to teacher retention (21%)
  - ❑ Improving student achievement (19%)

# What is being done so far?



- Teacher Baseline Salary Grants
  - FY23 Budget = \$21 million for state allocation
  - Total expenditure \$19.8 million
    - State (70%) = \$13.9 million
    - Local (30%) = \$5.9 million
  - 356 school districts participated
  - 6,370 teachers impacted

# What is being done so far?



- Teacher Career Plans (Career Ladder)
  - FY23 Budget = \$37 million for state allocation
  - Total expenditure \$46.3 million
    - State (60%) = \$27.8 million
    - Local (40%) = \$18.5 million
  - 140 school districts participated
  - 11,342 teachers impacted



- Certification Changes
  - Substitute certificate:
    - 20 hour online training  
(change to 5 CSR 20-400.220)
    - 60 to 36 semester hours (Senate Bill 681)
  - All certificates: cumulative GPA requirement removed
  - All certification exams: -1 to +1 SEM of passing score





- Blue Ribbon Commission
  - Presented Phase 1 recommendations, primarily about teacher pay, to the State Board of Education in October 2022
  - Phase 2 work on Climate and Culture takes place March – June 2023
    - Recommendations presented August 2023

What does the data say?

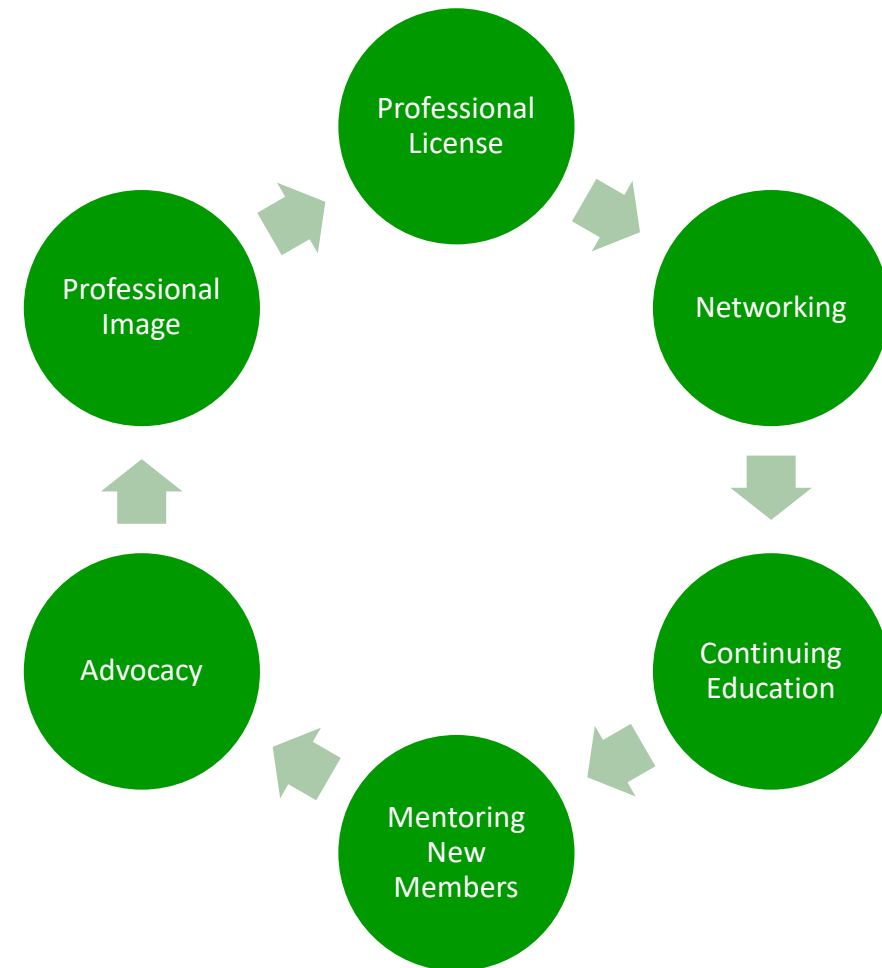
What is being done so far?

How do you elevate the teaching profession?

What is a successful narrative change project?



- Key components to elevate the profession:
  - ❑ Professional license
  - ❑ Networking
  - ❑ Continuing education
  - ❑ Mentoring
  - ❑ Advocacy
  - ❑ Professional image





- License to practice
  - Requires schooling and preparation
  - Sets a minimum standard
  - Validates a level of knowledge and skill
  - Includes a responsibility for the education, safety and welfare of others



- Networking through professional organizations
  - Stay current with new issues and topics
  - Engage and learn with and from colleagues
  - Advance a body of information available to the profession
  - Accept and demonstrate a common code of ethics



- Continuing education
  - Learning new knowledge and skills
  - Advancing the expertise of the profession
  - Earning additional credentials



- Mentoring new members
  - Learning within the structure of the work
  - Passing down professional expertise
  - Sharing “tricks of the trade”
  - Committing to those who need our skill the most



- Advocating for the profession
  - Sharing stories only those within the profession can share
  - Improving the profession
  - Paving the way for the next generation





- Projecting a professional image
  - Representing the profession well
  - Adhering to the common code of ethics
  - Protecting the profession's reputation
  - Connecting with those who see, hear and read us



*Strive not to be a success, but rather to be of value.*  
—*Albert Einstein*

What does the data say?

