

# RECRUITING & PREPARING A DIVERSE EDUCATOR WORKFORCE

New Mexico Legislative Education Study Committee  
July 24, 2019

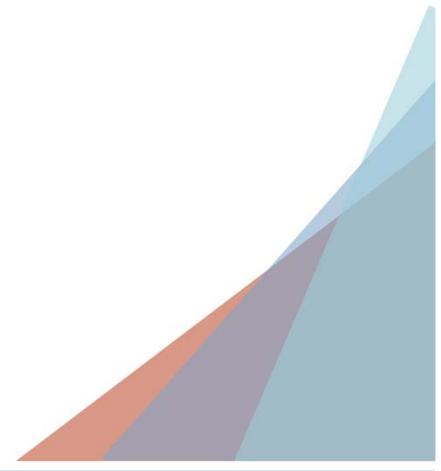
Tara Kini, Director of State Policy

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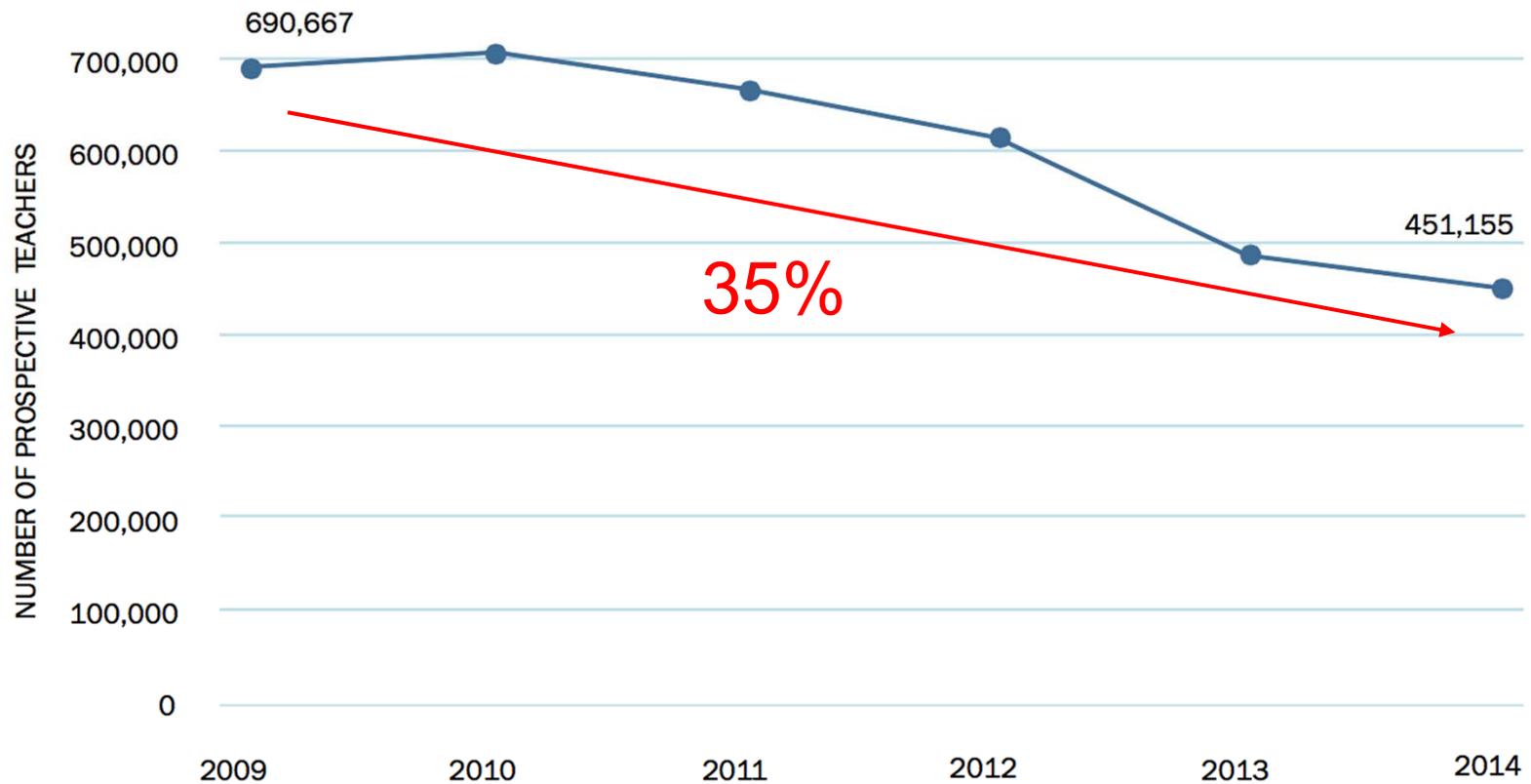


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# Teacher Preparation Enrollments Down



Source: LPI analysis of the Title II Data Collection, 2004-14, U.S. Department of Education.

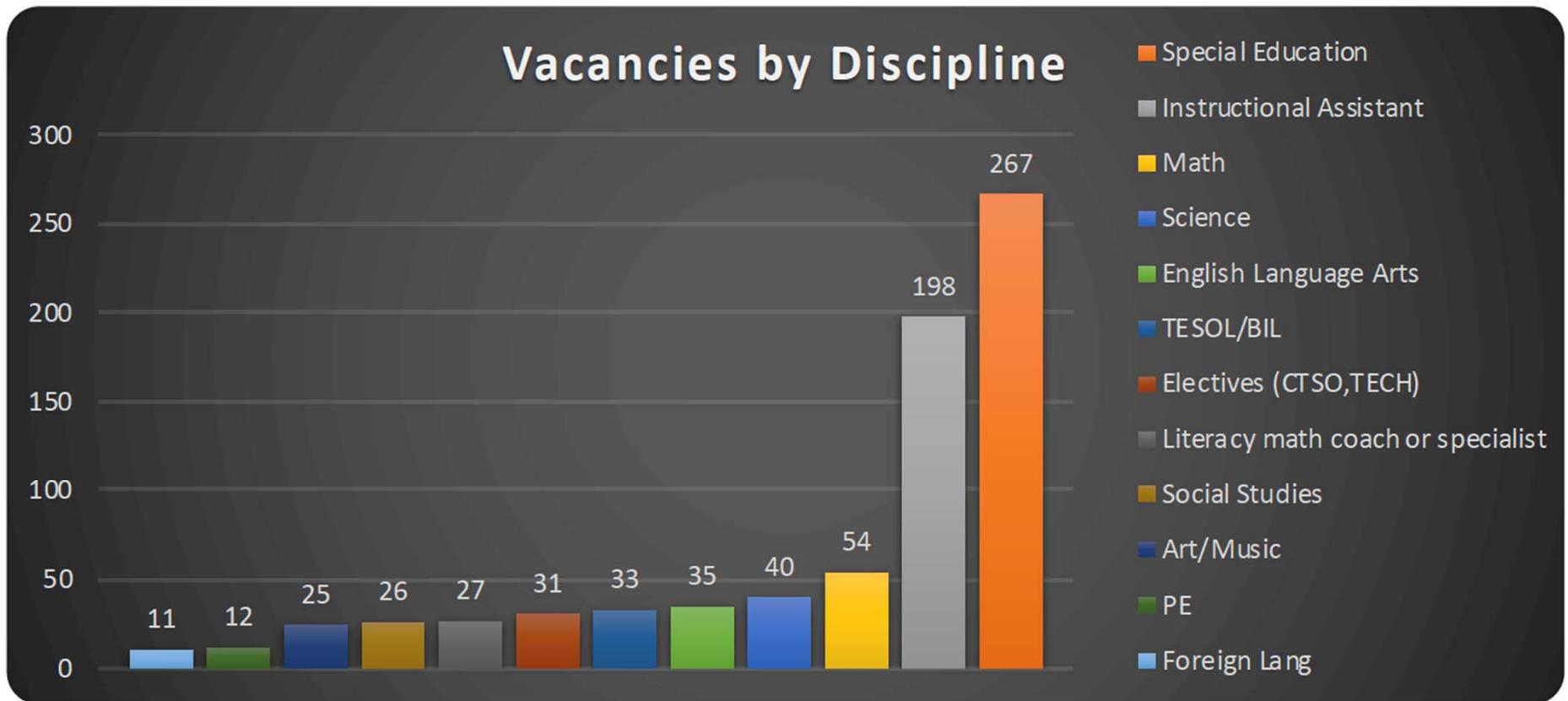
# Supply is shrinking in New Mexico

“...there is a continued decline in the number of individuals completing Educator Preparation Programs in New Mexico.

