

# Combating Teacher Shortages



Marcia Neel  
KMEA State Conference  
February 23, 2023

# The Current Situation: *Education Week, June, 2022*



- Even the best school districts are having problems filling positions
- CCSD, NV has 1197 openings currently

# National Snapshot

Researchers estimate that there are more than 36,500 teacher vacancies in the nation currently. They also estimate that there are more than 163,500 positions filled by teachers who aren't fully certified or are not certified in the subject area they're teaching. Annenberg Institute at Brown University, August, 2022:

<https://www.edworkingpapers.com/ai22-631>

# Kansas Snapshot


At the beginning of the school year, Kansas reported 1,650 teaching vacancies. According to a state Department of Education representative, that number equates to a 3.75% shortage in the state.


The state Department of Education said their teacher licensure team is in the process of creating strategies to reduce the teacher shortage in Kansas.

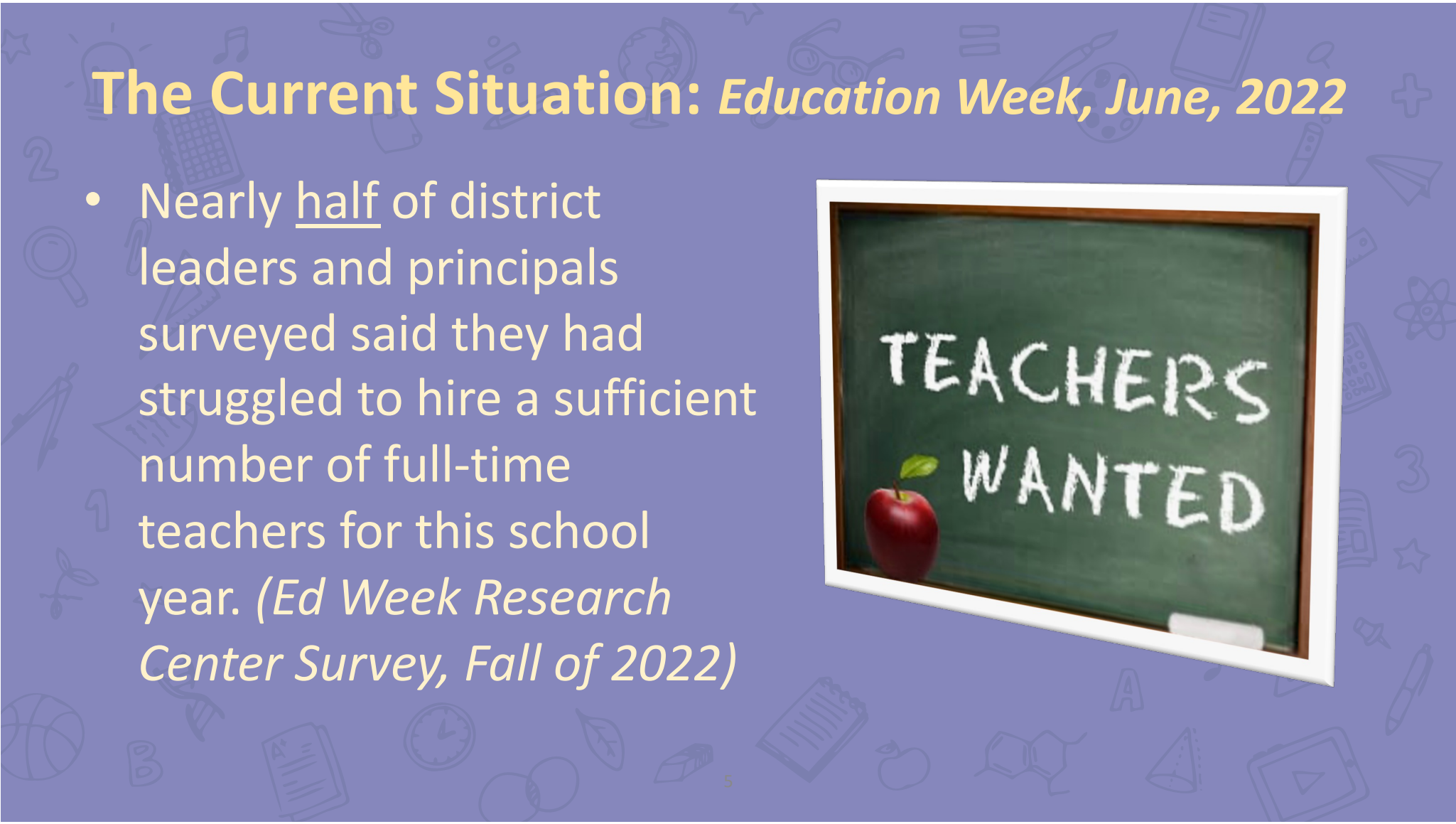
Teachers with out-of-state licenses must apply for a similar license in Kansas meeting these requirements.

