

ADDRESSING THE TEACHER SHORTAGE IN CALIFORNIA

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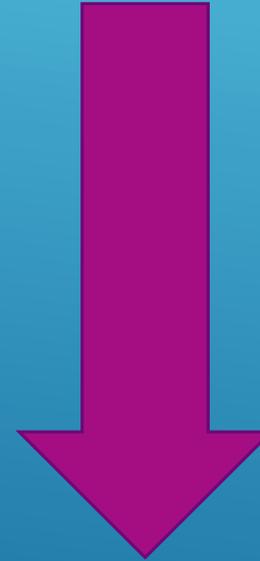
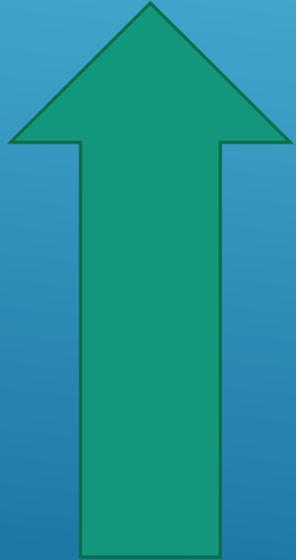
BROADLY SHARED GOALS:

Every classroom staffed with a well prepared, competent, learner-ready teacher

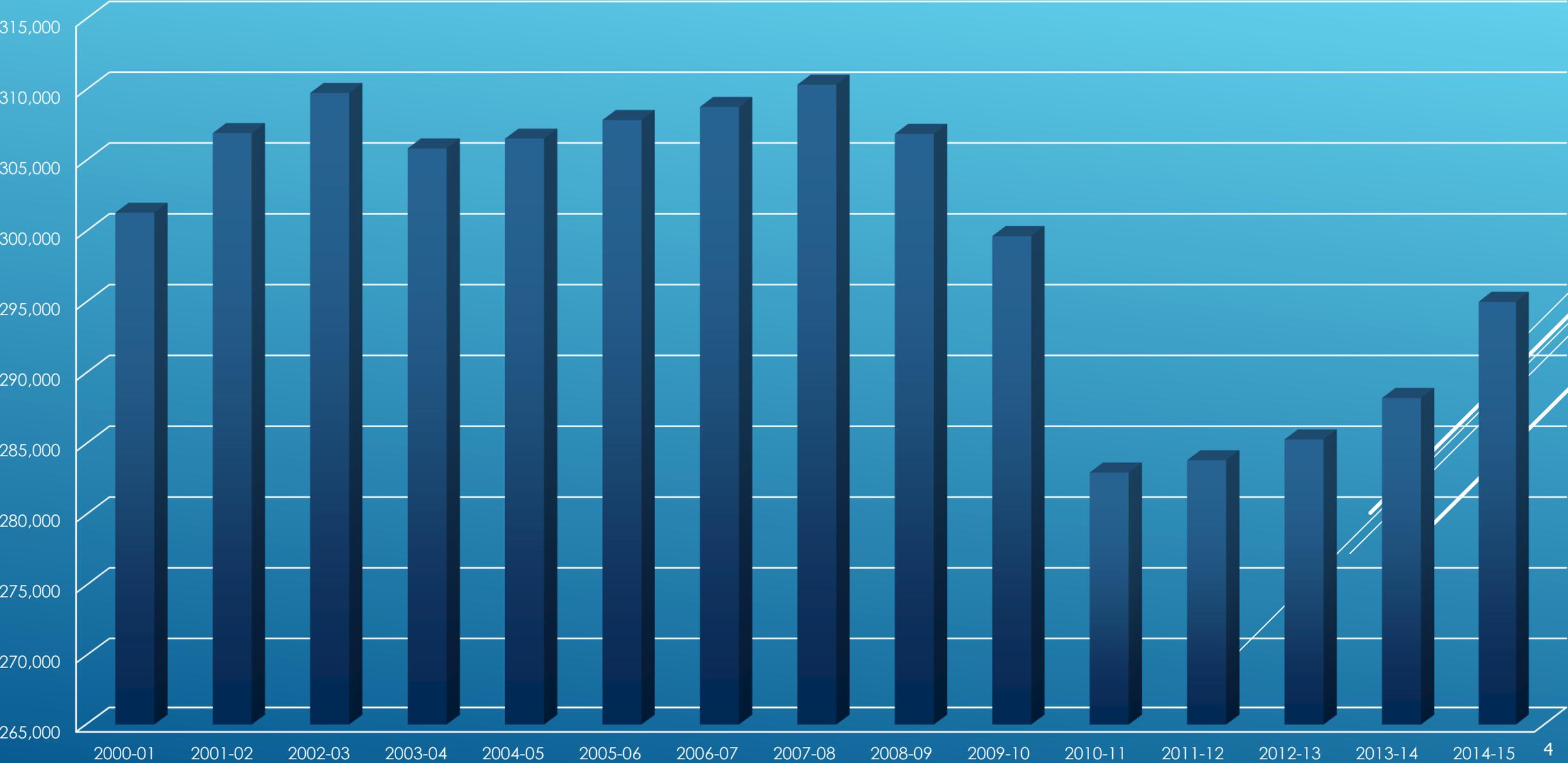
Every preparation program produces teachers who meet this standard