There is a 23% decrease in EPP completers for these 12 institutions from 2014-2015 to 2017-2018 and a 33% decrease from 2009-2010 to 2017-2018.”

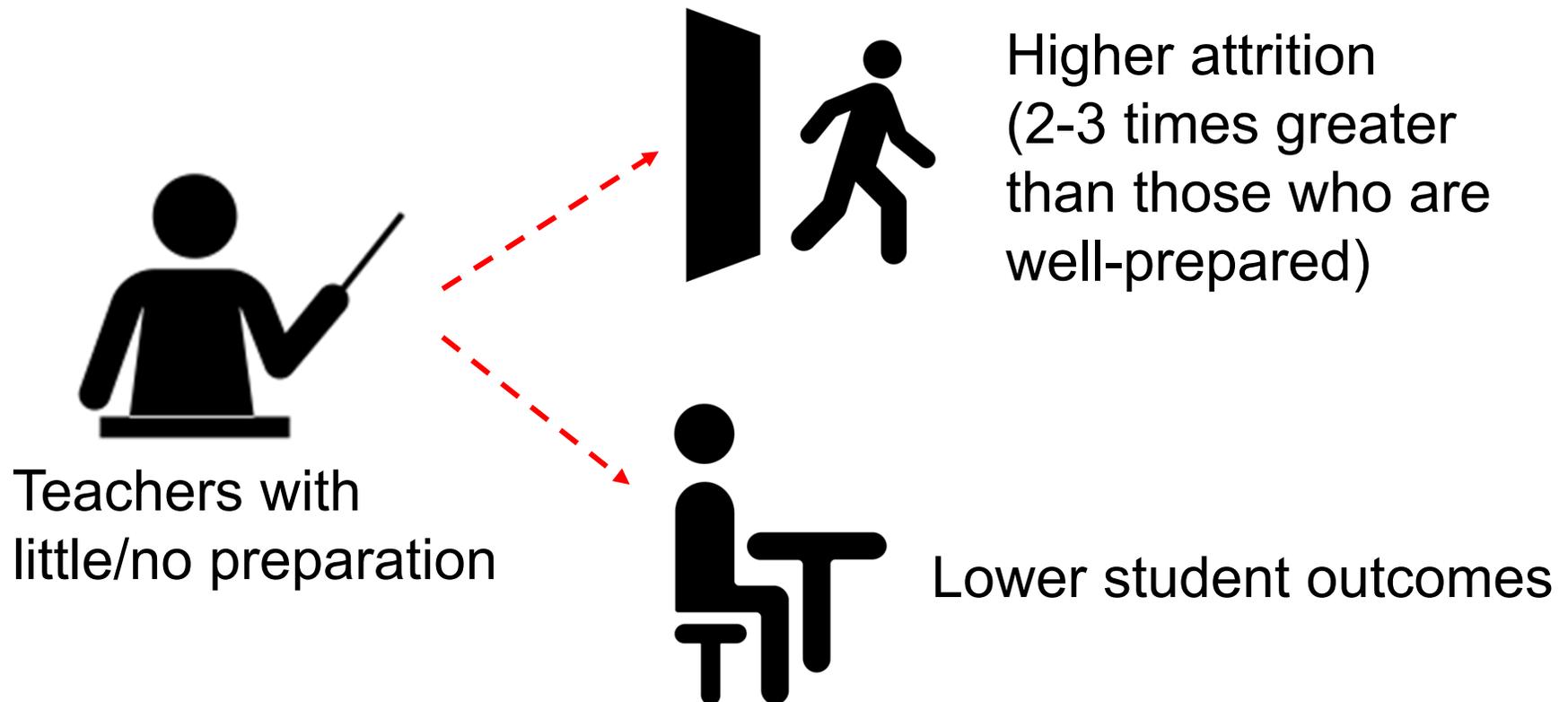
-- 2018 New Mexico  
Educator Vacancy Report, NMSU College of Education  
Southwest Outreach Academic Research (SOAR) Lab

# 16% of NM students were taught by a long-term substitute last year

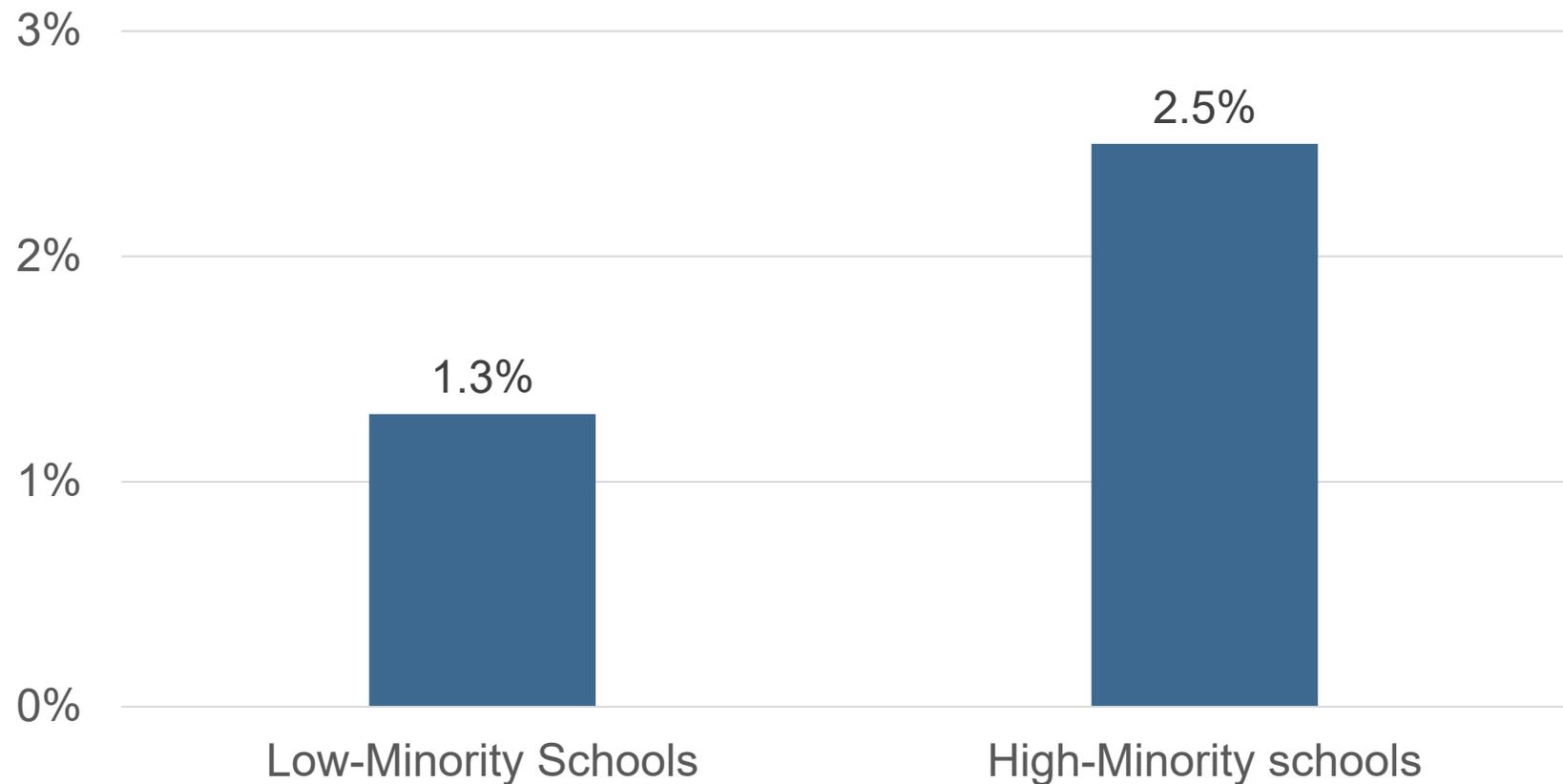


Source: NM 2018 New Mexico Educator Vacancy Report

# Underprepared teachers undermine teacher quality and student achievement



# Equity Concerns: Uncertified Teachers in NM



Source: 2015-16 Civil Rights Data Collection (CRDC). Understanding Teacher Shortages: 2018 Update [Interactive map], Learning Policy Institute, August 24, 2018. Retrieved from <https://learningpolicyinstitute.org/product/understanding-teacher-shortages-interactive>