# The Current Situation: *Education Week, June, 2022*

- Nearly half of district leaders and principals surveyed said they had struggled to hire a sufficient number of full-time teachers for this school year. (*Ed Week Research Center Survey, Fall of 2022*)

A chalkboard with the text "TEACHERS WANTED" written on it in white chalk. A red apple is placed on the left side of the chalkboard.

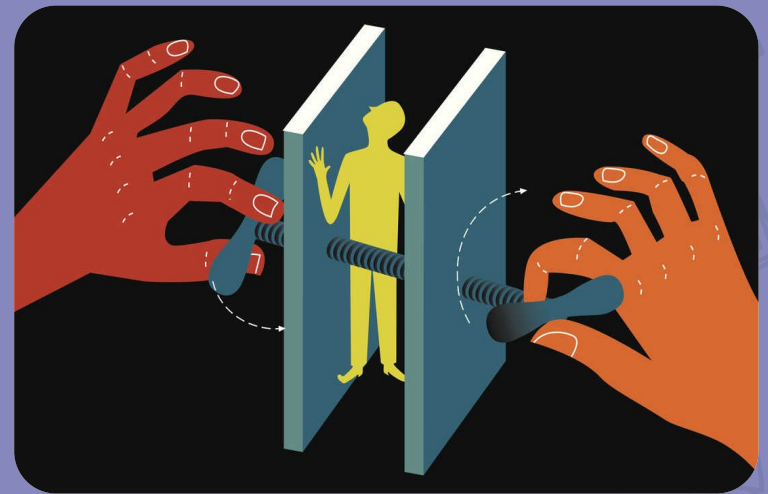
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# The Current Situation: *Education Week*

*Educator Perspectives on the State of the Teaching Profession / MDR 2022 Study*

- Teachers are saying they want to quit—levels of burnout and stress are on the rise!
- 30% of teachers don't see themselves in education 5 years from now!
- Only 10% of teachers would strongly recommend the profession to a young adult

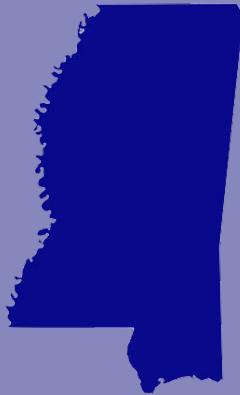


# What is being done about it? *Interventions:*

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## Increasing Compensation:

MS legislature working to provide teachers at least a \$4,000 annual raise



# What is being done about it? *Interventions:*

## More Supportive Working Conditions:

### Hallsville (MO) District:

- Moving to a four-day work week with PD support on the non-student day
- Providing tuition reimbursement through grant funds
- Paying stipends for extra responsibilities
- Working with post-secondary institutions to provide a pathway toward certification for paraprofessionals



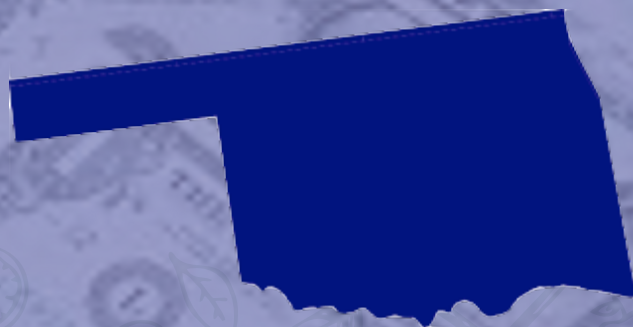
# USING COVID 19 RELIEF DOLLARS



# Using Federal COVID-19 Relief Dollars to Build Pipelines

OK State Department of Education Designating \$12.7M:

Student teachers will receive \$3,250—half of which will be paid up front and the remainder after they complete student teaching and sign a contract to teach in an Oklahoma public school.