Sufficient production to meet demand

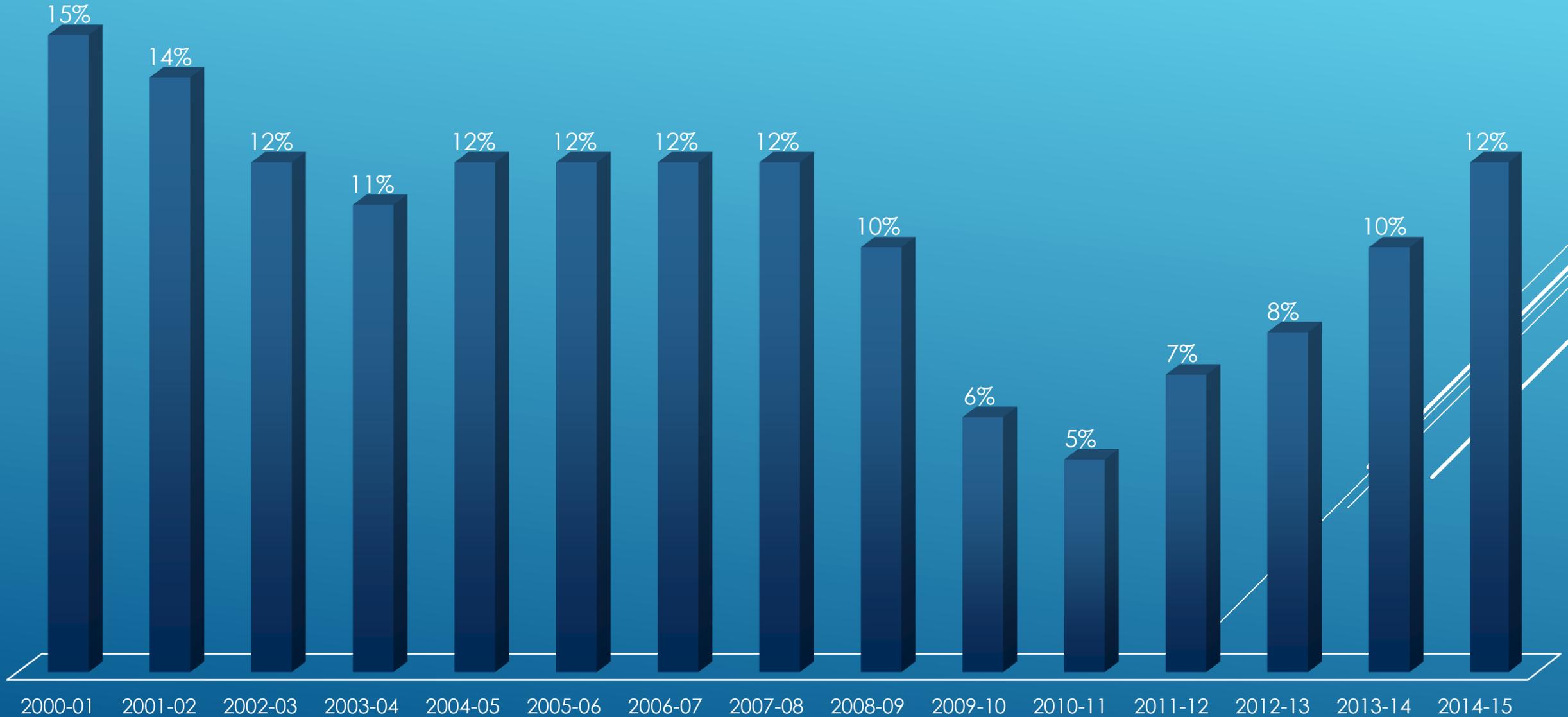
After several years of recession and teacher layoffs,
California is facing critical teacher shortages