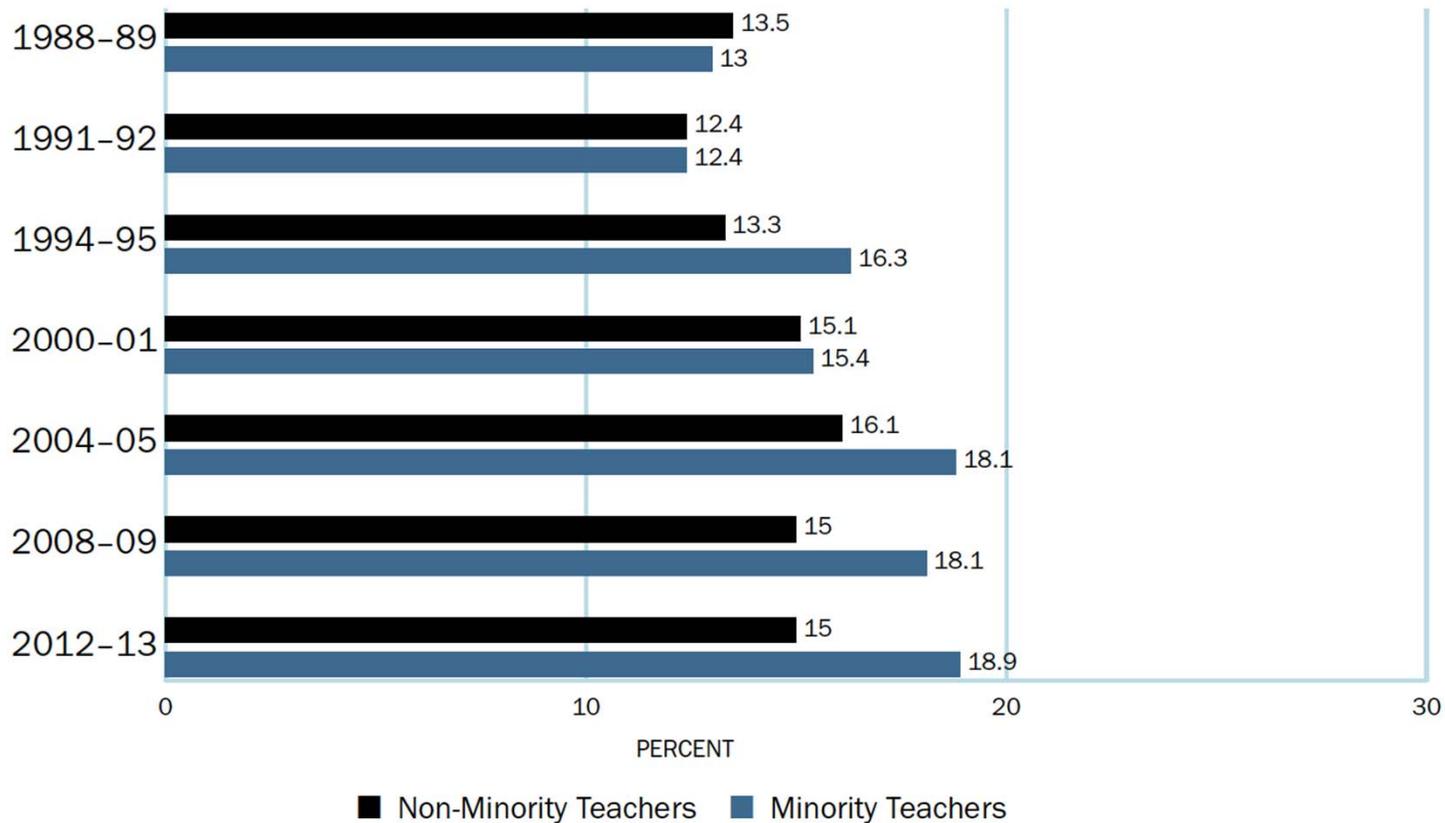
# All Students Benefit from a Racially Diverse Teacher Workforce

## Teachers of color:

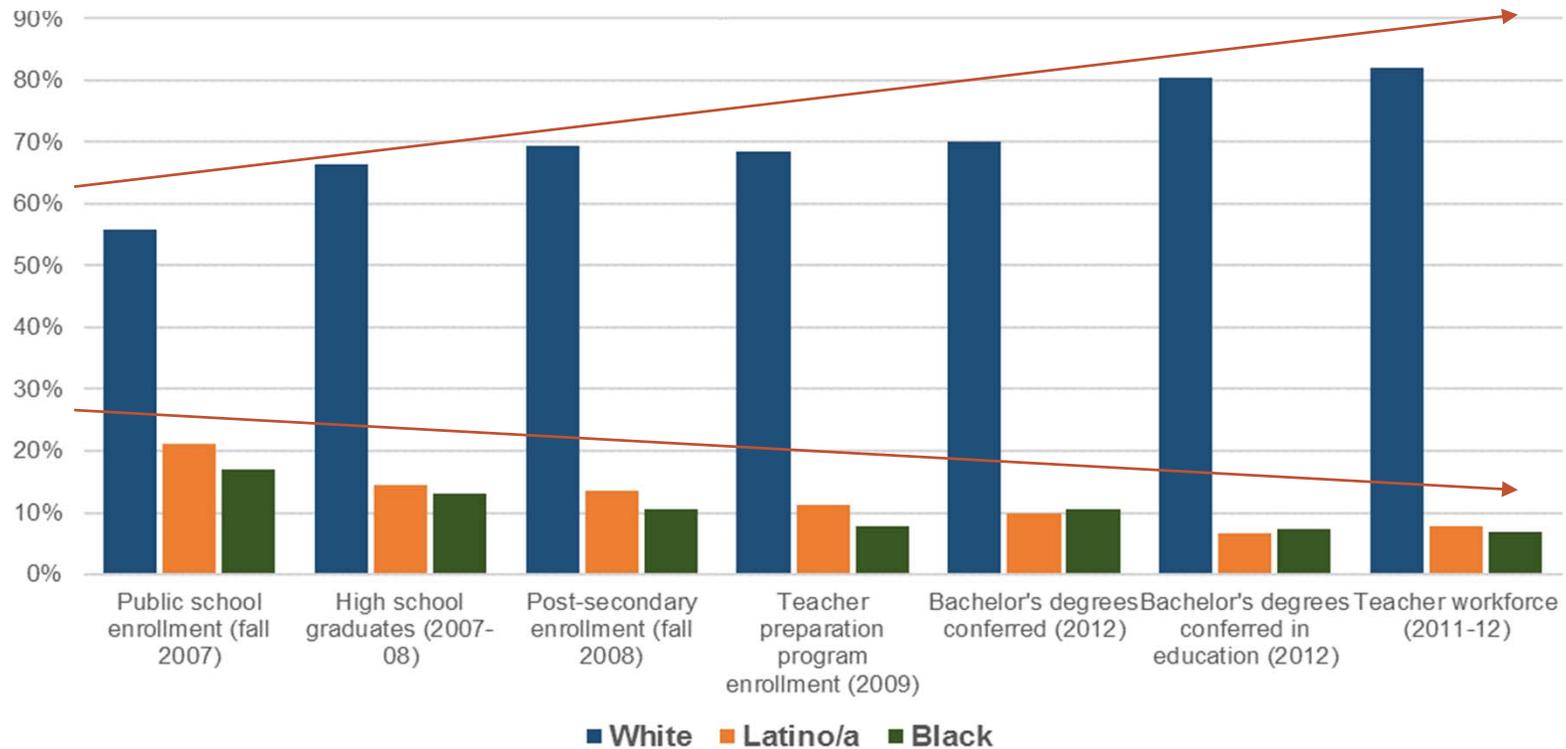
- **Often fill hard-to-staff positions**
- **Can boost academic performance, attendance rates, and school climate**
- **May improve satisfaction and decrease turnover for other teachers of color**
- **Offer benefits to all students, and especially to students of color**