# Using Federal COVID-19 Relief Dollars to Build Pipelines

NM State Department of Education  
Earmarked \$37M:

- 500 Educational assistants were hired and will be supported as they study to become teachers, counselors, or school nurses
- Interested districts will receive grants that cover an educational assistant's full salary plus benefits, a \$4,000 stipend to support each fellow's postsecondary education, and money to cover all licensure fees

# Using Federal COVID-19 Relief Dollars to Build Pipelines

TN State Department of Education Spending \$20M:

The first registered apprenticeship program (of 64 total to be established) is a partnership between the Clarksville-Montgomery County School System and Austin Peay State University and includes:

1. On-the-job experience
2. Tuition
3. Fees
4. Books
5. Required Exams
6. A paycheck while training to become a teacher



# Using Federal COVID-19 Relief Dollars to Build Pipelines

## NV DOE: Incentivize Pathways to Teaching: \$20.7M:

Pre-service teachers may receive up to \$2,000 for tuition assistance at any time during the final three semesters of their program

Up to \$8,400 in stipends during their student teaching semester. If accepted, each candidate who receives these funds must obtain a Nevada standard teaching license and seek employment in a public school in the State of Nevada



# Kansas Recruitment/Retention Activity

Educate Kansas – to support Teacher R&R: <https://educatekansas.org>



Kansas Technical Assistance System Network

Request AssistanceResourcesEventsTASN Projects

QLogin

## Educate Kansas

Our Events

Our Resources

### Events

*There are no upcoming events.*

### Resources

▶ About Educate Kansas  
November 17, 2022

See more >

Homepage >  
Staff Contacts >

### Educate Kansas

Educate Kansas is a project to support recruitment and retention efforts across the state of Kansas. The project supports a robust marketing initiative for the purpose of rebranding the profession statewide in collaboration with key stakeholders such as KNEA, KSDE, TASN, Higher Education, and District Level Leadership. Additionally, Educate Kansas partners with leaders at the local level to assist in strengthening progressive recruitment and retention strategies. This project endorses strong collaborative teacher retention practices. Educate Kansas has developed a research based survey in collaboration with K-State that collects data from current educators around retention. The project provides the district with a data profile to allow for analysis, strategic planning, and goal setting.

# How Districts are Working to Retain Teachers

*National EdWeek Research Center Survey, January-February, 2022*



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- 43 percent of district leaders say they've given teachers a one-time pay bonus since the start of the pandemic
- Bonuses fall between \$1,000 and \$5,000 and are meant to show gratitude for hard work during a challenging school year and to help entice teachers to remain.



# How Districts are Working to Retain Teachers

## Teacher Well-being



- Districts are beginning to emphasize teacher wellness to curb stress and, ultimately, burnout
- Indianapolis PS District is rethinking the way the teaching role looks to make the job more sustainable by fostering a more supportive work environment that celebrates success.

# One Principal's Solution: A Deep Talent Pipeline

Adam Lane, Haines City (FL) Senior High School

*“We have built a culture that students and staff are attracted to. . .it’s my job to create unforgettable moments that keep them wanting to come back.”  
(Kind of like band, eh?)*