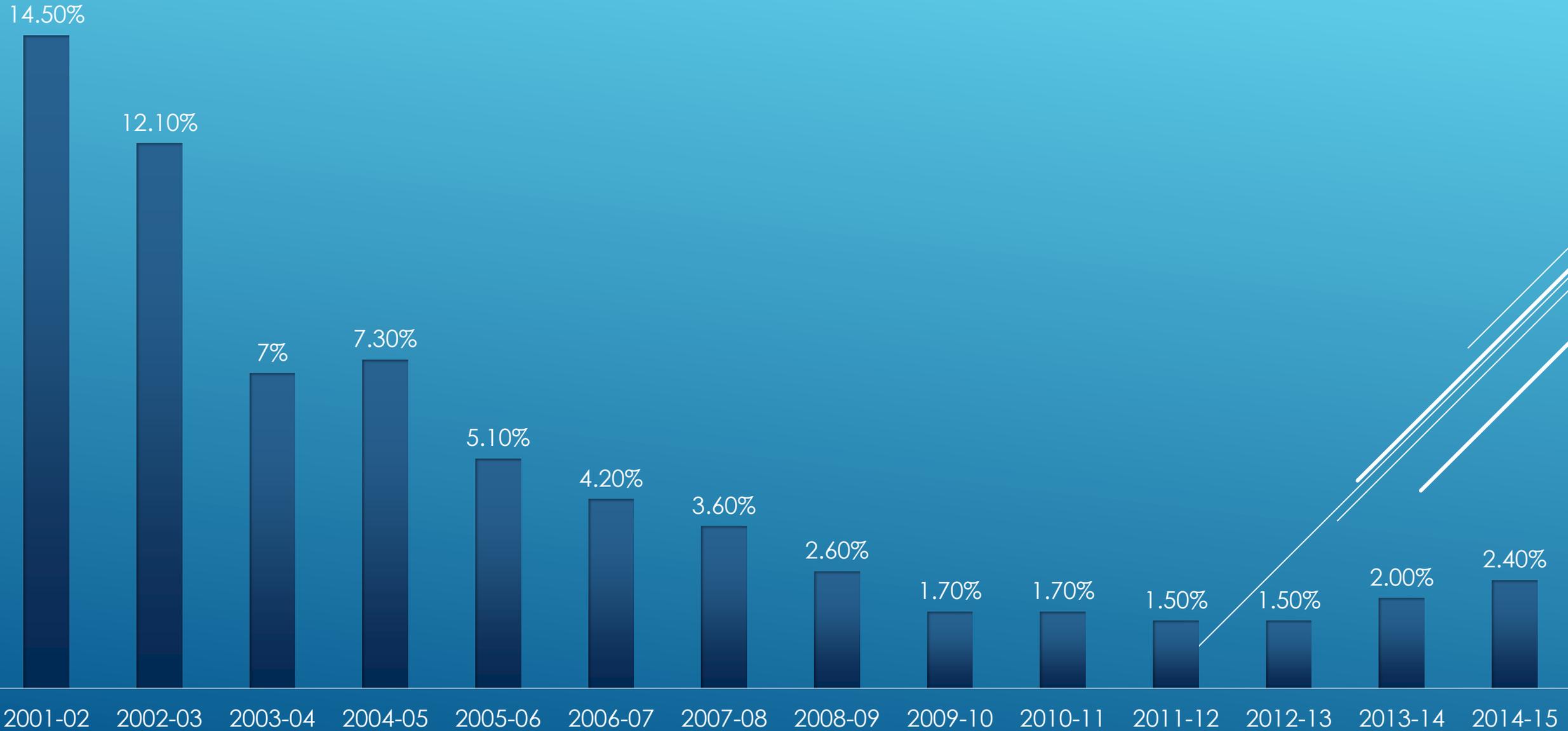
Number of K-12 Teachers in the State Teacher Workforce



Percentage of First- and Second-Year Teachers in the State Teacher Workforce



Teachers with Intern Credentials, Permits, and Waivers as Proportion of the State Teacher Workforce

