

EXHIBIT D1

TEACHER RECRUITMENT AND RETENTION

Tuesday, June 4, 2024



★ ★ 2024 ADEQUACY STUDY ★ ★

- Introduction
- Arkansas Teachers
- Arkansas Recruitment and Retention Efforts
- Teacher Recruitment and Retention Research



INTRODUCTION



For the past several adequacy studies, the Bureau of Legislative Research has been asked to examine teacher recruitment and retention issues, in addition to the statutorily required analysis of teacher salaries, which will be discussed in a separate report.

Introduction

Arkansas Teachers

AR Recruitment
Retention Efforts

Research



ARKANSAS TEACHERS

ARKANSAS TEACHERS

	FY23
Avg. Pct. of Teachers - Bachelor's Degree Only	49%
Avg. Pct. of Teachers - Master's Degree [WSI]	42%
Avg. Pct. of Teachers with Advanced Degrees	1.1%
Avg. Pct. of Teachers Completely Certified	94%
Avg. Pct. of Teachers with Emergency/Provisional Credentials	3%
Avg. Years of Teacher Experience [WSI]	11.8

Data Source: DESE. MySchoolInfo – School Statewide Report 2023 and 2024 Workforce Stability Index (WSI) High Poverty/High-Minority Report for Title I Schools.

Note: [WSI] indicates a measure within the Workforce Stability Index.

ARKANSAS TEACHERS

	FY23
Avg. Pct. of Teachers with 1+ years of experience [WSI]	92%
Avg. Pct. Nationally Board-Certified Teachers [WSI]	3%
Avg. Pct. Teachers Without Act 1240 Exceptions [WSI]	97%
Avg. Pct. Teachers Without Any Exceptions [WSI]	88%
Avg. Retention [WSI]	74%
Avg. Overall Workforce Stability Index (WSI) Percentile Rank	49%

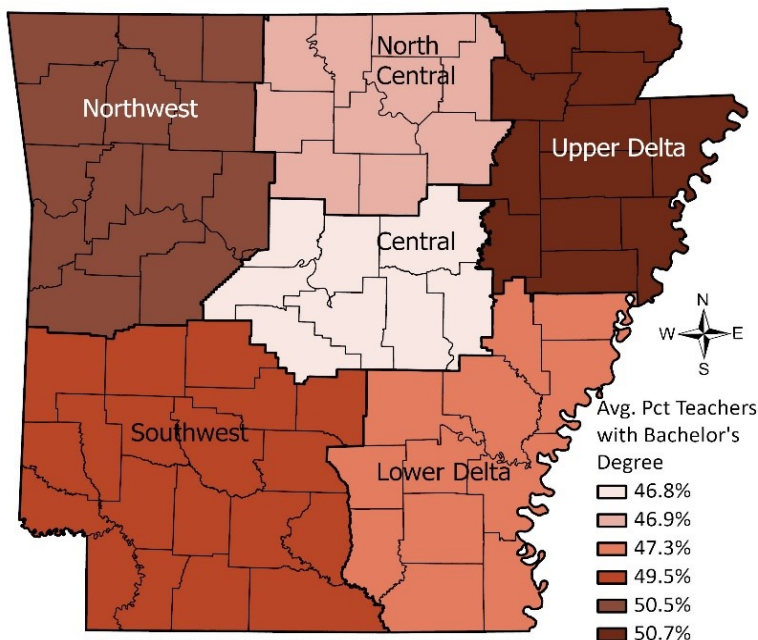
Data Source: DESE. MySchoolInfo – School Statewide Reports 2023 and 2024 Workforce Stability Index (WSI) High Poverty/High-Minority Report for Title I Schools.
 Note: [WSI] indicates a measure considered in the Workforce Stability Index

*Workforce Stability Index (WSI) – measure of workforce quality defined in ESSA.

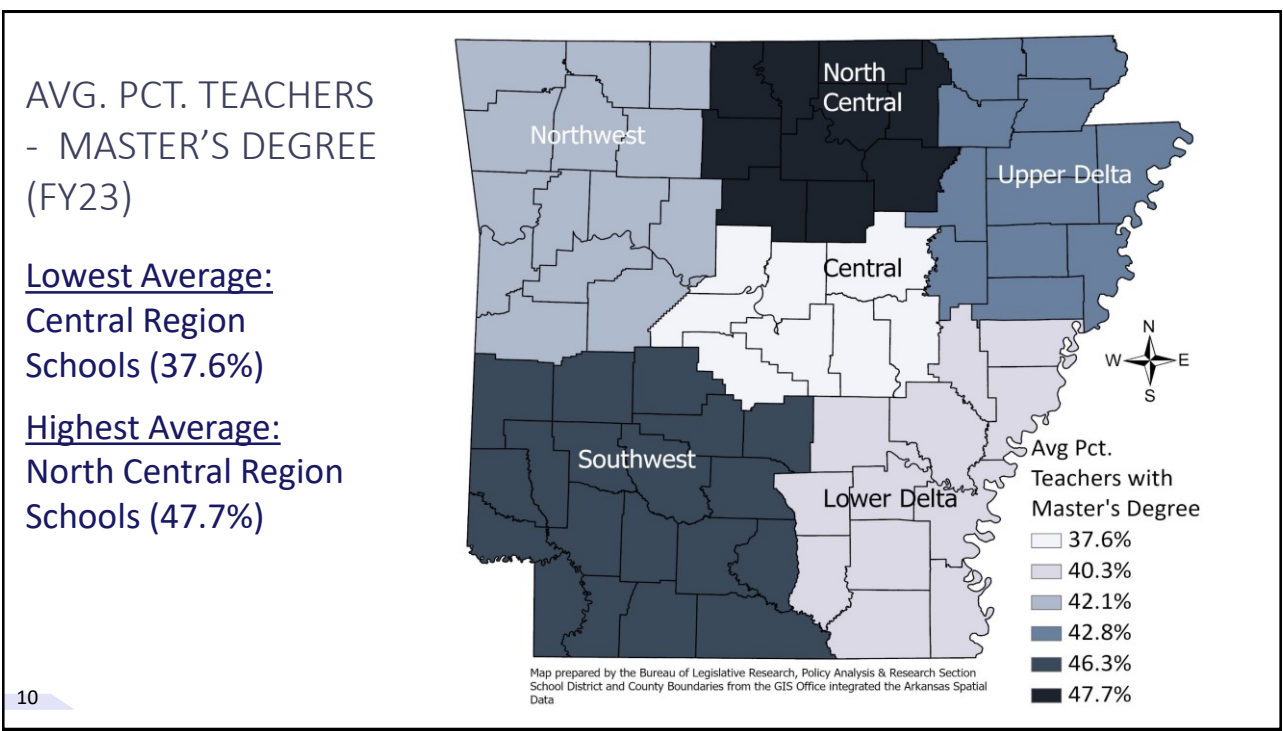
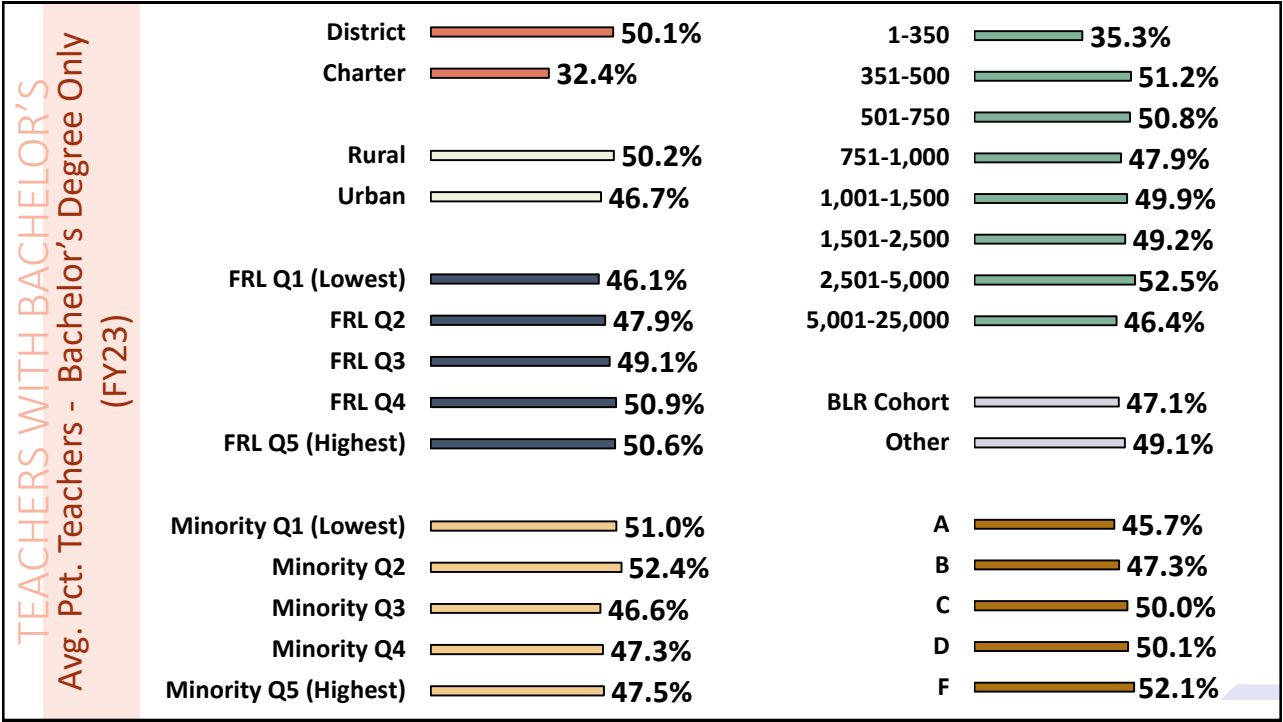
AVG. PCT. TEACHERS – BACHELOR’S DEGREE ONLY (FY23)