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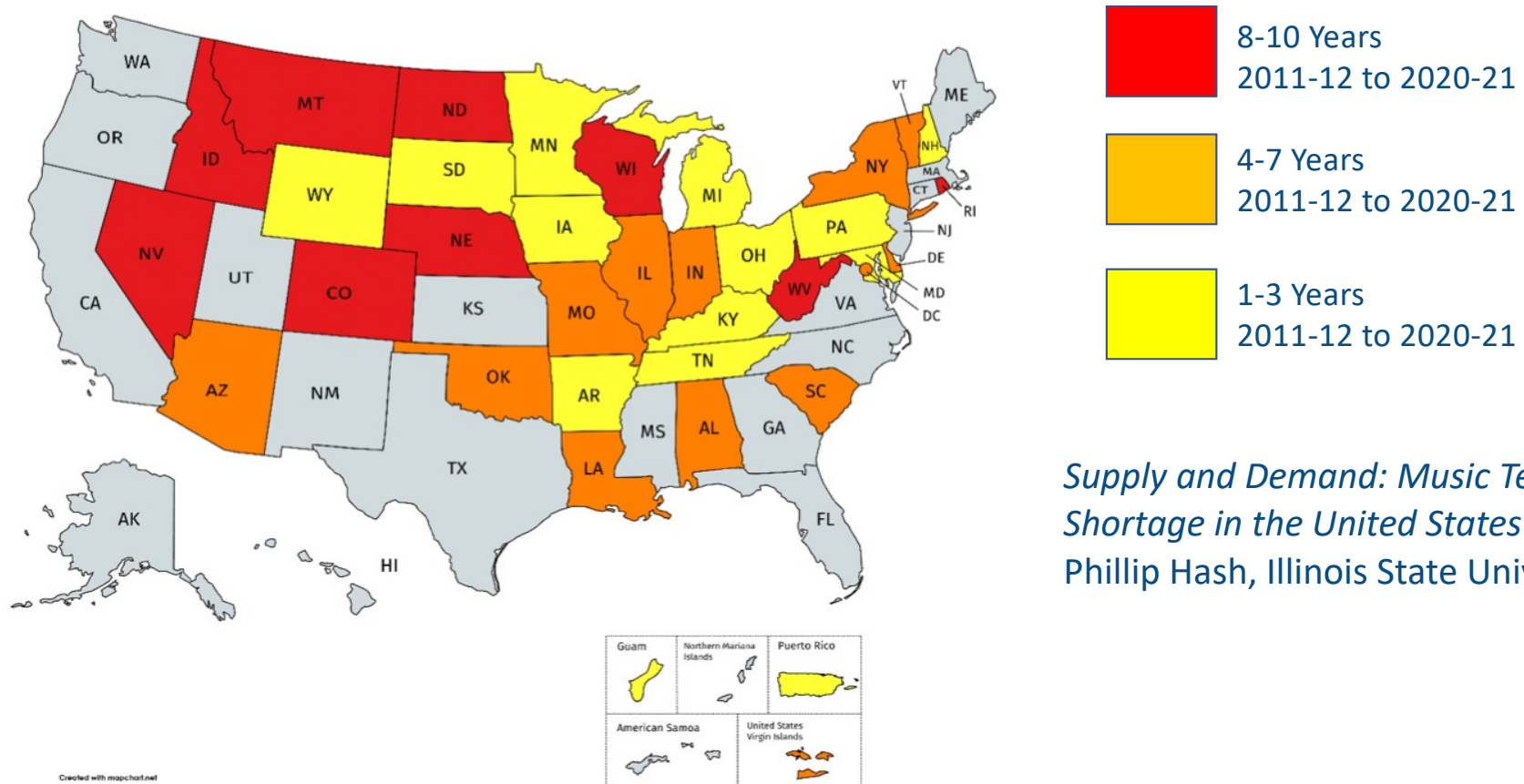
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- Encourages staff to recruit colleagues, family members, and friends
- Works to create strong relationships between students and staff and focuses on empowering ALL in decision-making so that people feel valued.

# Music Teacher Shortage in the United States, 2011-12 to 2020-21



*Supply and Demand: Music Teacher Shortage in the United States (2021)*  
Phillip Hash, Illinois State University

# ACTION: Recruiting Future Music Teachers

## Montclair State University (NJ): Planning Stages

Students-of-Promise Program in Newark and Trenton

Looking to put into place an (ARL) alternate route to licensure program that would be incorporated into the last few months of a senior music ed student's Spring semester. A dozen students have expressed interest so far.

A practicum approach is being encouraged for Performance Majors. It will, however, be incumbent on the professor to implement. Could be in education, industry, etc.

## ACTION: Recruiting Future Music Teachers

ENGAGE WITH YOUR LOCAL UNIVERSITY SYSTEM:

Encourage them to start a “Junior Conservatory” program where public school students from the surrounding community would be provided with individual or class lessons taught by music education majors?

This program not only helps to develop the pedagogical skills (bag of tricks?) of our pre-service educators while giving students enhanced instruction but this could also be a possible route to a career in music education for some participants.

# ACTION: Recruiting Future Music Teachers

PROMOTE THE PROFESSION WITH OUR CURRENT STUDENTS:

There is something to be learned from the structure of marching band when it comes to getting students in front of their peers!

Give students should the opportunity to lead their peers by conducting warm-ups, leading the playing of scales, instructing sectionals, etc.

