

# ISER's work in teacher turnover, supply, & demand

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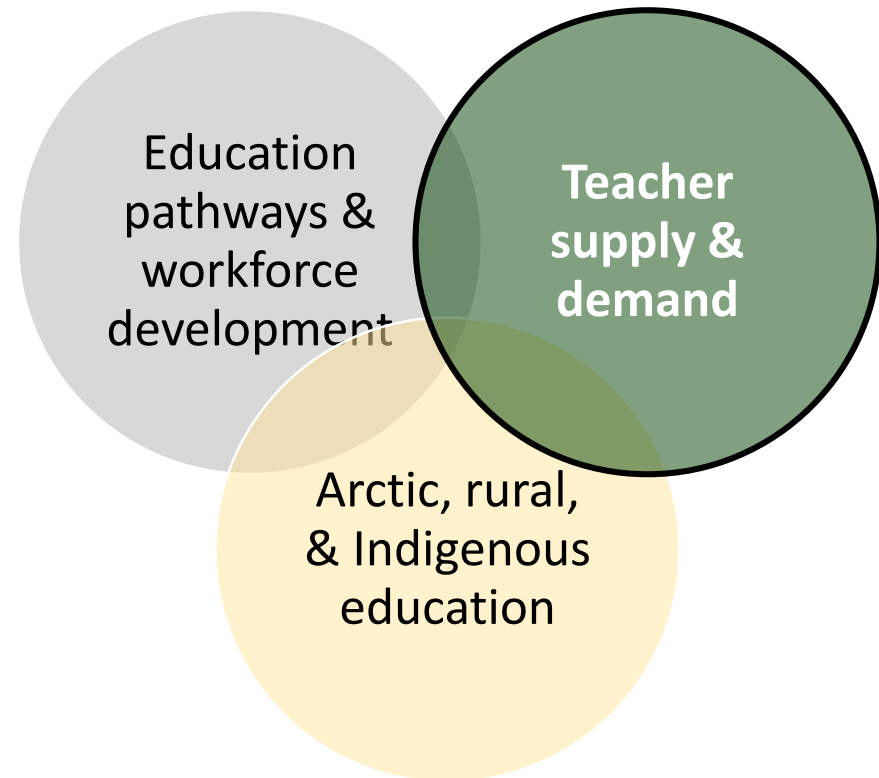


# ISER has studied Alaska's teacher workforce for over 50 years.

## **Institute of Social & Economic Research**

- Alaska-focused
- Nonpartisan
- Policy-focused
- Intended to help people understand social and economic systems

## **Center for Alaska Education Policy Research**














# 1. Teacher shortages are a national concern.

DeFeo, D. J., & Tran, T. C. (2019). *Growing our own: Recruiting Alaska's youth and paraprofessionals into teaching* (Report No. 1765). Anchorage, AK: Institute of Social and Economic Research.




# Alaska hires teachers in a national market.

	Demand	Supply	Turnover	Competitiveness
US	 Strong economy creates increased demand for teachers in other states <sup>i,ii</sup>	 Decreased interest in teaching profession <sup>iii,iv</sup>	 High turnover in profession in general	 Strong economy allows other states to offer better compensation packages
		 Declining enrollments and graduates in teacher preparation programs <sup>v,vi,vii</sup>	 In good economy, highly qualified teachers find jobs in private sector or other fields <sup>viii</sup>	
AK	AK's demand for teachers has been steady for past decade <sup>ix</sup>	AK-prepared teacher supply has been flat since at least 2008	 About 22% of AK's teachers turn over annually <sup>x</sup>	 In AK's fiscal crisis, teacher salaries and benefits have not increased commensurate to other states
	 Most of AK's new teacher hires come from the lower 48	 UAA, AK's largest teacher preparation program, suspended admissions in 2019	 Turnover is higher in rural and low-income schools <sup>xi</sup>	

## 2. Teacher turnover is expensive.

DeFeo, D. J., Tran, T. C., Hirshberg, D., Cope, D., & Cravez, P. (2017). *The cost of teacher turnover in Alaska* (Report No. 1634). Anchorage, AK: Institute of Social and Economic Research.




# It costs districts over \$20k to replace a teacher.

Category	Activities	Per teacher cost
Separation	Administrative tasks, technology, physical plant	<b>\$2,449</b>
Recruitment	Job fairs (including travel), advertising	<b>\$1,910*</b>
Hiring	Applications, interviews, background checks, HR	<b>\$4,902</b>
Orientation & training	New teacher orientation, mentoring, PD	<b>\$11,170</b>
Preparation	Coursework, field placement, certification	
Teacher productivity	Student learning	

# 3. There are lots of reasons why teachers leave.

DeFeo, D.J., Hirshberg, D., & Hill, L. (2018). It's more than just dollars: Problematizing salary as the sole mechanism for recruiting and retaining teachers in rural Alaska. *Alaska Native Studies Journal* 4(1).



# Some conditions can be improved with policy.

## School-community relationships

- Communication
- Support
- Parent engagement

## Community characteristics

- Transportation
- Amenities
- Climate

## Working conditions

- Physical plant
- Class size
- Workload

## Salary & compensation

- Pay
- Benefits


## School & district administration

- Support
- Feedback
- Recognition




## **4. Recruitment and retention challenges both contribute to workforce shortages, but require different solutions.**

Berman, M., & DeFeo, D. J. (in review). How much is enough? Teacher compensation to address disparities in teacher qualifications in high needs public schools.



# Improved compensation will *help* recruitment & retention.

- But we can't fix the problem with salary and benefits alone.
  - Districts attempt to substitute benefits for wages when they can't raise salaries.
    - Benefits cost money too, but sometimes their value to teachers is higher than their cost.
  - Some benefits are more effective for attracting new teachers, others for retaining current teachers.
    - Housing
    - Personal leave days
- 

# Wrapping up

Teacher turnover is a wicked problem.



# Solutions will need to be multi-faceted and inclusive.

## **The problem itself is:**

- Complex
- Systemic
- Highly variable
- Characterized by distributed responsibility

## **Thinking about solutions:**

- There is no silver bullet.
- Efforts will need to be coordinated.
  - Communities
  - Schools
  - Districts
  - State
- The effects of our efforts will not be immediate.
- We can't afford not to.

# Thank you & questions

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