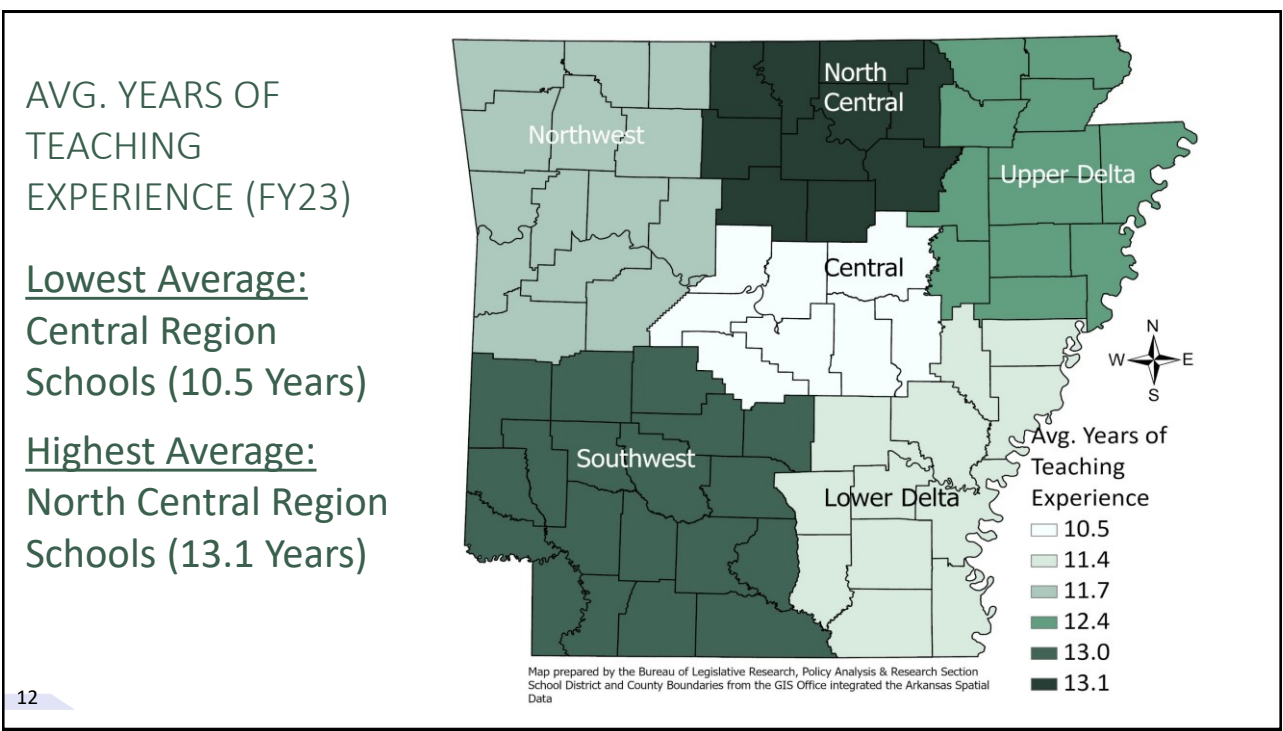
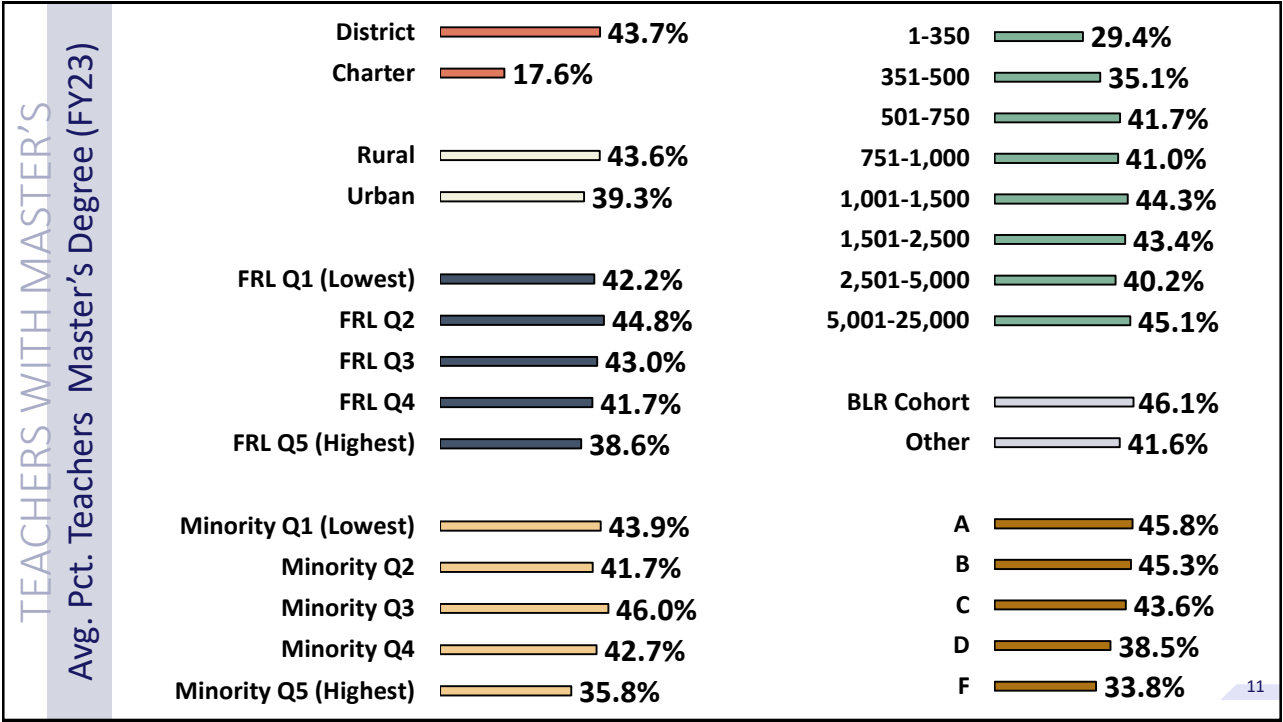
Lowest Average:
 Central Region Schools (46.8%)