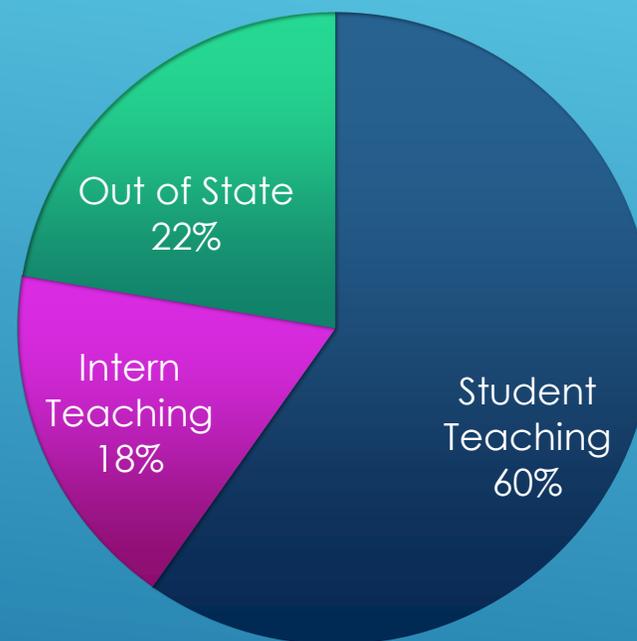


Projected need for new hires exceeds supply by approximately 6,000 teachers

Total Number
of New
Teachers in
2014-15:
16,000

Projected Hires: 22,000

Incoming Teachers 2014-15



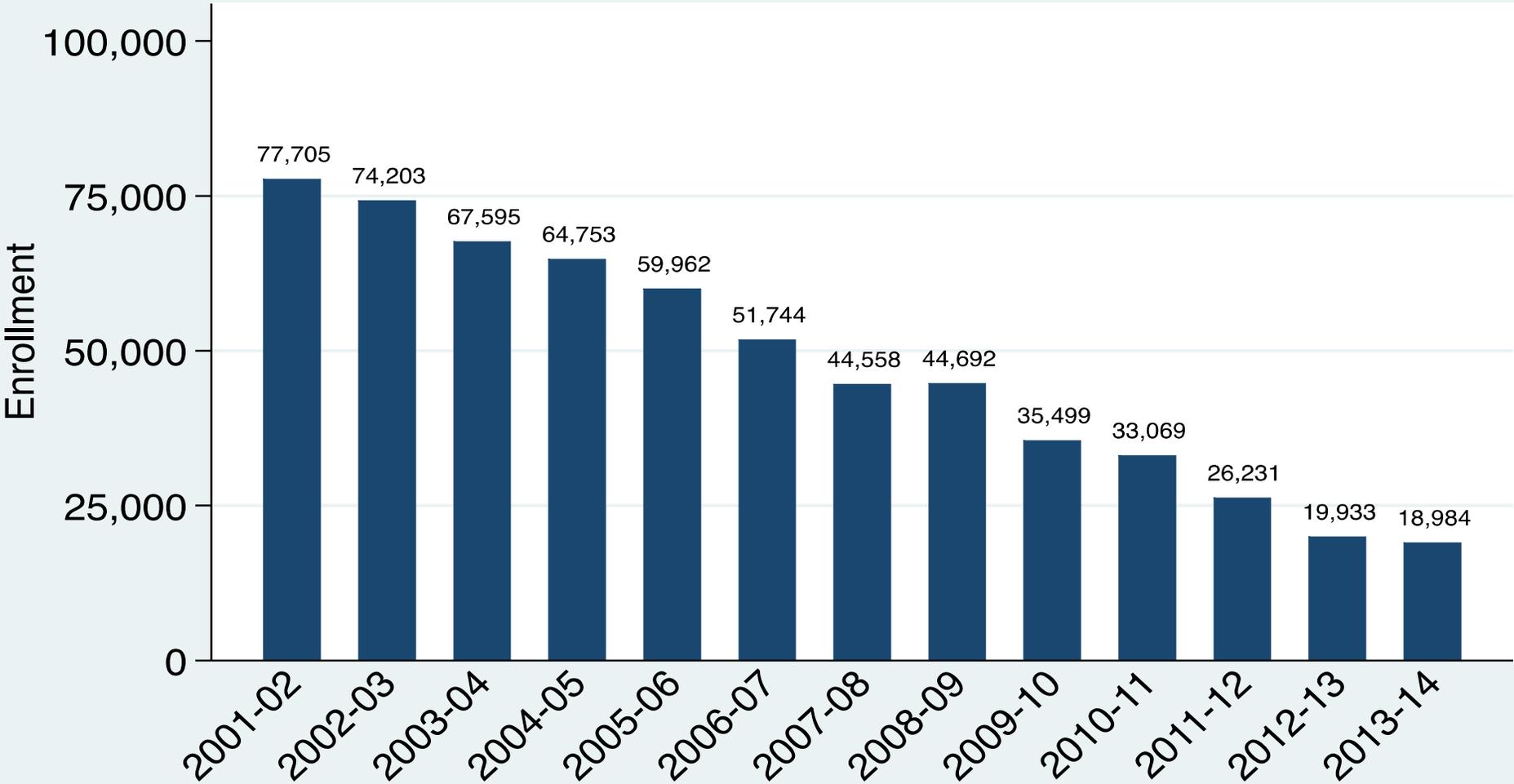
Student Teaching – 9,805
Out of State – 3,664
Intern Teaching – 2,935

Permits, Waivers and Interns

- Intern Credentials
- Provisional and Short Term Permits
- General Education Limited Assignment Teaching Permits
- Special Educaiton Limited Assignment Teaching Permits
- Waivers