# Higher attrition rates for teachers of color undermine successful recruitment efforts

**Percent Annual Public School Teacher Turnover, by Race/Ethnicity of Teachers, by Year**



# The pool of potential Black and Latina/o teachers dwindles along the teacher pipeline



Sources for Public school enrollment; High school graduates; Post-secondary enrollment: NCES. (2009). Percentage distribution of enrollment in public elementary and secondary schools, by race/ethnicity and state or jurisdiction: Fall 1997 and Fall 2007. [https://nces.ed.gov/programs/digest/d09/tables/dt09\\_041.asp](https://nces.ed.gov/programs/digest/d09/tables/dt09_041.asp)

Sources for Teacher preparation program enrollment: U.S. Department of Education. (2017). 2016 Title II Reports, National Teacher Preparation Data. <https://title2.ed.gov/Public/DataTools/Tables.aspx>

Sources for Bachelor's degrees conferred; Bachelor's degrees conferred in education: NCES. (2014). Bachelor's degrees conferred by postsecondary institutions, by race/ethnicity and field of study: 2011-12 and 2012-13. [https://nces.ed.gov/programs/digest/d14/tables/dt14\\_322.30.asp](https://nces.ed.gov/programs/digest/d14/tables/dt14_322.30.asp)

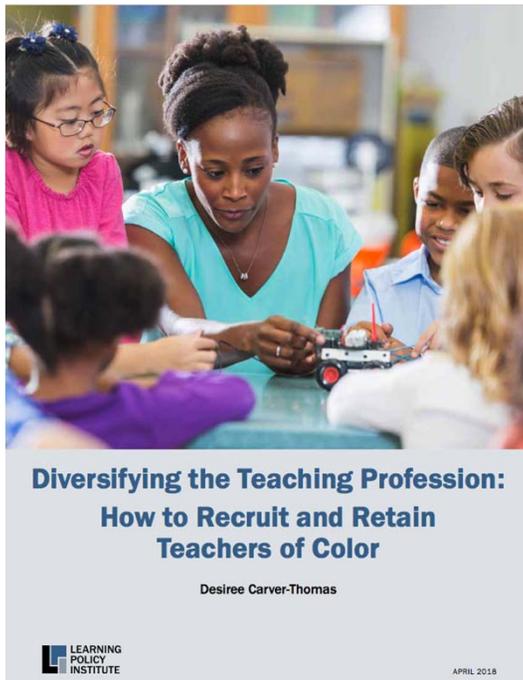
Sources for Teacher workforce: Learning Policy Institute analysis of Schools and Staffing Survey 2011-12.

# Early learning workforce: diversity is a strength

- **More racial and ethnic diversity than K-12 teacher workforce**
- **More linguistically diverse than US as a whole**
- **More are immigrants than K-12 teacher workforce (16% v. 8%)**

Source: Whitebook, M., et al. (2018). *Early Childhood Workforce Index – 2018*. Center for the Study of Child Care Employment, University of California, Berkeley.

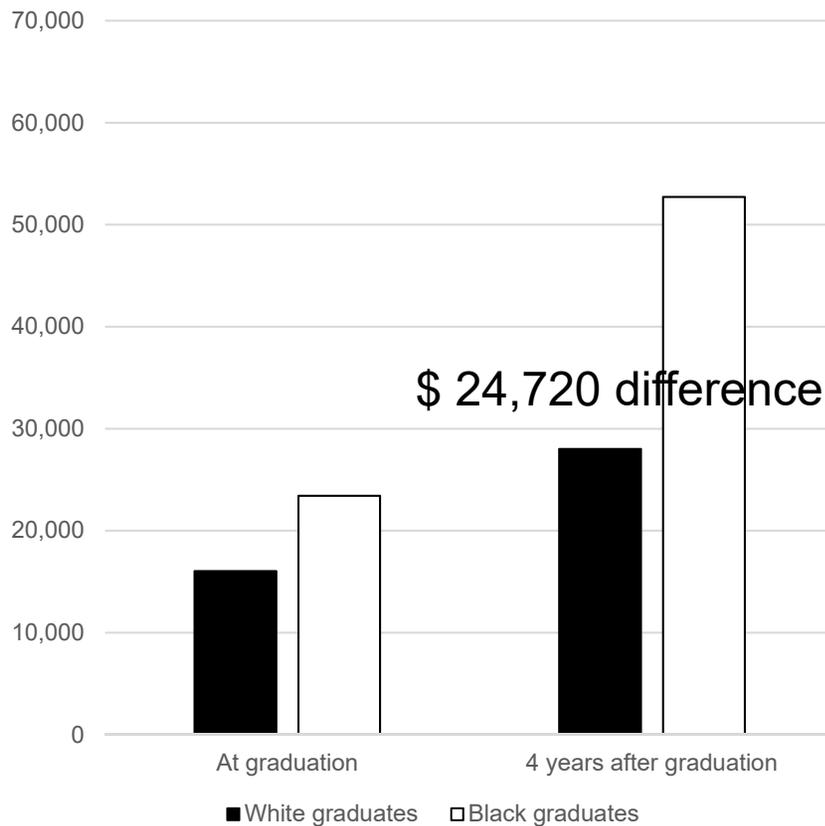
# Barriers to Recruiting & Retaining Teachers of Color



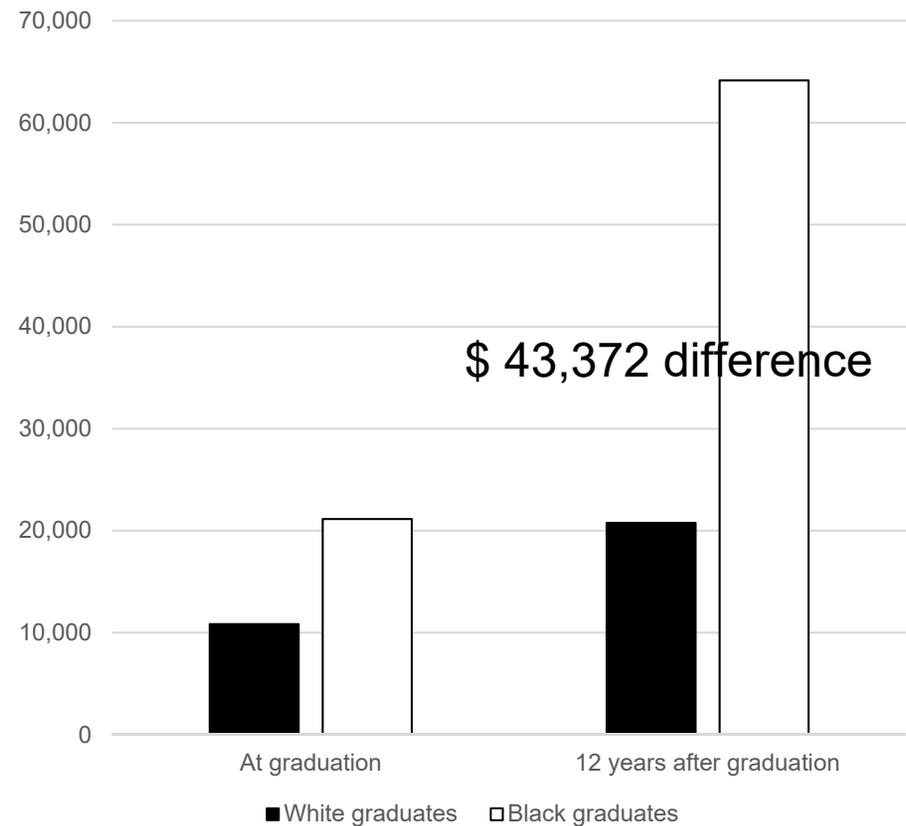
- **The Impact of Student Debt on Teacher Preparation Enrollment and Completion**
- **Insufficient Preparation**
- **Challenging Teaching Conditions**
- **School Closures**