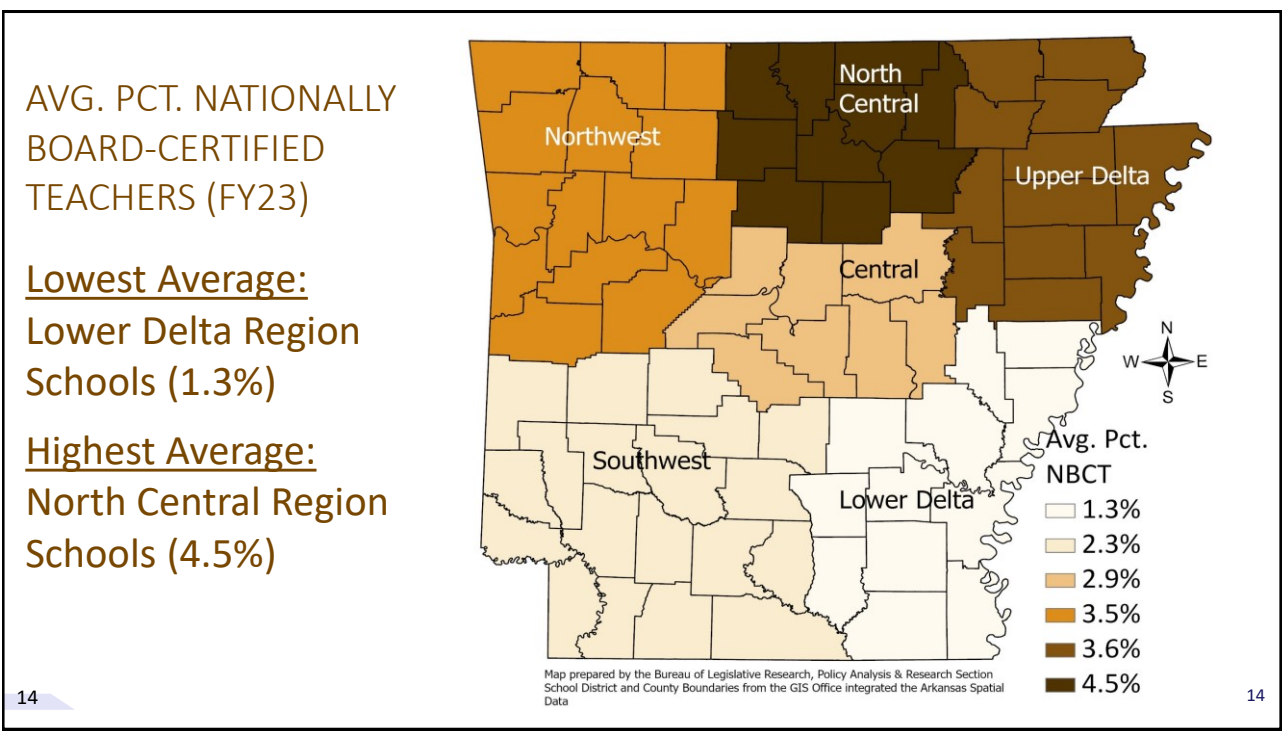
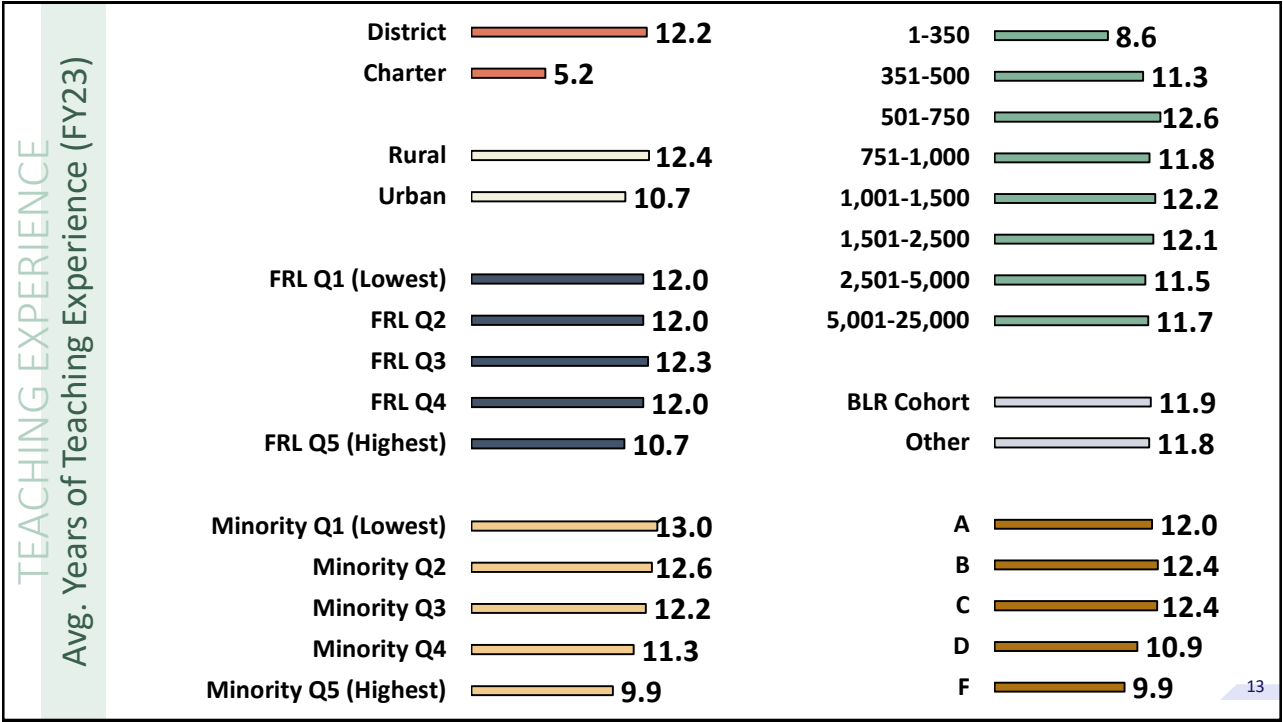
Highest Average:
 Upper Delta Region Schools (50.7%)

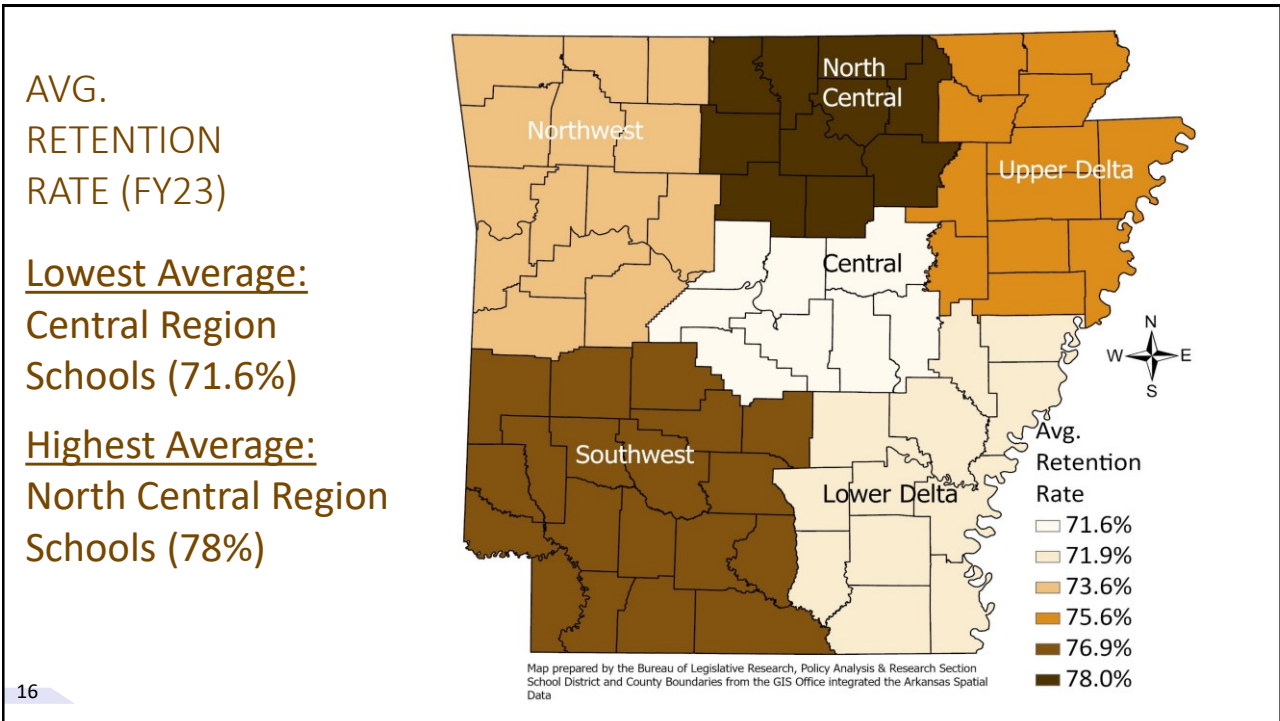
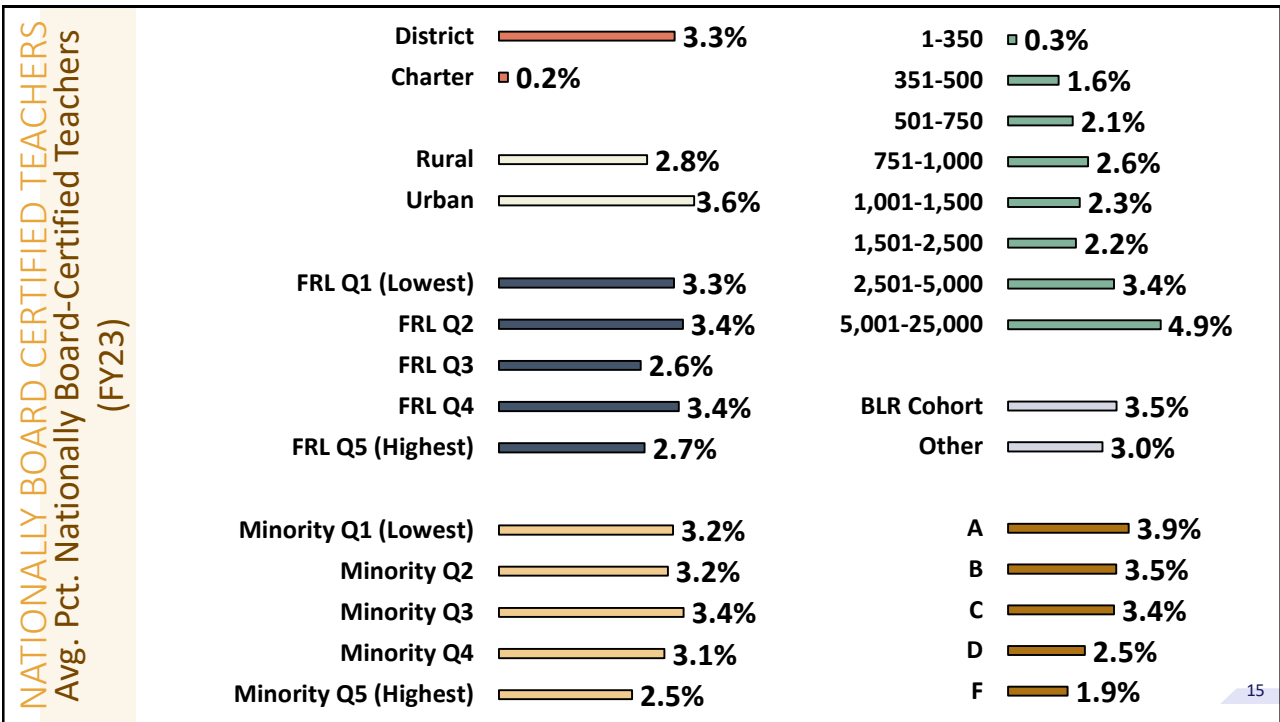