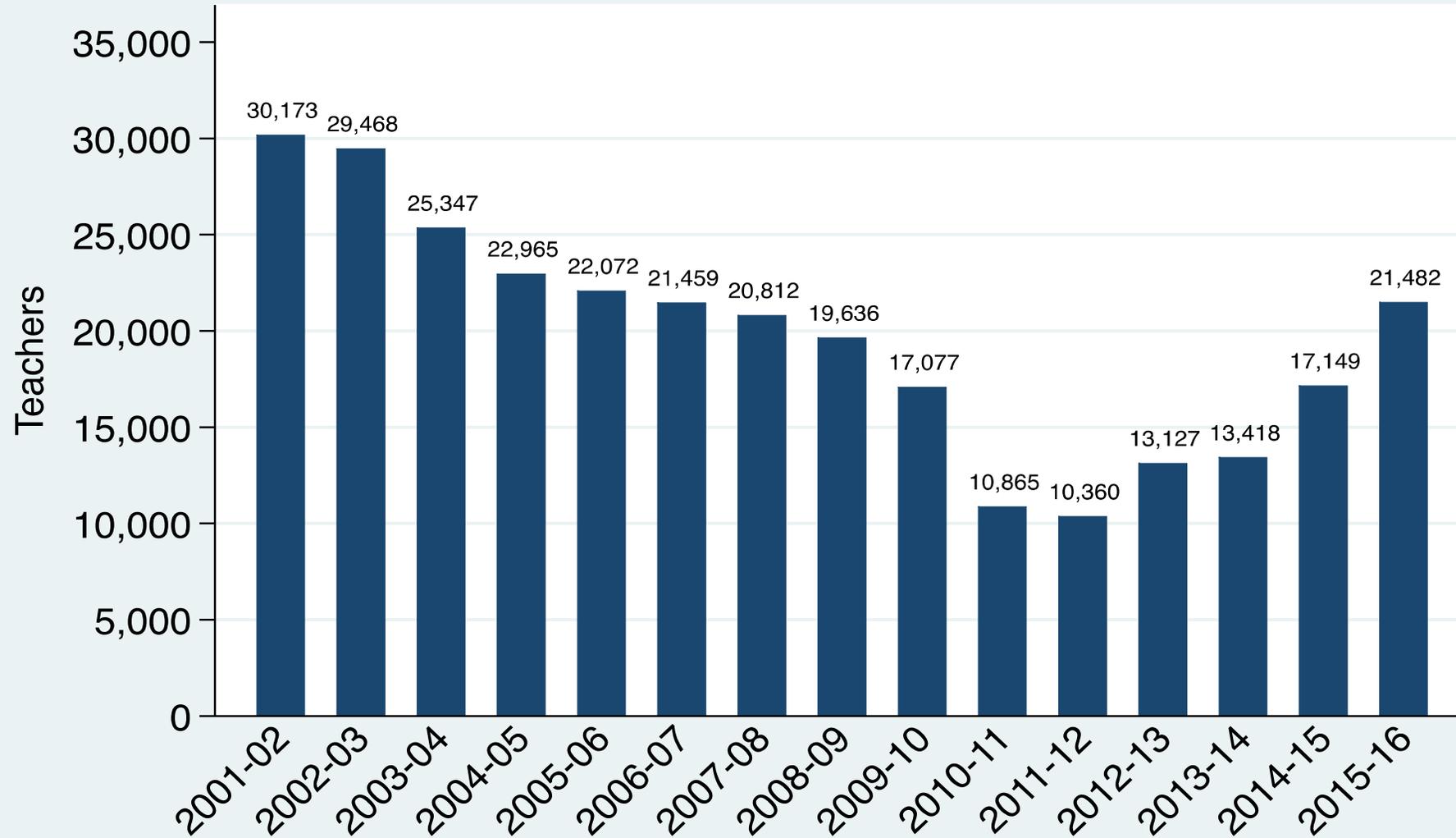


Enrollment in California Teacher Preparation Programs



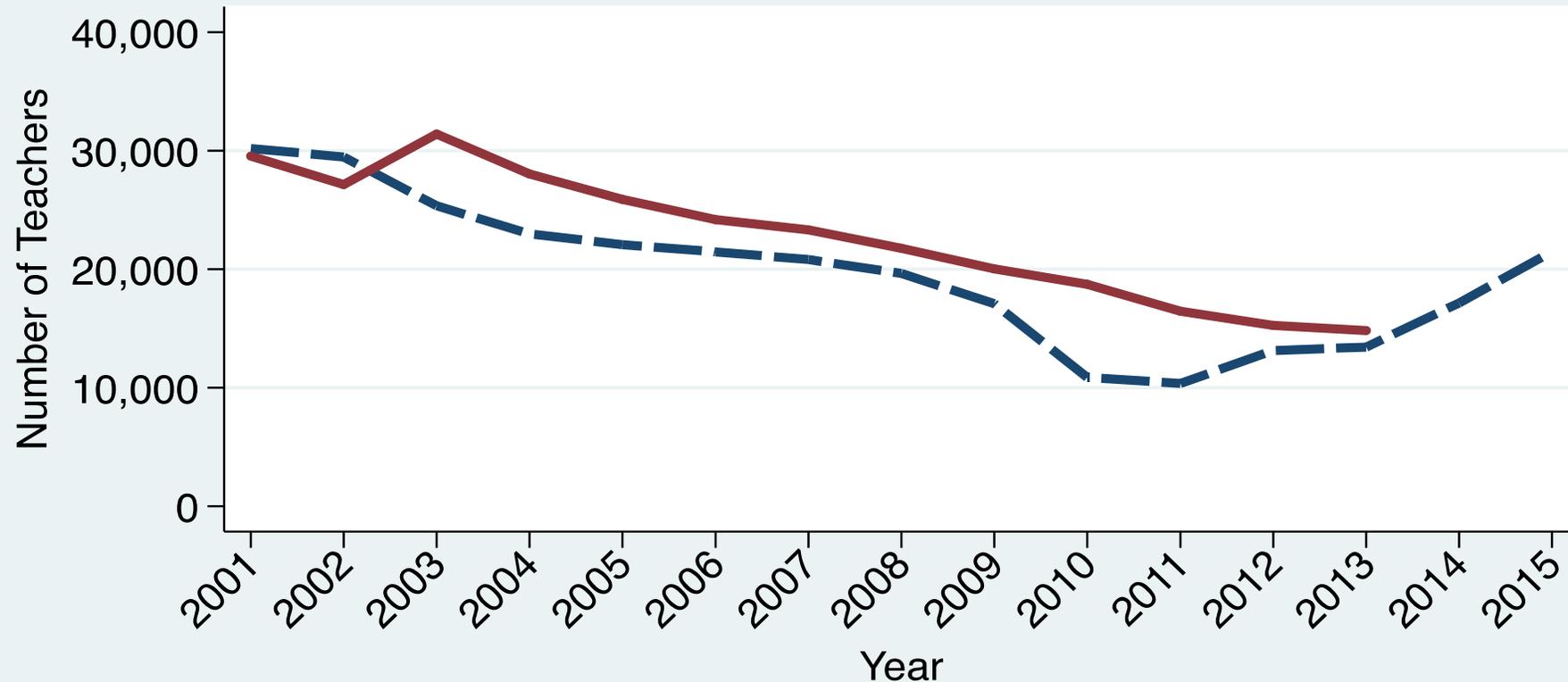
Source: California Commission on Teacher Credentialing, 2001-2013. Teacher Supply in California: A Report to the Legislature. Available on CTC Web page at <http://www.ctc.ca.gov/reports/all-reports.html>; 2014 Title II State Program Information. Available at <https://title2.ed.gov/Public/Report/StateHome.aspx>

Estimated New Hires in California Public Schools



Source: California Department of Education, 2001-2015. Available on DataQuest Web page at <http://data1.cde.ca.gov/dataquest/>