# The cost of college

2008 Graduates



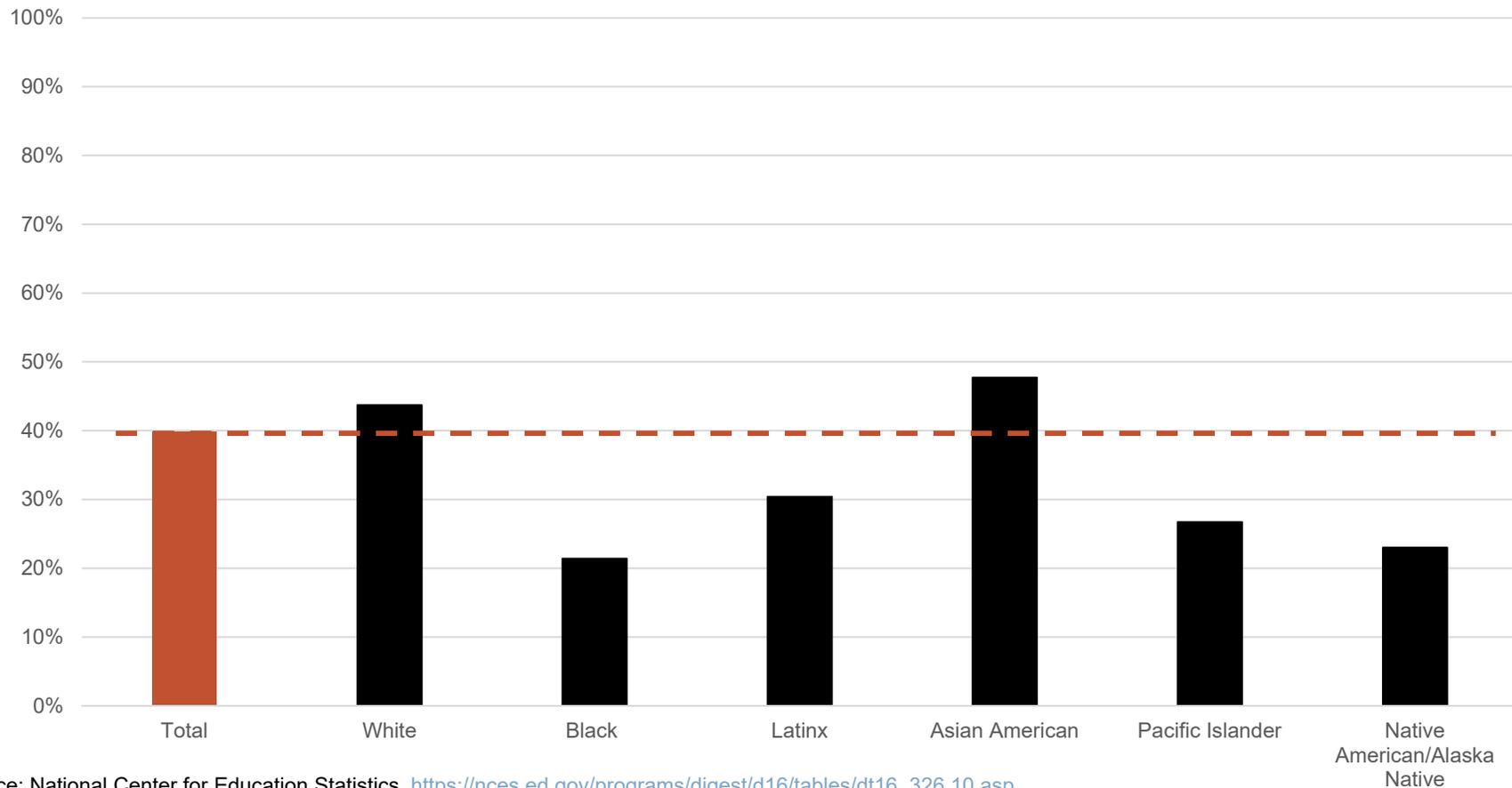
2004 Graduates



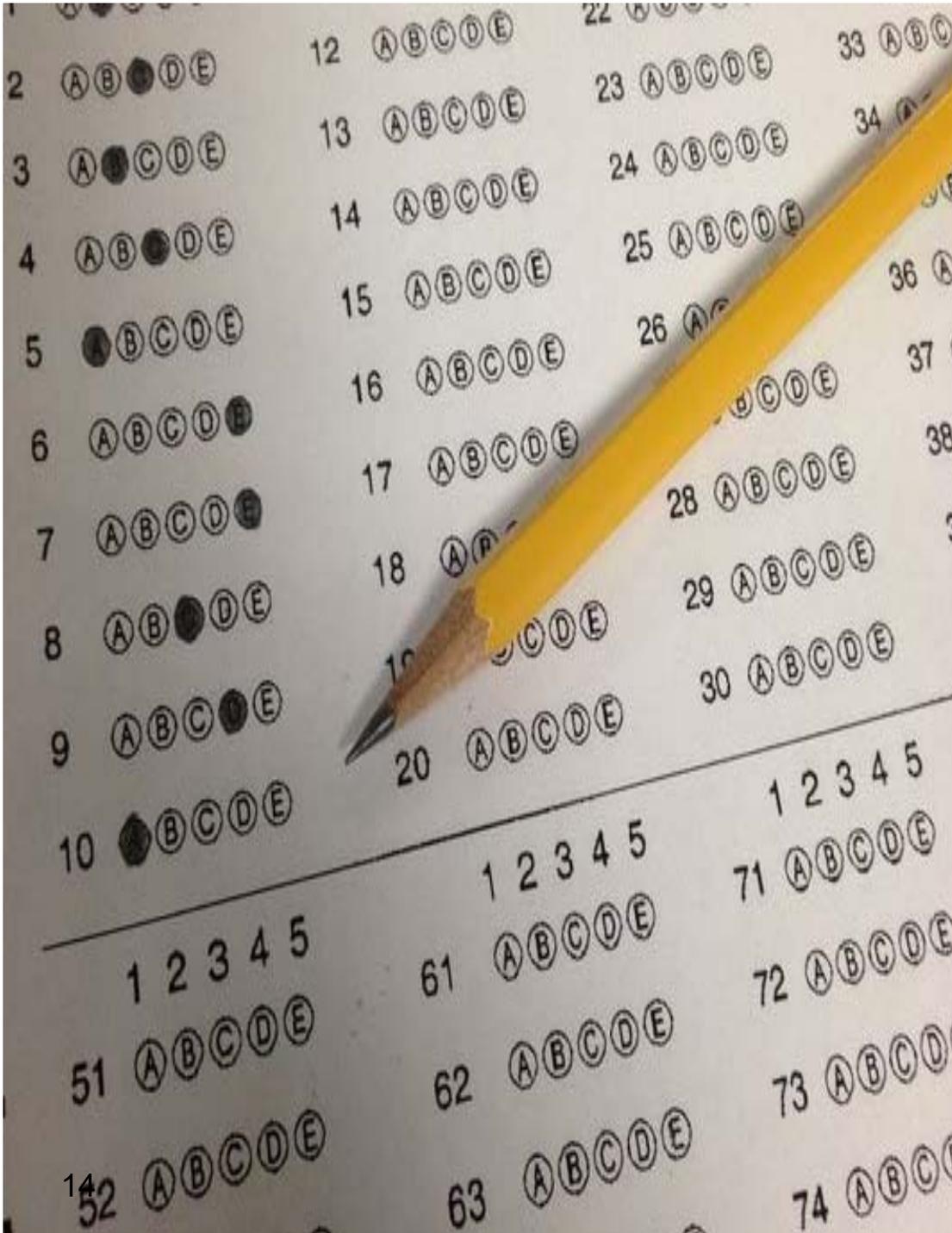
Source: Scott-Clayton, J. & Li, J. (2016); Scott-Clayton, J. (2018).