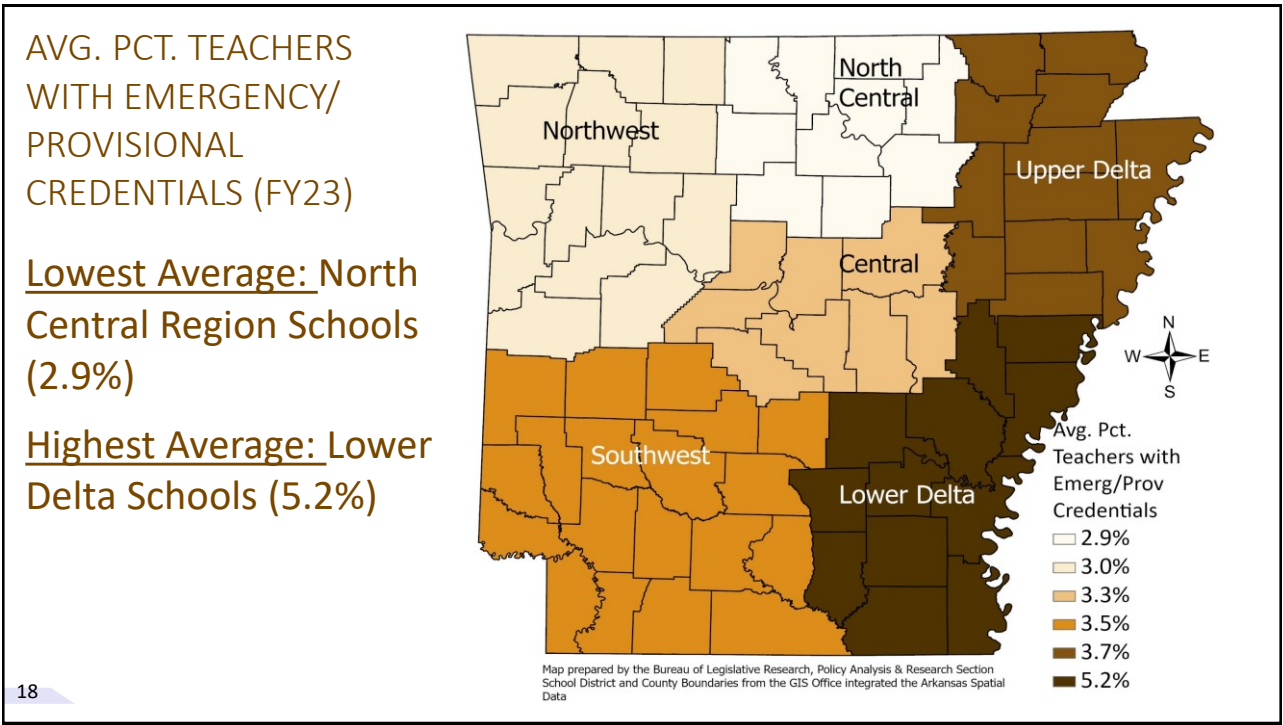
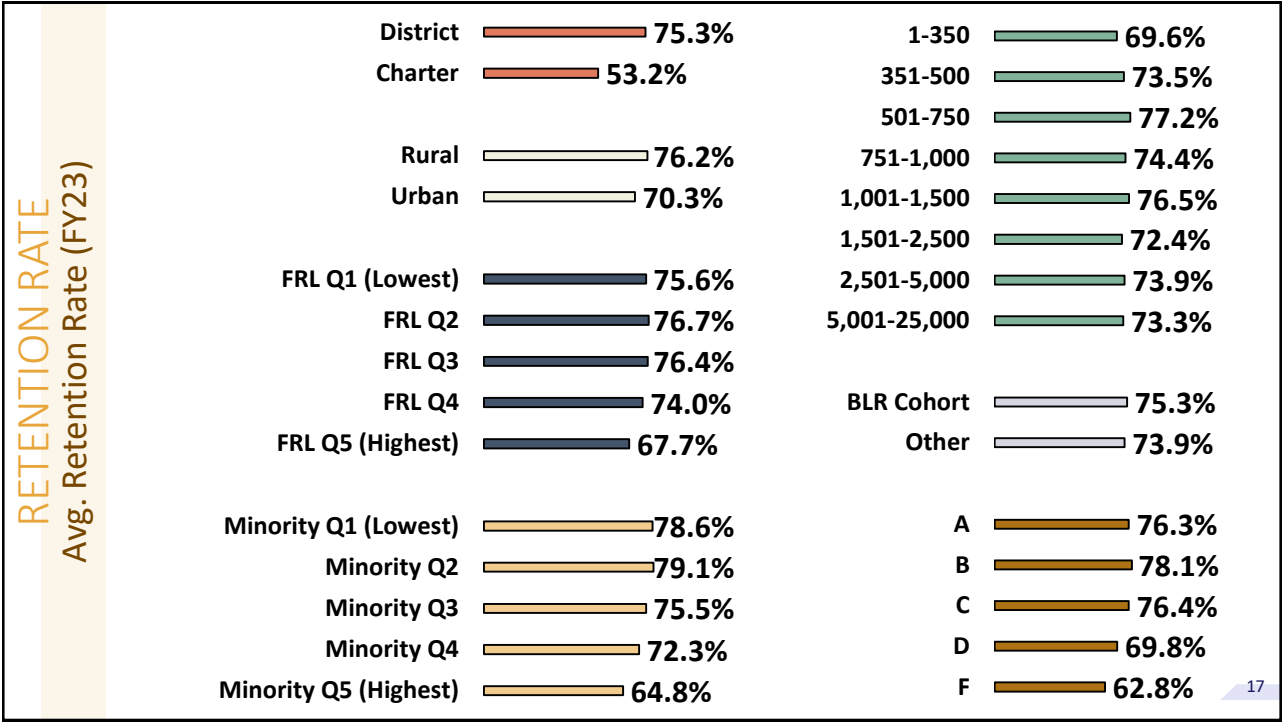
Map prepared by the Bureau of Legislative Research, Policy Analysis & Research Section School District and County Boundaries from the GIS Office integrated the Arkansas Spatial Data