Total New California Teaching Credentials and Estimated New Hires



Estimated Teacher Hires Total New Credentials

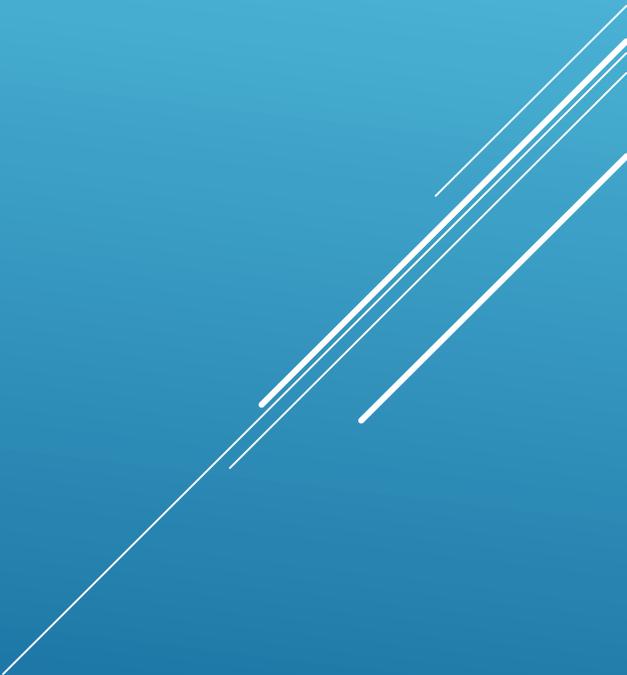
Note: Estimated Teacher Hires is self reported estimation of next school years hires from each California school district. Re-entrants are not included in this analysis.

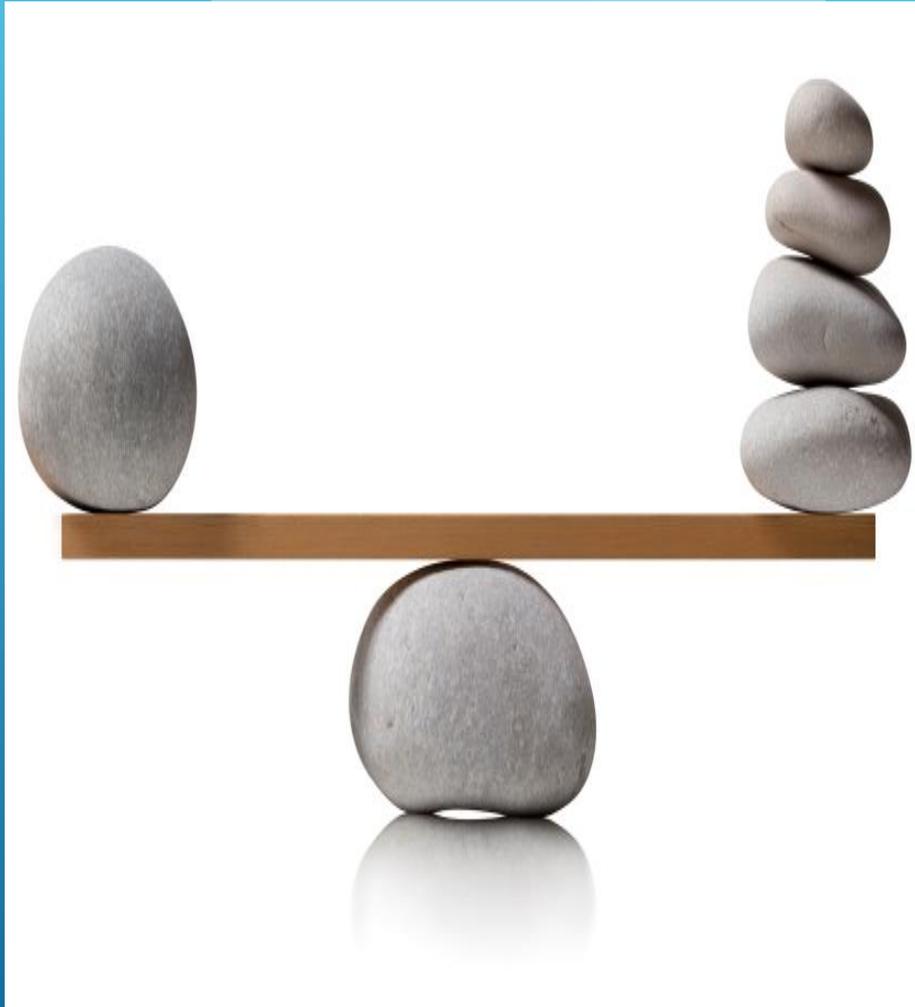
Source: California Department of Education, 2001-2015. Available on DataQuest Web page at <http://data1.cde.ca.gov/dataquest/>; California Commission on Teacher Credentialing, 2001-2013. Teacher Supply in California: A Report to the Legislature. Available on CTC Web page at <http://www.ctc.ca.gov/reports/all-reports.html>

Interns, permits, and substitutes are the relief valve during a time of shortage; typically deployed in our hardest to staff schools



Local pressure to staff a classroom has the potential to significantly undermine quality in the workforce





STATE LEVEL EFFORTS TO STRENGTHEN TEACHER AND LEADER PREPARATION

New standards for initial preparation: CCSS and NGSS aligned; stronger clinical practice; focus on outcomes

New assessments for teachers and leaders focused on ability to do the job, day 1

New standards for teacher and leader induction: less paper, highly individualized, focus on MENTORING

New accreditation procedures: focused on outcomes

New Data Dashboards: teacher supply demand data; institutional data; transparency