# Obstacles to completing college

4-year graduation rates, 2008 cohort



Source: National Center for Education Statistics. [https://nces.ed.gov/programs/digest/d16/tables/dt16\\_326.10.asp](https://nces.ed.gov/programs/digest/d16/tables/dt16_326.10.asp)



# Teacher Licensure Exams

- **Long history of disparate pass rates by race**
- **Little evidence that common pencil-and-paper exams predict teacher effectiveness**

# Insufficient preparation

- **1 in 4 teachers of color enter through alternative certification pathways**
- **Alternative certification is associated with 25% higher turnover rates**

**So what are states doing to expand high-retention pathways into teaching and better recruit, prepare and retain a strong, stable, and diverse teacher workforce?**



**Taking the Long View:  
State Efforts to Solve Teacher Shortages  
by Strengthening the Profession**

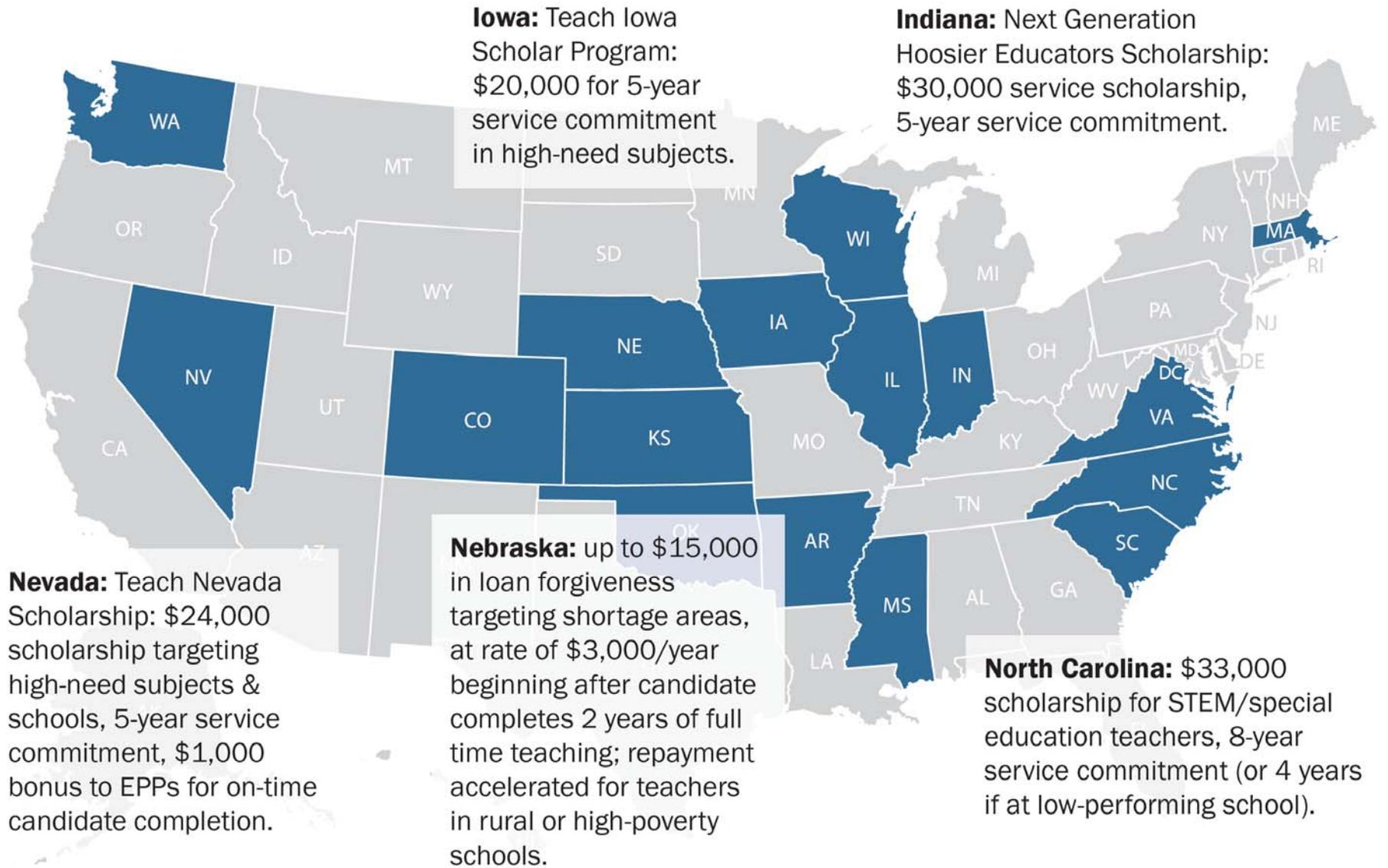
Daniel Espinoza, Ryan Saunders, Tara Kini, and Linda Darling-Hammond



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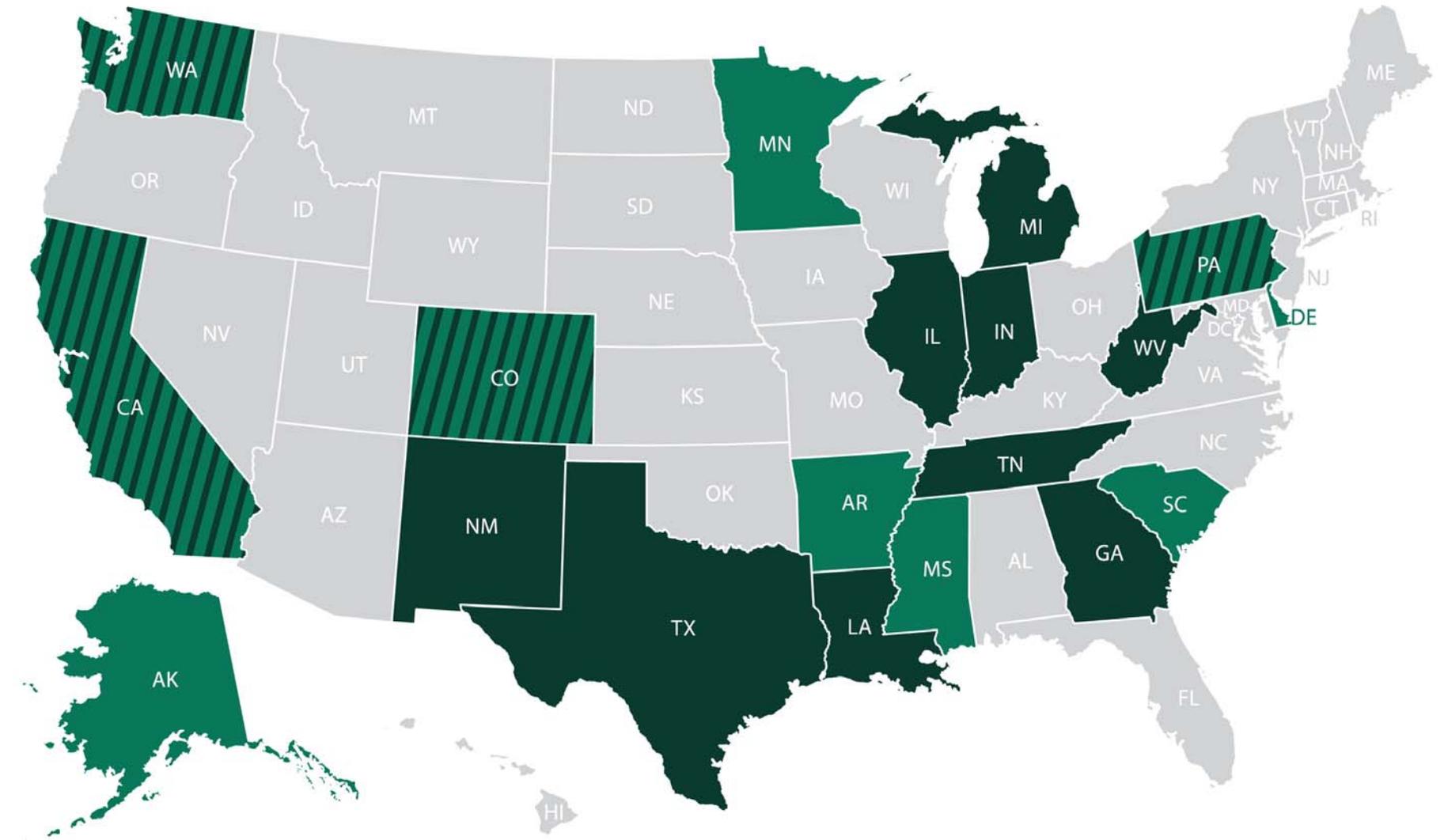
AUGUST 2018