What is being done so far?

How do you elevate the teaching profession?

What is a successful narrative change project?

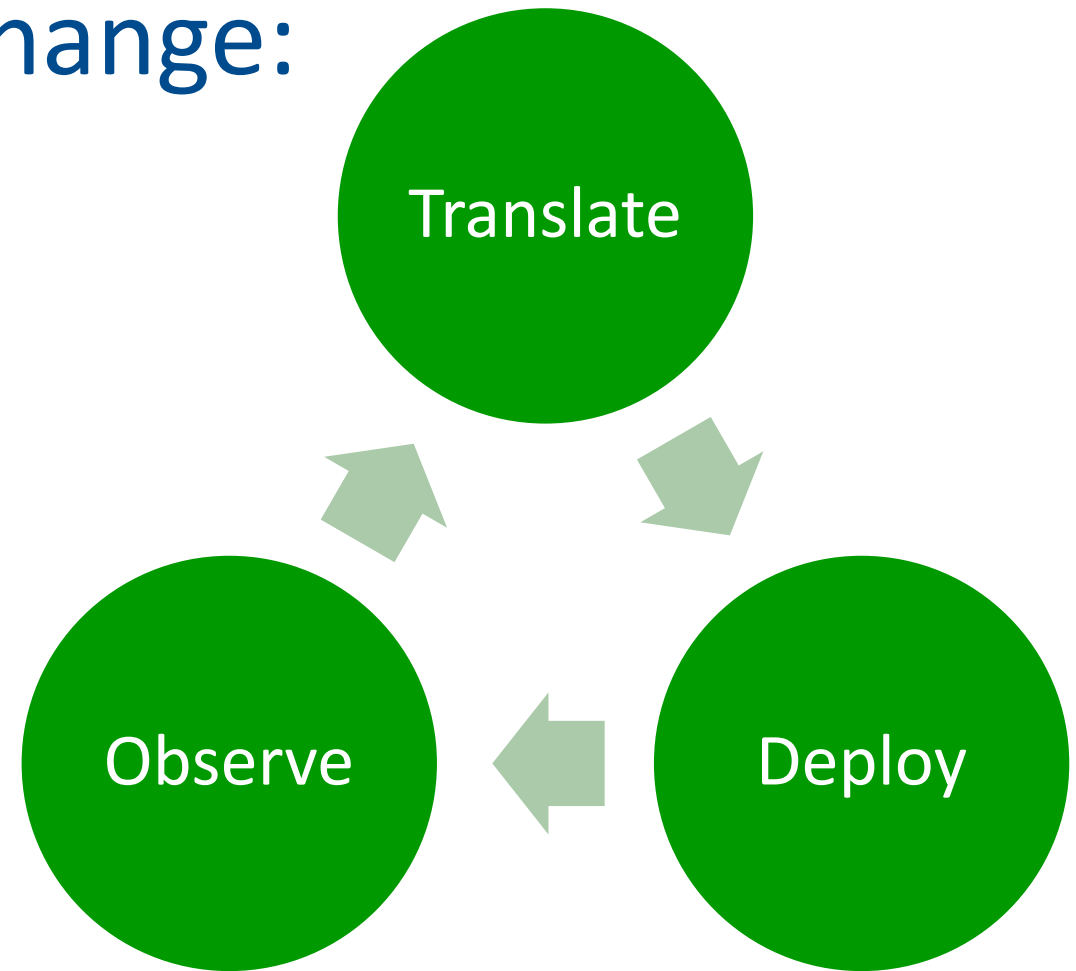


- “A narrative consists of...
  - ...a collection of stories
  - ...which together convey a common worldview or meaning
  - ... – it is a shared interpretation of the world and how it works.”



- Key steps to narrative change:

- Create
- Translate
- Deploy
- Observe





- Create the narrative
  - Articulate the dominant, existing narrative
  - Understand your audience
  - Create messages & actions framed by common values
  - Transition ideas to stories that shape behavior & shift policy



- Translate the narrative
  - Based on your audience:
    - Select the appropriate teammate to deliver the message
    - Customize the message
    - Provide coaching to “translators” as needed



- Deploy the narrative
  - Think strategically about stakeholder groups with whom to share the message
  - Prepare for both intentional & impromptu messaging opportunities
  - Acquire new “translators”





- Observe together
  - What customized messages are resonating?
    - Which ones are not?
  - How are you recruiting additional translators?
  - Have you found additional messaging opportunities?



“Narratives that endure and make an impact are, like the communities in which they seek to thrive, **living things produced and cared for by many hands.**”



**[Mallory.McGowin@dese.mo.gov](mailto:Mallory.McGowin@dese.mo.gov) | 573-751-3469**

**[Paul.Katnik@dese.mo.gov](mailto:Paul.Katnik@dese.mo.gov) | 573-751-2931**