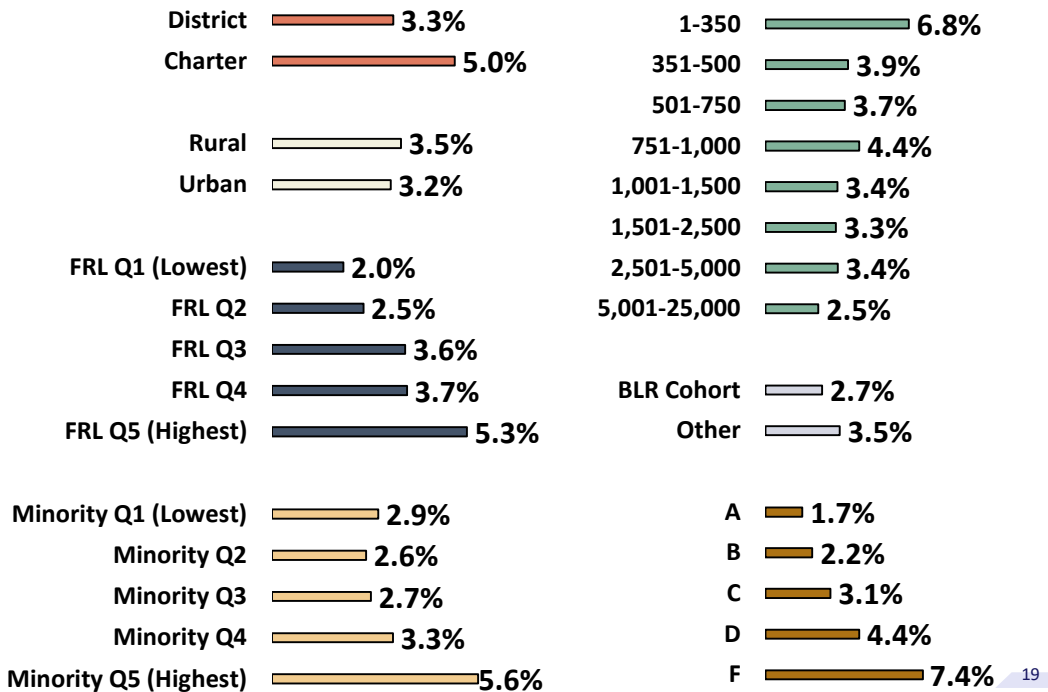








EMERGENCY/PROVISIONAL CREDENTIALS
Avg. Pct. Teachers with Emergency/
Provisional Credentials (FY23)



ARKANSAS TEACHER SHORTAGES

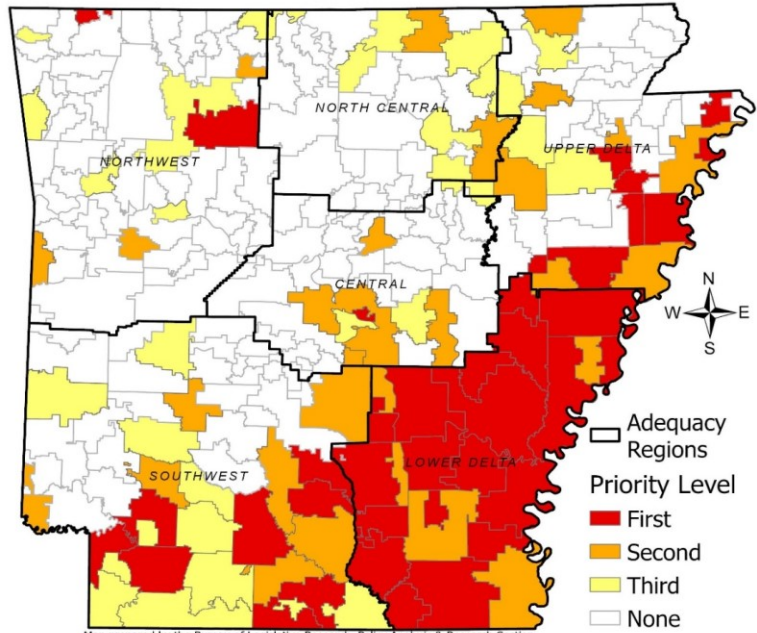
Core Academic Subject Area Teacher Shortage List (2023)

Art (K-12)
Computer Science (4-12)
Foreign Language (K-12)
Music (K-12)
Secondary Mathematics (7-12)
Secondary Science (7-12)
Secondary Social Studies (7-12)
Special Education (K-12)

Data Source: DESE "Core Academic Subject Area Teacher Shortage List for the 2022-2023 School Year".

GEOGRAPHIC TEACHER SHORTAGE AREAS (FY23)

- Based on amount of uncertified teachers filling true vacancies
- KIPP Delta is considered first priority but not included on map



ARKANSAS TEACHERS

	2023	
	Students	Teachers
American Indian	0.6%	0.5%
Asian	1.8%	0.5%
Black/ African American	19.2%	10.0%
Hawaiian/ Pacific Islander	1.0%	0.1%
Hispanic/ Latino	14.2%	1.9%
Two or More Races	4.3%	0.3%
White	58.9%	86.7%
Total	476,106	36,175

Data Source: DESE. MySchoolInfo – School Statewide Reports (2023)



Introduction

Arkansas Teachers

AR Recruitment
Retention Efforts

Research



AR RECRUITMENT AND RETENTION EFFORTS

AR RECRUITMENT AND RETENTION EFFORTS

- Office for the Purpose of Teacher Recruitment
- Strategic school-level improvement plans – strategies to recruit/retain highly qualified teachers
 - Include providing opportunities and support for teacher professional growth
 - Providing opportunities for collaboration
- School districts and open enrollment charter schools must prepare and post to their website by August 1st of each year a three-year Teacher and Administrator Recruitment and Retention Plan.

ARKANSAS PATHWAYS AND LICENSURE

Traditional Routes to Licensure

- Requires program coursework and supervised clinical experience be completed prior to serving as teacher of record
- Embedded in a degree program
- Offered through Institutions of Higher Education (IHE)

21 IHEs

Alternative Routes to Licensure

- For individuals with a bachelor's degree and proven proficiency in desired content area
- Teach with provisional license while learning needed pedagogical skills

IHE Based

12 IHEs

- Leads to graduate hours or graduate degree

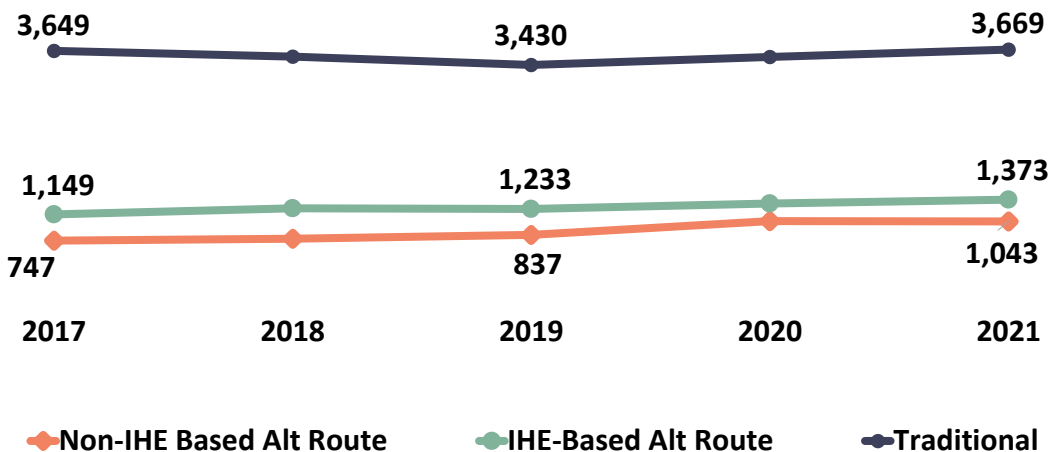
Non-IHE Based

8 routes

AR RECRUITMENT AND RETENTION EFFORTS

PATHWAYS AND LICENSURE

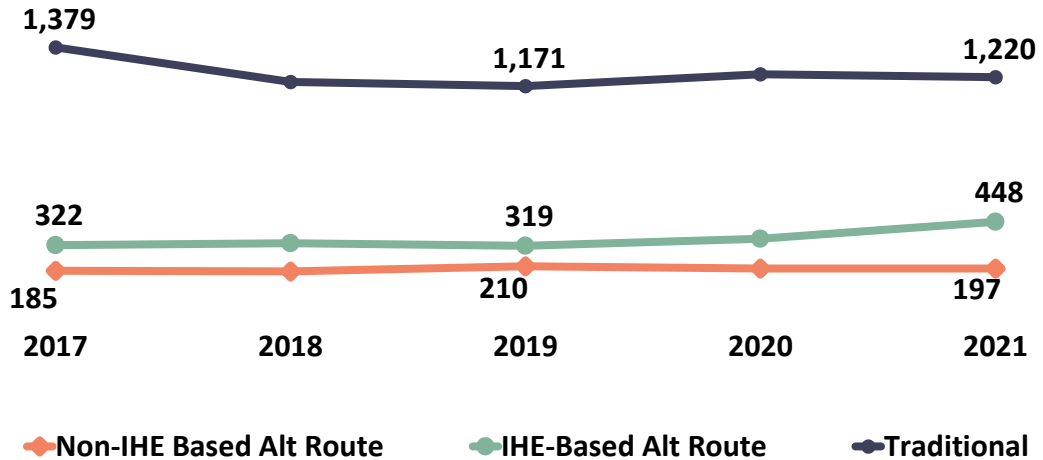
Educator Preparation Program (EPP) Enrollment by Preparation Route