Coach students appropriately to help them develop their leadership skills.

## ACTION: Retaining Current Music Teachers

### MUSIC ACHIEVEMENT COUNCIL R&R "REMINDER" SERIES

Sign up for and disseminate the Music Achievement Council's MSFQ (More to Start, Fewer to Quit) timely monthly e-newsletter delivered as an open-sourced document. Provide as is or brand it your own and forward to your teachers/colleagues.



## ACTION: Retaining Current Music Teachers

MUSIC ACHIEVEMENT COUNCIL  
R&R "REMINDER" SERIES

**NEW NEXT MONTH:** MSFQ will also include and provide on the alternating week the *Choose to Teach* Word of Encouragement series.



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# ACTION: Retaining Current Music Teachers

## LOCALIZING YOUR EFFORTS:

Get social and create a healthy culture through affinity groups—do things TOGETHER like attending sporting events and concerts, playing golf, working out, going boating or simply just hanging out

Support each other and make everyone feel welcome and the newbies will catch the climate vibe

Start a POET'S Club to meet with newbie educators weekly after school on Fridays to build community

## ACTION: Retaining Current Music Teachers

### LOCALIZING YOUR EFFORTS:

Ask last year's "newbies" to meet with this year's "newbies" at POET'S Club or at least via individual mentorships. Not only will it help your current "newbies" but it will engage and empower those who joined your district last year.

Ask your new teachers to consider journaling. Their journal becomes the friend that they can say anything to. . .the journal does not judge. Journaling can help teachers clarify their frustrations and work out the true sources of their (negative) feelings.

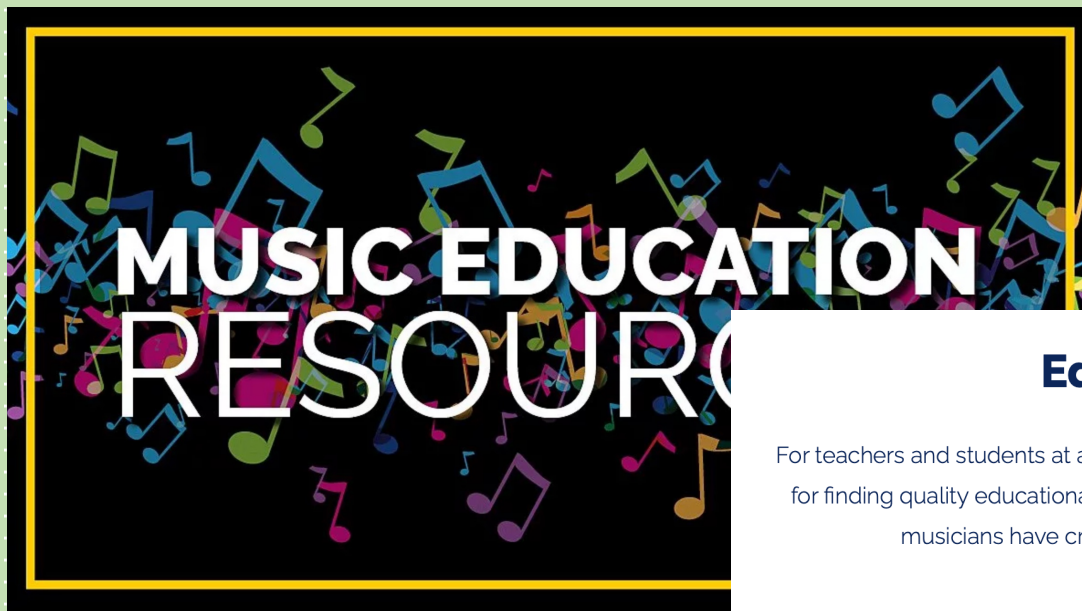
## ACTION: Retaining Current Music Teachers

### BUILDING PEDAGOGY PRACTICES:

Don't neglect the service bands which provide considerable pedagogical resources. New teachers should be provided with access to these assets for every instrument including strings and voice—347 Videos in all plus a “Play Along with Pershing's Own” option:

<https://www.usarmyband.com/education-outreach>

# ACTION: Retaining Current Music Teachers



## **Educational Videos**

For teachers and students at all levels, as well as many parents, we know there is a real need for finding quality educational tools and content. We hope you enjoy what our world-class musicians have created to help us all stay connected through music.