Other State Efforts to Improve Supply of Well Prepared Teachers

- ▶ Broadening eligibility for teachers coming in from out of state
- ▶ Broadening opportunities for undergraduates to graduate with a teaching credential
- ▶ Removing arbitrary time limits on test scores for individuals in the process of meeting credential requirements
- ▶ Creating a new type of substitute permit allowing better prepared individuals to serve longer in the classroom with strong support and mentoring
- ▶ Strengthening preparation for intern teachers and ensuring they have adequate on the job mentoring and support
- ▶ Improving new teacher induction so it focuses intensively on mentoring
- ▶ Governor is proposing to establish a California Center on Teaching Careers

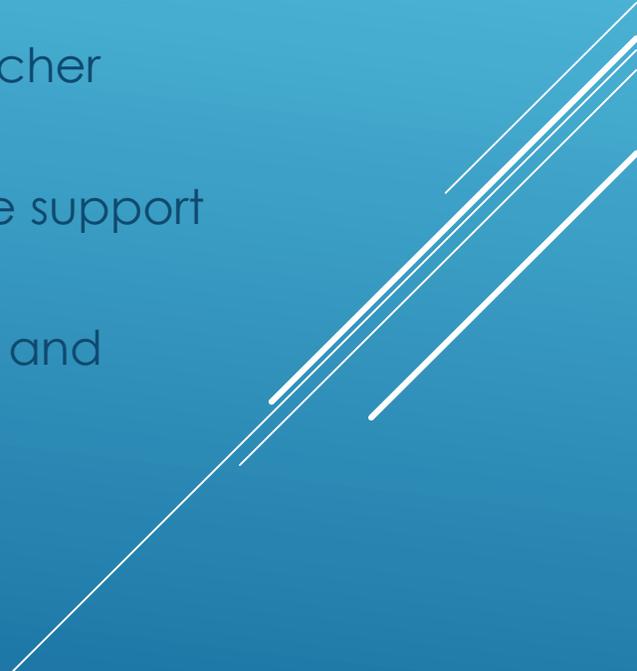


Communication:
We need to change
the narrative about
teaching and
leading, and create
an effective
environment for
development of
our most critical
resources

Building a coalition to address the teacher shortage...



LOCAL AND REGIONAL OPPORTUNITIES TO ADDRESS SHORTAGES

- ▶ Retain the teachers you have...
 - ▶ Support and ensure high quality and adequate funding for new teacher induction
 - ▶ Grow residency programs for student teachers, in partnership with teacher preparation programs
 - ▶ Grow intern programs if you can make the commitment to provide the support needed for them to succeed
 - ▶ Participate in local planning and problem solving around the quantity and quality of new teachers available
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TOOLS YOU CAN USE

- ▶ <http://www.ctc.ca.gov/reports/data/edu-suppl-landing.html>

2014-15
278,538
FTE Teachers

2015-16
21,483
Estimated Teacher Hires

2015-16
9%
Estimated Hires in Math

2015-16
8%
Estimated Hires in Science

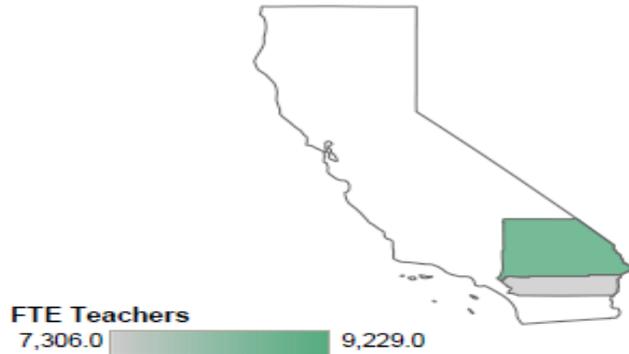
2015-16
15%
Estimated Hires in Special Ed.

Region
Inland Empire

County
All

District
Multiple Values

FTE Teachers in 2014-15



Estimated Teacher Hires in 2015-16



Region	County	District	FTE Teachers	Estimated Hires	
Inland Empire	Riverside	Coachella Valley Unified	812.0	55.0	
		Corona-Norco Unified	2,113.0	104.0	
		Desert Sands Unified	1,185.0	3.0	
		Moreno Valley Unified	1,451.0	69.0	
		Riverside Unified	1,745.0	50.0	
	County Total			7,306.0	281.0
	San Bernardino	Central Elementary	190.0	10.0	
		Chaffey Joint Union High	940.0	10.0	
		Chino Valley Unified	1,288.0	36.0	
		Colton Joint Unified	1,036.0	54.0	
		Fontana Unified	1,616.0	73.0	
Ontario-Montclair		1,034.0	20.0		
San Bernardino City Unified			2,410.0	211.1	
Victor Valley Union High			715.0	99.0	
County Total			9,229.0	513.1	
State Total			16,535.0	794.1	

Region	County	District	Subject Area
Inland Empire	All	Multiple Values	Multiple Values

Fiscal Year: 2015-16

Region	County	District	Subject Area	Estimated Teacher Hires
Inland Empire	Riverside	Corona-Norco Unified	English	15.0
			Foreign Language	5.0
			Life Science	15.0
			Mathematics	15.0
			Physical Science	5.0
			Self-contained Classes	20.0
			Social Science/Studies	15.0
			District Total	90.0
			County Total	90.0
	San Bernardino	San Bernardino City Unified	Bilingual Education	20.0
			English	22.4
			Foreign Language	2.2
			Life Science	14.5
			Mathematics	22.3
Music			5.6	
Physical Science			9.4	
		District Total	202.8	
		County Total	202.8	
Region Total			292.8	