AR RECRUITMENT AND RETENTION EFFORTS

PATHWAYS AND LICENSURE

Educator Preparation Program (EPP) Completers by Preparation Route

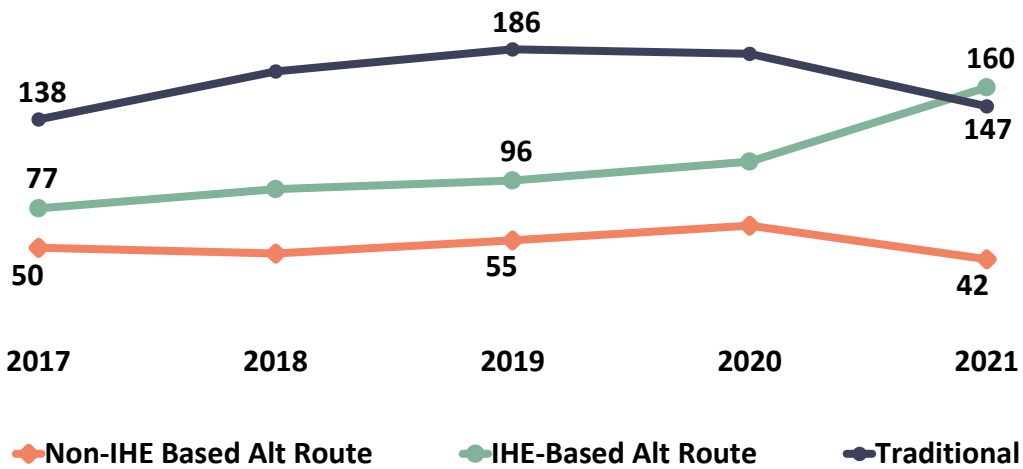


27

AR RECRUITMENT AND RETENTION EFFORTS

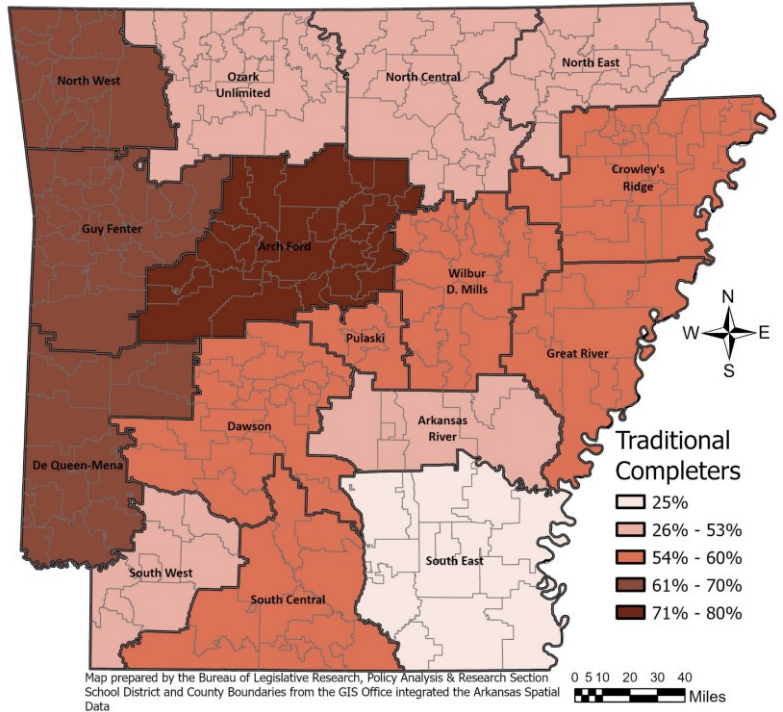
PATHWAYS AND LICENSURE

Educator Preparation Program (EPP) Completers in Subject Shortage Areas



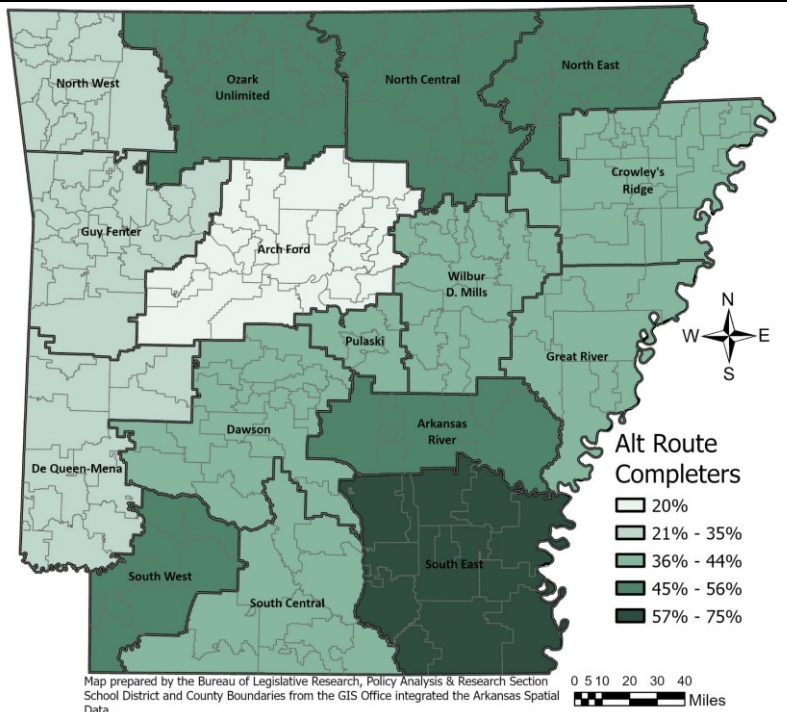
28

TRADITIONAL EPP COMPLETERS WORKING IN AR PUBLIC SCHOOLS BY CO-OP REGION (FY22)



29

ALTERNATIVE EPP COMPLETERS WORKING IN AR PUBLIC SCHOOLS BY CO-OP REGION (FY22)



30

AR RECRUITMENT AND RETENTION EFFORTS

PATHWAYS AND LICENSURE

Arkansas Grow Your Own Model

1. Certified Teaching Assistant Credential
2. CTAs can work in a school while working through degree program
3. While in EPP, student facing responsibilities more align with desired grade level or content licensure
4. Yearlong residency – Teacher of Record under Aspiring Teacher Permit

31

ARKANSAS – SALARY OR FINANCIAL INCENTIVES/ LOAN FORGIVENESS PROGRAMS

High-Priority District Recruitment and Retention

- New teachers in high-priority districts
- Bonuses of \$3K - \$5K
- \$2,096,010 Awarded in FY23

National Board for Prof. Teaching Standards

- Nationally Board-Certified Teachers
- Annual bonuses of \$2.5K - \$5K
- \$13,732,255 Awarded in FY23

Test Fee Reimbursements

- Teachers licensed in critical shortage area, geographical shortage area, or computer science
- \$130 - \$399

State Teacher Education Program (STEP)

- Educators teaching in subject or geographical shortage area
- \$4K annually direct to lender
- \$1,138,335 Awarded in FY22

Teacher Opportunity Program (TOP)

- Teachers and administrators wishing to continue their education
- \$3K annually reimbursed to applicant
- \$1,577,051 Awarded in FY22

32

AR RECRUITMENT AND RETENTION EFFORTS

ADEQUACY SURVEY RESULTS



School Principals

Top Rated “Very Helpful or Essential” Programs for Recruiting Teachers

- Arkansas Professional Pathway to Educator Licensure (APPEL) (53%)
- State Teacher Education Program (43%)
- National Board of Professional Teaching Standards (29%)

Top Programs Rated “Not Familiar with Program”

- AR Geographical Critical Needs Minority Teacher Scholarship (58%)
- Educators Rising (50%)
- Arkansas Teacher Cadet Program (49%)

Source: BLR Adequacy Principal Survey Question 20

33

AR RECRUITMENT AND RETENTION EFFORTS

ADEQUACY SURVEY RESULTS



School Principals

Top Rated “Very Helpful or Essential” Programs for Retaining Teachers

- Arkansas Professional Pathway to Educator Licensure (APPEL) (49%)
- State Teacher Education Program (37%)
- National Board of Professional Teaching Standards (32%)

Top Programs Rated “Not Familiar with Program”