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<https://www.usarmyband.com/education-outreach>

# ACTION: Retaining Current Music Teachers

Series	Instrument
✓ All Series	✓ All Instruments
General Education	Bass clarinet
Beginner	Bassoon
Etudes	Cello
Other	Clarinet
	Euphonium
	Flute
	French horn
	Guitar
	Misc
	Oboe
	Percussion
	Saxophone
	String bass
	Trombone
	Trumpet
	Trumpet
	Tuba
	Viola
	Violin
	Voice

Search  Series  Instrument  Limit

**BEGINNING HORN: ALTERNATE ASSEMBLY AND POSTURE**  
Open case, Parts of the Instrument

**BEGINNING HORN: EMOUCHURE AND BUZZING**  
Embouchure, Buzzing

**BEGINNING HORN: ASSEMBLY AND POSTURE**  
Assembly, Playing position, Hand position

**BEGINNING HORN: EMPTYING WATER AND OILING VALVES**  
First 3 notes (E, D, C)

**BEGINNING HORN: HOT CROSS BUNS**  
Hot Cross Buns (E, D, C)

**BEGINNING HORN: DISASSEMBLY**  
Disassembly/Storage

Video 1 - 6 of 24 1 2 3 4 >  
Page 1 of 4

<https://www.usarmyband.com/education-outreach>

## ACTION: Retaining Current Music Teachers

### BUILDING PEDAGOGY PRACTICES:

Could your MEA establish a *New Teacher Strand* at every conference as well as other opportunities for PD? Perhaps military band personnel could provide this learning opportunity (and it's free). What do new teachers really want to know? I'm guessing it's how to teach

\_\_\_\_\_ or \_\_\_\_\_ or  
\_\_\_\_\_. PEDAGOGY!

The military wants to serve music education. . .they just need to hear from us how best to do that.

# References: Some Insights

Some Insights from The74 (referencing 74 million children in America) is a nonprofit news organization covering America's education system from early childhood through college and career) October, 2022. <http://bit.ly/3SmgxhC>

- U.S. schools currently employ at least 163,650 underqualified educators, teachers working without state certification or outside of their subject area. In 2017, at least 109,000 underqualified teachers were estimated to be in classrooms.
- The underqualified group comprises roughly 5% of the U.S. teaching force. States with the highest ratios of these hires relative to the student population include Washington, Utah, Minnesota, New Hampshire, Massachusetts, New Jersey, North Carolina, Louisiana, Alabama, Florida and Maryland.
- Black, brown and low-income students are still more likely to be taught by underqualified educators than peers, research shows, despite federal law attempts to protect against this by requiring states receiving Title I funding to make plans to address disparities.
- Fueling the rise in uncertified teachers is a dramatic drop in teaching candidates — America lost at least a third in the last decade, with some states facing enrollment declines near 80%. The trickling pipeline of new educators coincided with the growth of an alternative sector — of over 200 organizations countrywide where candidates may not have to take on as much debt or devote as much preparation time to lead classrooms.

# References Some Insights

- “The dilemma becomes a Catch-22: You lower the requirements for entry, you put an unprepared person in a classroom,” Rodriguez said. “They do not feel like they can meet the needs of students in their classroom, and then they depart.”
- In Utah, A “floodgate” of underqualified teacher candidates opened in 2016, Burbank said, when the state made it possible for any college graduate to teach via alternative certification programs — so long as they eventually pass licensure exams. Last school year, the state had one of the highest ratios of underqualified educators to students in the nation, according to researchers at Kansas State University and the University of Illinois tracking the population.
- In Arizona, ASU’s dean of the teachers college says, “you can’t put these people in classrooms by themselves — you’re doing them a disservice. They’re not going to stay. And you’re doing their learners a disservice,”
- The toll that underqualified and inexperienced teachers has on students is a key concern.
- “The question needs to be why are states allowing people who are unprepared to be in classrooms when they could be working towards short- and long-term solutions to addressing shortages, so we don’t have to be talking about this in 2030.”

## ACTION: GET THIS SESSION INFO

Send me your email address:  
[marcia@musicedconsultants.net](mailto:marcia@musicedconsultants.net)



# THANK-YOU!



Master Educator  
Collective



[marcia@musicedconsultants.net](mailto:marcia@musicedconsultants.net)

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Community



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