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# Teacher Workforce

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LEGISLATIVE ANALYST'S OFFICE

Presented to:  
Senate Budget Subcommittee No. 1 on Education Finance  
Hon. Anthony Portantino, Chair





## Factors That Affect the Market for Teachers

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### Teacher Demand

- State funding for schools.
- Class-size policies.
- Student enrollment.



### Teacher Supply

- Number of new credentials issued (traditional and intern).
- Re-entry into the teacher workforce.
- Out-of-state teacher recruitment.
- Teacher retirements.

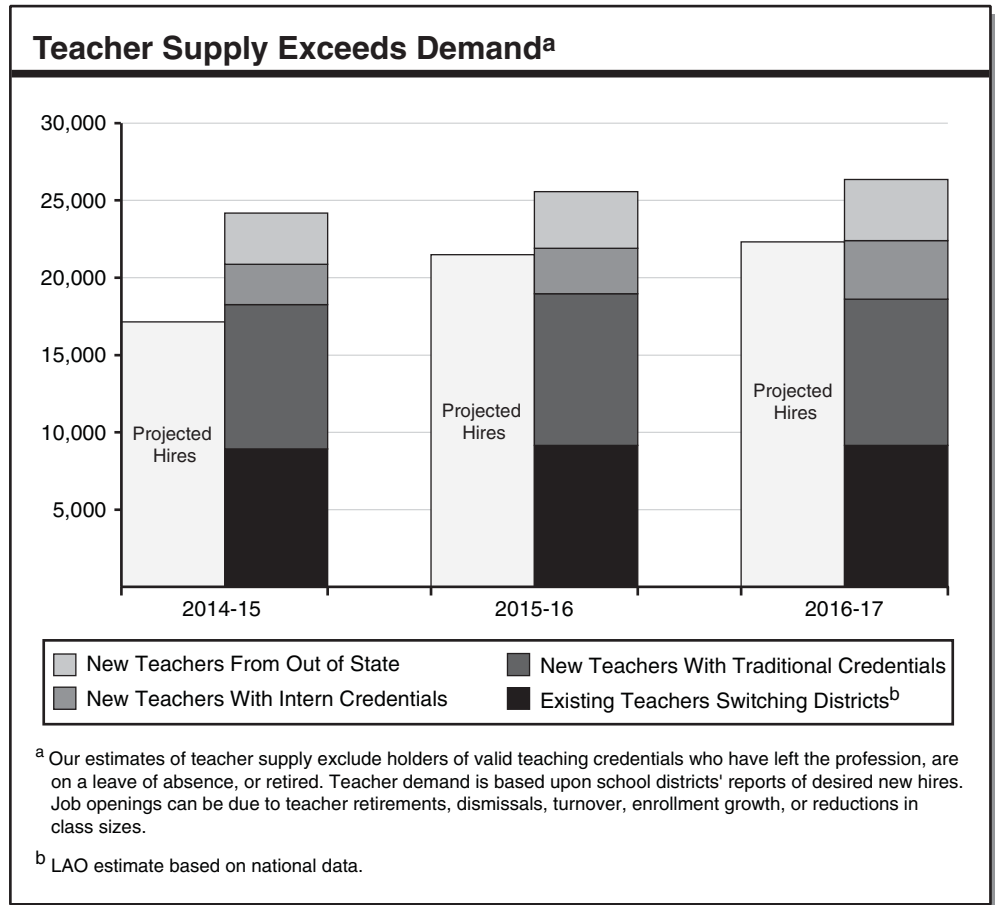


### Teacher Turnover

- Leaving the teaching profession (temporarily or permanently, voluntarily or involuntarily through layoffs).
- Switching schools.



# Overall Teacher Workforce





## Certain Areas Experiencing Shortages

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### Certain Subject Areas

- Special education.
- Science.
- Math.



### Certain Types of Schools

- City-center schools.
- Low-income schools.
- Certain types of rural schools.



### Evidence of Shortages

- Research over many years has found substantial evidence of shortages in these subject areas and types of schools.
- Having higher rates of open positions during the school year, requiring more time to fill open positions, and having higher rates of teachers working on emergency permits are common signs of these shortages.



## Recent State Actions to Increase Teacher Supply

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### Financial Aid

- The 2016-17 budget provided \$20 million (one time) to establish a new grant program for classified school employees to become teachers.
- The grants pay for classified employees to complete their bachelor's degrees and obtain their teaching credentials. Grants are available through 2020-21.
- Trailer legislation authorized up to 1,000 awards of up to \$4,000 per year.



### Integrated Credentialing Programs

- The 2016-17 budget provided \$10 million (one time) for colleges to redesign their teacher preparation curriculum to allow students to earn a bachelor's degree and a teaching credential within four rather than five years.
- Colleges can apply for grants of up to \$250,000 for coursework design, hiring program coordinators, creating summer courses, and recruiting students.



### Recruitment Campaign

- The 2016-17 budget provided \$5 million (one time) for a multiyear teacher recruitment campaign.
- The campaign includes disseminating information on how to become a teacher and encouraging qualified individuals to enter the teaching profession.
- The campaign focuses on recruiting teachers to work in low-income schools and the fields of special education, math, science, and bilingual education.



## Issues for Consideration

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### **Focusing on Persistent Teacher Shortages**

- Though overall teacher supply currently exceeds teacher demand within the state, research finds persistent teacher shortages in certain subject areas (special education, science, math) and certain types of schools (city-center schools, low-income schools, certain types of rural schools).
- If the Legislature wishes to enact new policies, we recommend targeting them to these shortage areas.



### **Determining if New Efforts Are Warranted**

- Results from the state's most recent efforts to increase teacher supply are not yet available, as the new initiatives are in the early stages of implementation.
- The Legislature may wish to wait until these results are available before determining whether additional measures are warranted.