- AR Geographical Critical Needs Minority Teacher Scholarship (57%)
- Educators Rising (47%)
- Arkansas Teacher Cadet Program (47%)

Source: BLR Adequacy Principal Survey Question 22

34

Introduction

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TEACHER RECRUITMENT AND RETENTION RESEARCH



Teacher Recruitment and Retention Research

A. Teacher preparation

- Educators with little to no pedagogical preparation are two to three times more likely to leave the profession than those with more comprehensive preparation

B. Teacher license reciprocity

- State licensure requirements (“duplicative testing, coursework requirements, fees, slow administrative processes and requirements, and unclear licensure standards”) and lack of pension portability

C. Teacher salaries

D. Cost of teacher preparation

E. Teacher mentoring and training



Teacher Recruitment and Retention Best Practices

Teacher residencies

Grow Your Own

Teacher license reciprocity

Competitive teacher salaries

Service scholarships and loan forgiveness programs

Personalized professional development

Strong mentoring and training for new teachers

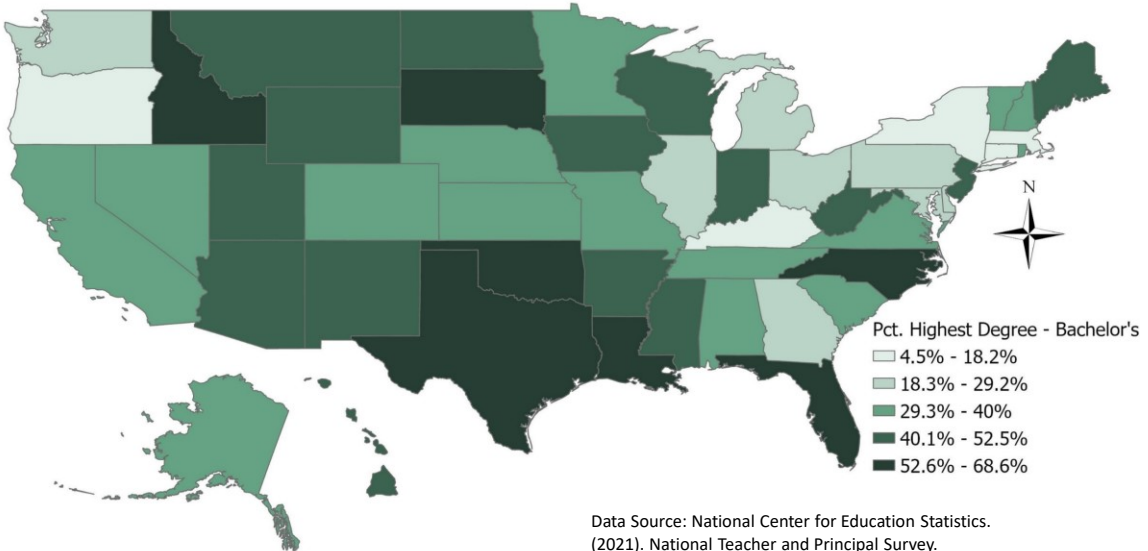
- Same subject mentors and common planning time, regular collaboration with other teachers, external network of teachers

Positive working conditions

- “Culture of trust, openness, and academic freedom” and involvement in key school level decisions
- Principal support

Teacher Recruitment and Retention National Data

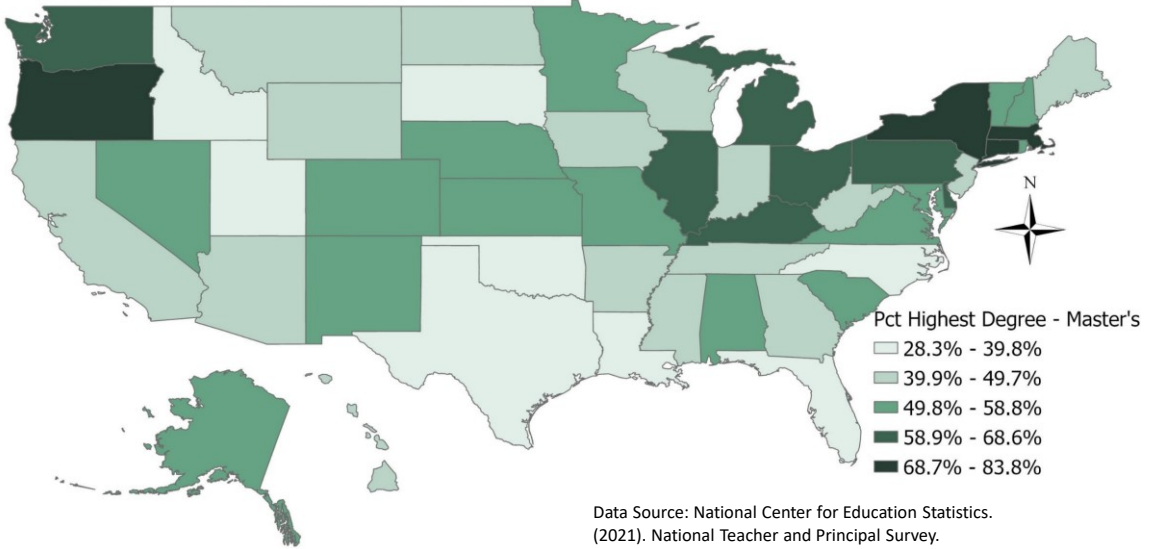
Percentage of Teachers – Highest Degree: Bachelor’s Degree (FY21)



Data Source: National Center for Education Statistics. (2021). National Teacher and Principal Survey.

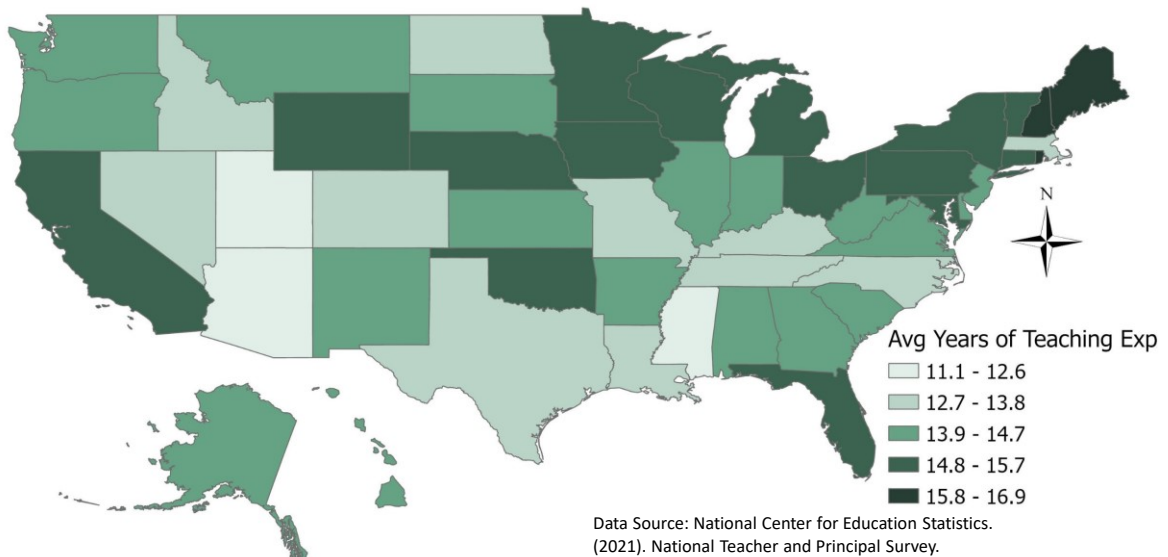
Teacher Recruitment and Retention National Data

Percentage of Teachers – Highest Degree: Master’s Degree (FY21)



Teacher Recruitment and Retention National Data

Average Years of Teaching Experience (FY21)



Teacher Recruitment and Retention National Data

NCES National Teacher and Principal Survey (2021)

8% teachers moved schools

8% teachers left teaching

Former teachers no longer teaching:

- 66% - personal life and work balance was better in new position
- 60% - autonomy/control of own work was better in new position
- 58% - manageability of workload and professional prestige better outside of teaching

41

Teacher Recruitment and Retention National Data

NCES National Teacher and Principal Survey (2021)

2020-21 School Year	US	AR	Highest	Lowest
Required Contract Hours	38.4	39.4	40.5 TX	34.9 RI
Of contracted hours, total hours spent delivering instruction to students	25.2	26.3	27.7 AL	22.6 OR
Total hours spent on all teaching and other school-related activities	52	52.7	54.7 TX	48.2 RI

Data Source: National Center for Education Statistics (NCES). (2021). National Teacher and Principal Survey.