2014-2015
15,227
Total New Credentials

2014-2015
4%
Change from Prior Year

2014-2015
75%
CA IHE Prepared

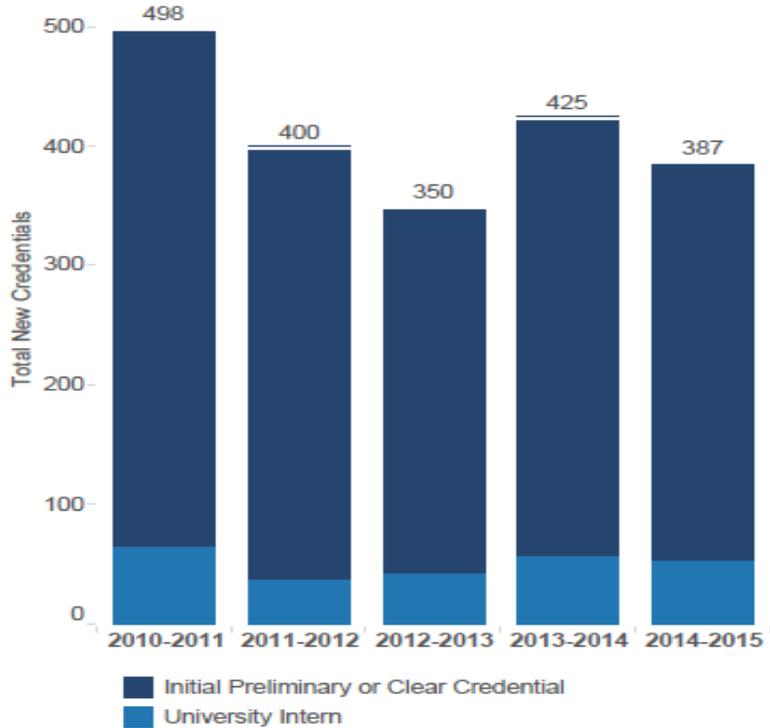
2014-2015
4%
CA District Prepared

2014-2015
20%
Out-of-State Prepared

Selections will affect the bar graph and the table.

Fiscal Year All	Credential Name All	Credential Type All	Segment All	Institution Name Multiple Values
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Multiple Subject Teaching Credential, Single Subject Teaching Credential, Education Specialist Instruction Credential



Segment	Institution Name	Fiscal Year	Total	% Change
California State University	CALIFORNIA STATE UNIVERSITY, SAN BERNARDINO	2010-2011	397	
		2011-2012	291	-26.7%
		2012-2013	259	-11.0%
		2013-2014	330	27.4%
		2014-2015	304	-7.9%
University of California	UNIVERSITY OF CALIFORNIA, RIVERSIDE	2010-2011	101	
		2011-2012	109	7.9%
		2012-2013	91	-16.5%
		2013-2014	95	4.4%
		2014-2015	83	-12.6%

Subject Area Multiple Values	Credential Area All	Credential Name All	Credential Type All	Segment All	Institution Name Multiple Values
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						Total Count of Subject Area				
Subject Area	Credential Name	Credential Type	Segment	Institution Name	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	
General Subjects	Multiple Subject Teaching Credential	Initial Preliminary or Clear Credential	California State University	CALIFORNIA STATE UNIVERSITY, SAN BERNARDINO	148	107	94	91	104	
			University of California	UNIVERSITY OF CALIFORNIA, RIVERSIDE	26	41	24	27	29	
		University Intern	California State University	CALIFORNIA STATE UNIVERSITY, SAN BERNARDINO				1	1	
Mathematics	Single Subject Teaching Credential	Initial Preliminary or Clear Credential	California State University	CALIFORNIA STATE UNIVERSITY, SAN BERNARDINO	20	17	8	19	19	
			University of California	UNIVERSITY OF CALIFORNIA, RIVERSIDE	14	7	12	9	6	
		University Intern	California State University	CALIFORNIA STATE UNIVERSITY, SAN BERNARDINO	4	2	1	3	3	
			University of California	UNIVERSITY OF CALIFORNIA, RIVERSIDE	5			5		
Mild/Moderate Disabilities	Education Specialist Instruction Credential	Initial Preliminary or Clear Credential	California State University	CALIFORNIA STATE UNIVERSITY, SAN BERNARDINO	49	38	37	48	30	
			University of California	UNIVERSITY OF CALIFORNIA, RIVERSIDE	9	10	9	7	9	
		University Intern	California State University	CALIFORNIA STATE UNIVERSITY, SAN BERNARDINO	26	16	18	23	17	
			University of California	UNIVERSITY OF CALIFORNIA, RIVERSIDE	3	2	5	2		
Science: Biological Sciences	Single Subject Teaching Credential	Initial Preliminary or Clear Credential	California State University	CALIFORNIA STATE UNIVERSITY, SAN BERNARDINO	8	6	7	8	3	
			University of California	UNIVERSITY OF CALIFORNIA, RIVERSIDE	8	10	4	5	3	
		University Intern	California State University	CALIFORNIA STATE UNIVERSITY, SAN BERNARDINO	1		1		2	
			University of California	UNIVERSITY OF CALIFORNIA, RIVERSIDE	2	2	1	1		
Grand Total					323	258	221	249	226	

- ▶ What are your thoughts and ideas about the teacher shortage?
- ▶ What can we do to:
 - ▶ Attract the next generation of teachers?
 - ▶ Develop and retain the teachers we have?
- ▶ How can we communicate the importance of effective teaching and school leadership to California's future?

SHARING YOUR IDEAS