# Service Scholarships and Loan Forgiveness



# High-Retention Pathways Into Teaching

■ Teacher Residencies    ■ Grow Your Own Programs



# The Pull of Home

- **Nearly 60% of teachers live within 20 miles of where they attended high school.** (Reininger, 2012)
- **About 15% of teachers begin their careers in the building in which they student taught.** (Krieg, Theobald, & Goldhaber, 2016)

# Grow-Your-Own Programs

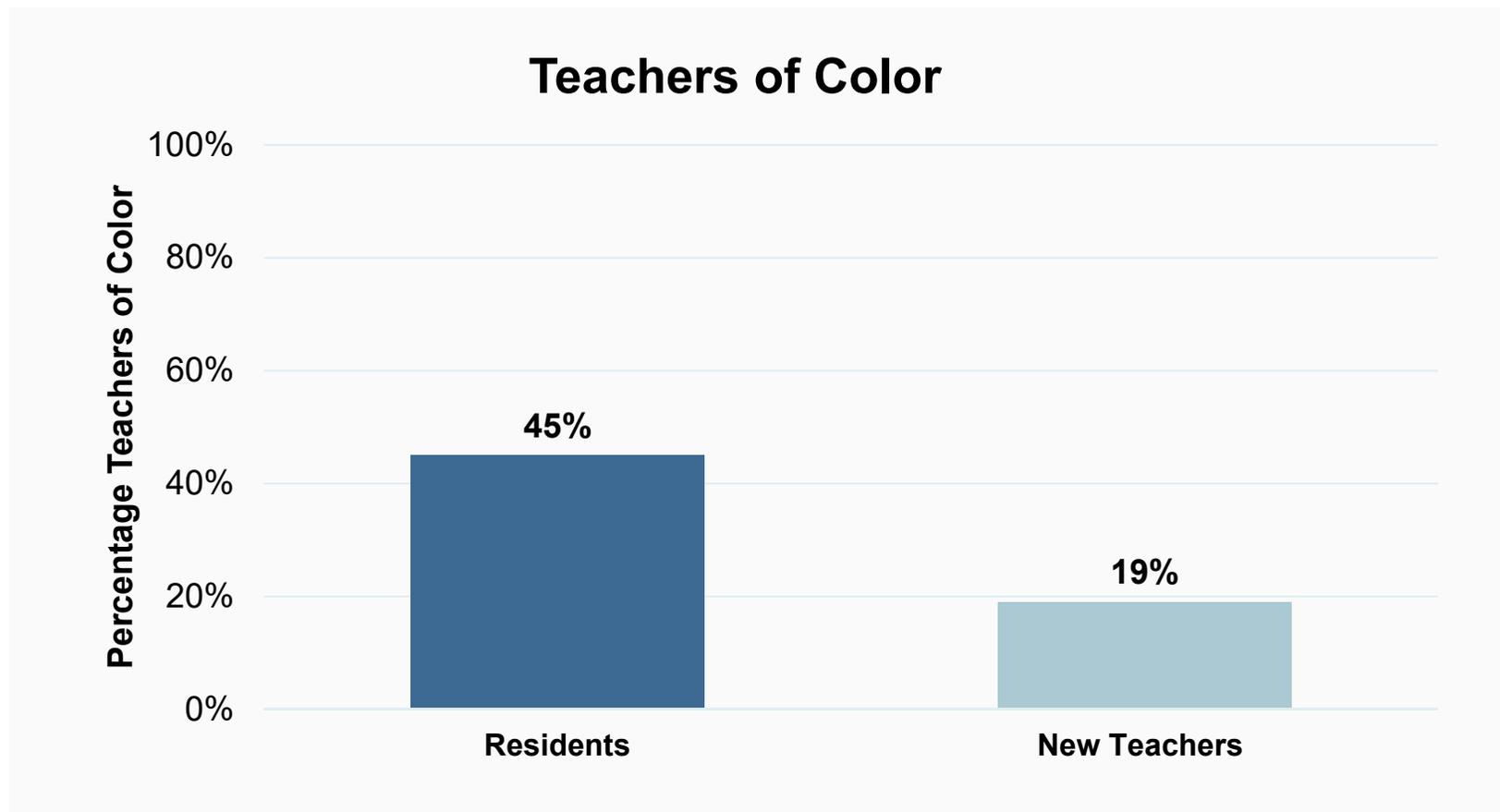
- **Paraprofessional & after school staff teacher training programs**
- **“2 + 2” programs, with course articulation agreements between community colleges & 4 year institutions**
- **High school pathway programs**
- **Teacher residencies**

# Residencies in High-Need Communities

- 1** | **Strong district/university partnerships**
- 2** | **Coursework about teaching and learning tightly integrated with clinical practice**
- 3** | **A full-year residency teaching alongside an expert mentor teacher**
- 4** | **High-ability, diverse candidates recruited to meet specific district hiring needs, typically in fields with shortages**
- 5** | **Financial support for residents in exchange for a 3- to 5-year teaching commitment**
- 6** | **Cohorts of residents placed in “teaching schools” that model good practices with diverse learners and are designed to help novices learn to teach**
- 7** | **Expert mentor teachers who co-teach with residents**
- 8** | **Ongoing mentoring and support for graduates**