42

Teacher Recruitment and Retention Efforts

ADEQUACY SURVEY RESULTS

School Principals – Teacher Recruitment

Top Positive Impacts

- School or district-level leadership (82%)
- Retirement benefits (80%)
- School/district reputation or school accountability label (75%)

Top Negative Impacts

- Scarcity of appropriately licensed teachers (64%)
- Inadequate housing options in the area (60%)
- Lack of work opportunities for teachers' spouses in the area (50%)

Source: BLR Adequacy Principal Survey Question 18

43

Teacher Recruitment and Retention Efforts

ADEQUACY SURVEY RESULTS

School Principals – Teacher Retainment

Top Positive Impacts

- School or district-level leadership (81%)
- Retirement benefits (78%)
- School/district reputation or school accountability label (73%)

Top Negative Impacts

- Stress/workload (68%)
- Teachers leaving the profession (67%)
- Inadequate housing options in the area (54%)

Source: BLR Adequacy Principal Survey Question 19

44

Adequacy Survey Results – Teacher Working Conditions

ADEQUACY SURVEY RESULTS

Highest rated components of teacher preparation and current position:

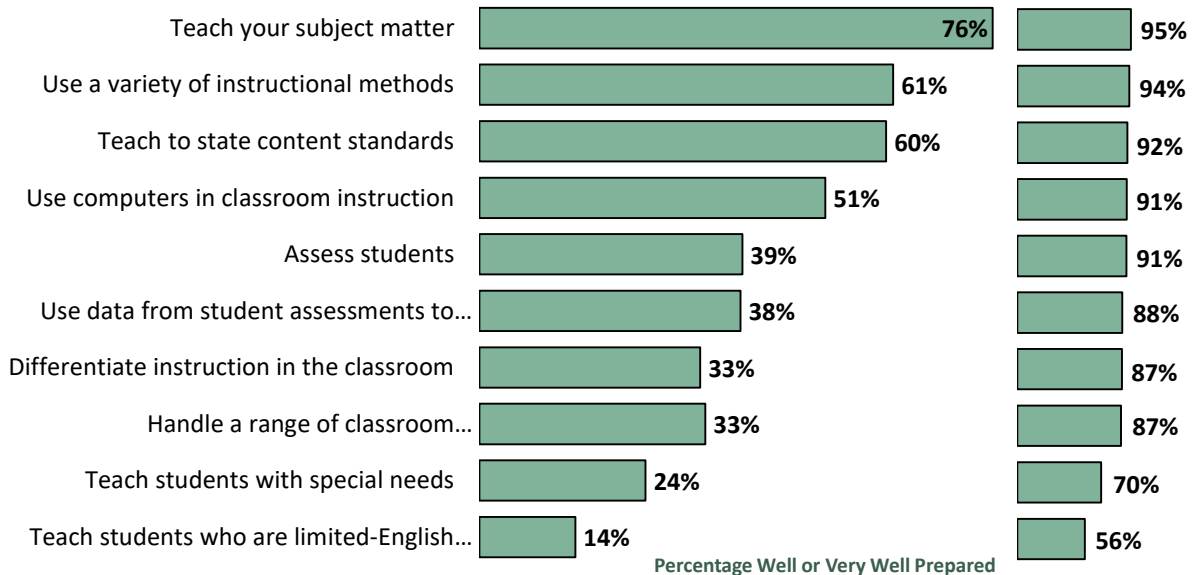
- Teamwork among teachers (84% Satisfied or Very Satisfied)
- Undergraduate courses in major content area (80% Satisfied or Very Satisfied)
- Support from school administration (74% Satisfied or Very Satisfied)

Source: BLR Adequacy Teacher Survey Question 8

45

Adequacy Survey Results – Teacher Working Conditions

How well prepared were you to in: Your **FIRST YEAR** of teaching *and* **THIS YEAR**



Source: BLR Adequacy Teacher Survey Questions 9-10

46

Adequacy Survey Results – Teacher Working Conditions

Do you receive at least 200 minutes per week to schedule conferences and plan instruction?



1. Yes, every week (51%)
2. Most weeks (26%)
3. Some weeks (11%)

Is your planning time provided in increments of at least 40 minutes during the instructional day?



1. Yes, every week (75%)
2. Most weeks (13%)
3. Some weeks (6%)

The planning time I receive during the instructional day is sufficient.



1. Yes (51%)
2. No (49%)

Source: BLR Adequacy Teacher Survey Questions 12-14

47

Adequacy Survey Results – Teacher Working Conditions

	Somewhat or Strongly Agree	Somewhat or Strongly Disagree	N/A
I worry about the security of my job because of the performance of my students or my school on state and/or local tests.	45%	50%	5%
I receive a great deal of support from parents for the work I do.	49%	50%	1%
Rules for student behavior are consistently enforced by teachers in this school, even for students who are not in their classes.	50%	49%	0%
I am generally satisfied with being a teacher at this school.	85%	15%	0%
Most of my colleagues share my beliefs and values about what the central mission of the school should be.	85%	14%	2%
I make a conscious effort to coordinate the content of my courses with that of other teachers.	86%	10%	5%

Source: BLR Adequacy Teacher Survey Questions 19

48

Adequacy Survey Results – Teacher Working Conditions

Teachers

Top Items Positively Impacting Teachers' Decision to Teach at Current School

- Proximity to Family (77%)
- Community's Quality of Life (76%)
- Benefits (74%)

Top Rated Items Negatively Impacting Teachers' Decision to Teach at Current School

- Workload (35%)
- Salary (26%)
- School Leadership (25%)

Source: BLR Adequacy Teacher Survey Question 18

49

Adequacy Survey Results – Teacher Working Conditions

1,547 teachers reported considering moving schools or districts

Most common reasons for considering moving school/district:

- Student accountability (74%)
- Student discipline issues (69%)
- Leadership issues in the district (66%)
- Stress/workload (66%)

Source: BLR Adequacy Teacher Survey Questions 26-27

50

Adequacy Survey Results – Teacher Working Conditions

1,688 teachers reported considering leaving teaching profession

Teachers

Most common reasons for considering leaving teaching profession:

- Stress/workload (83%)
- Lack of respect for profession (83%)
- Lack of student accountability (81%)

Most common reasons for considering staying in the teaching profession:

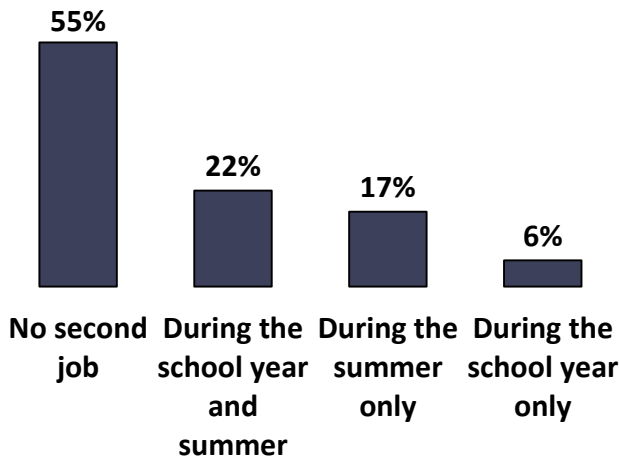
- Health insurance benefits (45%)
- Retirement (42%)
- Retirement T-Drop Option (36%)

Source: BLR Adequacy Teacher Survey Questions 30-31

51

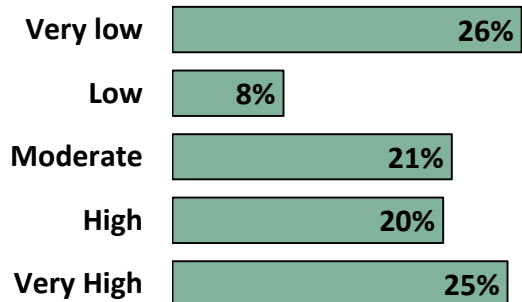
Adequacy Survey Results – Teacher Working Conditions

Please indicate whether you work a second job to supplement your teaching income.



***3,628 teachers with student loans (64% of survey responders)**

Please indicate your level of stress regarding your student loan debt. Would you say your level of stress is?



Source: BLR Adequacy Teacher Survey Questions 22-24

52

Adequacy Survey Results – Teacher Working Conditions

Which statement best describes how long you plan to remain in teaching?

- As long as I am able (28%)
- Until I am eligible for retirement benefits (24%)
- Undecided at this time (24%)

How close are you to retirement?

- Probably retire in 21+ years (28%)
- Probably retire in 15-20 years (20%)
- Probably retire in 1-5 years (17%)

Source: BLR Adequacy Teacher Survey Questions 32-33

53

NEXT UP

Accountability