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# **TEACHER SHORTAGES AND ALTERNATIVE CERTIFICATION: A PRESENTATION TO THE NEW MEXICO LEGISLATIVE EDUCATION STUDY COMMITTEE**

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# About NCSL

- ❑ Instrumentality of all 50 state and territorial legislatures
- ❑ Bipartisan
- ❑ Provides research, technical assistance and opportunities to exchange ideas
- ❑ Advocates on behalf of legislatures before the federal government and administration

*NCSL is committed to the success of state legislators and staff. Founded in 1975, we are a respected bipartisan organization providing states support, ideas, connections and a strong voice on Capitol Hill.*



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# Teachers Matter Most

- Barber, M., & Mourshed, M. (2007). *How the world's best-performing school systems come out on top*. London: McKinsey & Company
- Rivkin, S., Hanushek, E., & Kain, J. (2005). Teachers, schools, and academic achievement. *Econometrica*, 73(2), 417–458.



# Teacher Shortages?

- ❑ Widespread reports of declining enrollment in teacher prep programs
- ❑ Teachers leaving field (nearly 50% after 5 years) or retiring –leaky bucket, as Ingersoll would say
- ❑ Media reports in nearly every states (except for KY, VA and VT)
- ❑ Panic (“horrific”; “biggest threat to schools”);
- ❑ Unfortunately **NOT** a new problem—very cyclical



# What does the data say?

- ❑ AIR's Ellen Behrstock-Sherratt argues that we may not know – don't use a coherent data system, but rather numerous indicators that are not necessarily clear
- ❑ Minnesota (created by Midwest REL) the model for teacher supply and demand data reporting- regularly reports to legislature
- ❑ [http://education.state.mn.us/mdeprod/idcplg?IdcService=GET\\_FILE&dDocName=059257&RevisionSelectionMethod=latestReleased&Rendition=primary](http://education.state.mn.us/mdeprod/idcplg?IdcService=GET_FILE&dDocName=059257&RevisionSelectionMethod=latestReleased&Rendition=primary)



# Common State Policy Approaches



# Supplying the Teacher Pipeline

- ❑ Teacher Cadets
- ❑ Grow Your Own
- ❑ Strategic partnerships
- ❑ UTEACH



# Alternative Licensure/Certification

- About 20% of teachers enter through alt cert, according to AIR
- Draws career changers and can diversify teacher backgrounds
- Programs vary widely
- Must ensure success (many programs struggle to retain teachers/teacher report feeling ill-prepared)



# Learning From World-Class Education Systems: Finland and Singapore

- Know how many are needed, and prepare just those
- Very rigorous preparation programs – no alt cert
- Aim to prepare best in the world, reward them with respect, trust and high pay, and call them nation builders
- Very low turnover and very high ROI



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