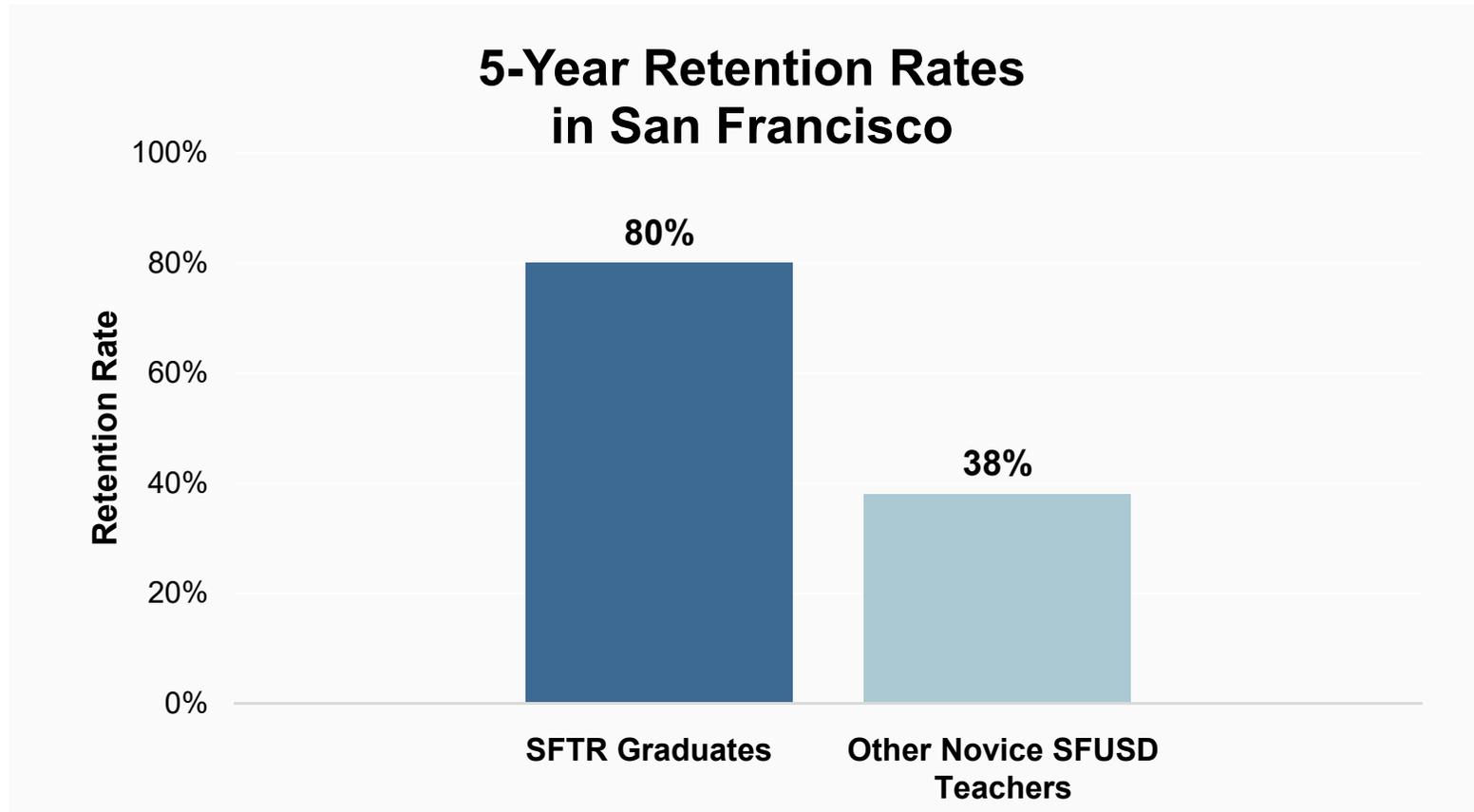
Source: Learning Policy Institute, *The Teacher Residency: An Innovative Model for Preparing Teachers* <https://learningpolicyinstitute.org/product/teacher-residency>

# Residencies recruit diverse teachers



Sources: NCTR Network Partner Report 2015-16 & SASS Restricted Public School Teacher Data File, 2011-12

# Residencies improve retention



Source: SFUSD Human Resources Department; San Francisco Teacher Residency

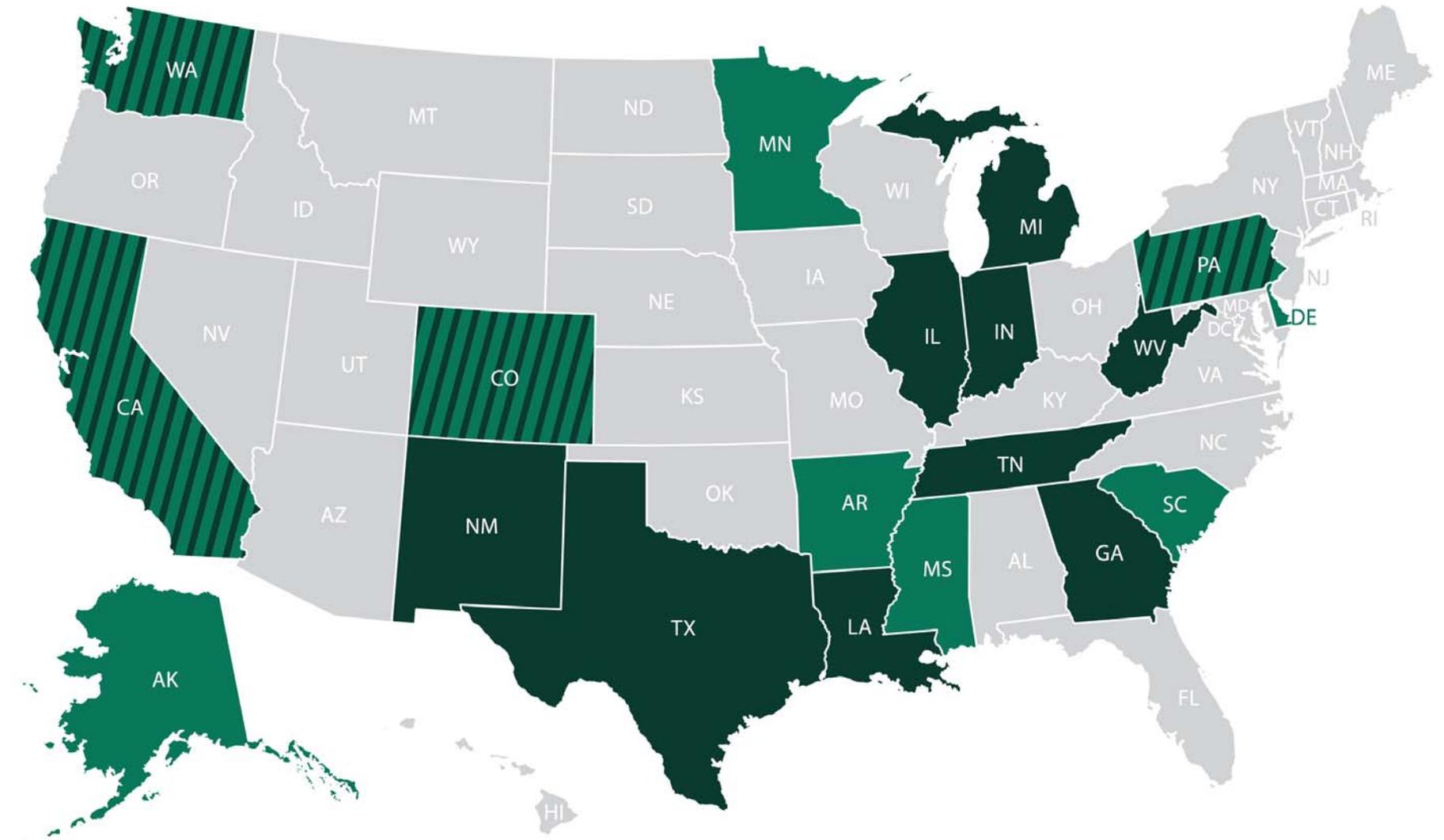
# Residencies improve retention

<b>Boston Teacher Residency</b>	75% retention after Yr 5 v. 51% of non-resident BPS teachers
<b>Memphis Teacher Residency</b>	95% retention in TN after Yr 3 v. 41% of new teachers in TN
<b>New Visions Hunter College Teacher Residency</b>	93% retention after Yr 4 v. 75% overall in NYC
<b>Teacher Quality Partnership Grants</b>	82% retention in same district in Yr 3 or 4 v. 72% of non-residents

Source: Guha et al., *The Teacher Residency: An Innovative Model for Preparing Teachers*, Table 1

# High-Retention Pathways Into Teaching

■ Teacher Residencies    ■ Grow Your Own Programs



# Other Promising Practices

- Inclusive admissions policies
- Course articulation agreements
- Teacher preparation & licensure policies
- Ongoing mentoring & support



**We understand that life gets in the way sometimes, especially [for students from] hard-to-serve communities. We don't water down anything that we do, but we do provide safety nets.”**

—Roberta Martel, Program Coordinator  
Leeward Community College  
2+2 Program



# Potential Federal Funding Sources

**ESSA:** residencies, mentoring, innovative programs, school leadership Title II 3% set aside;

**Individuals with Disabilities Education Act, Part B:** special ed personnel shortages, preparation, professional learning

**Workforce Innovation and Opportunity Act:** \$ can be used to address workforce shortages (85% local; 15% state)

**Higher Education Act:** Teacher Quality Partnership Grants for residencies

**Perkins Career Technical Education Act:** high school teacher pathway programs, CTE teacher shortages

# Additional Resources

## Sign up for updates

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## Download reports

<https://learningpolicyinstitute.org/product/long-view-report>

<https://learningpolicyinstitute.org/news/resources-teacher-shortages-united-states>

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