

WICHE



Western Interstate Commission
For Higher Education

Recruiting and Retaining Educators in the Rural West

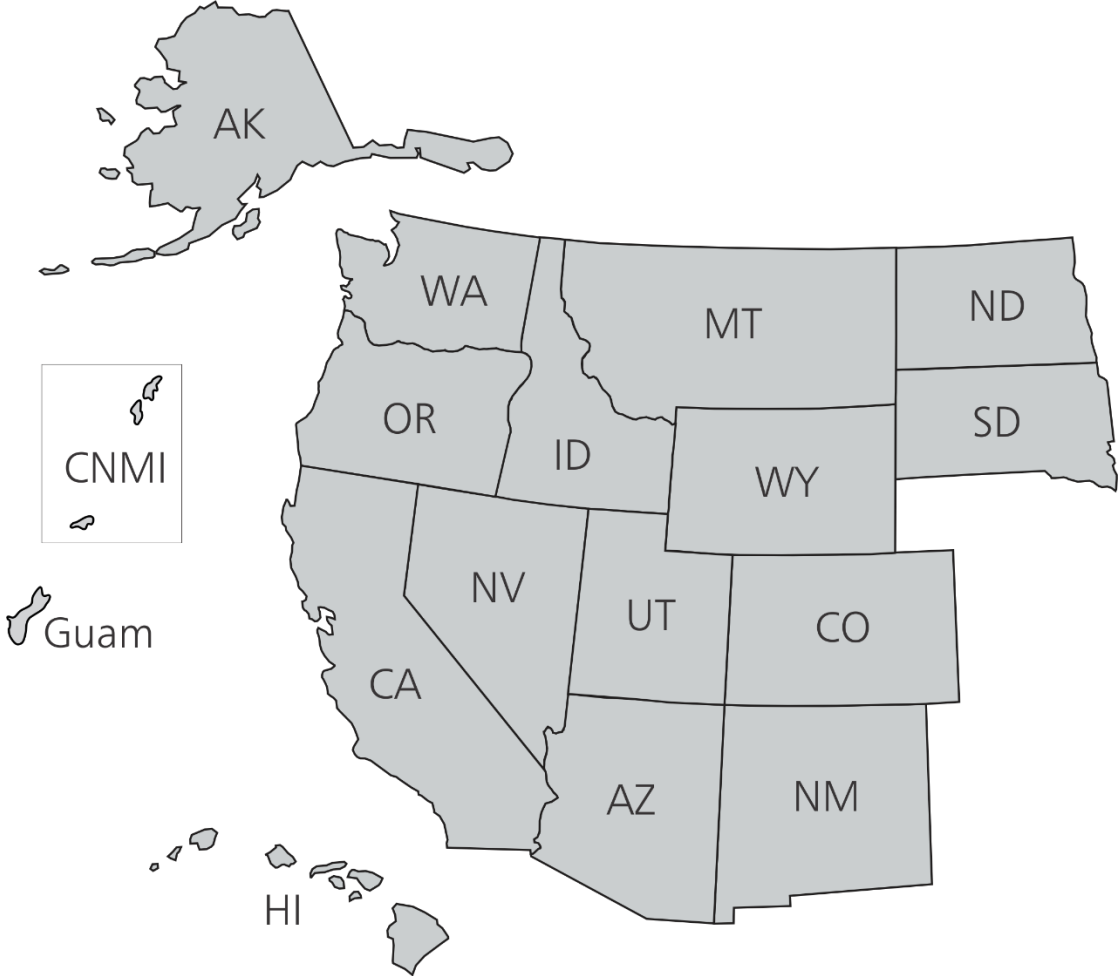
The Role of State Policy

WICHE Legislative Advisory Committee Annual Meeting

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WICHE Region Teacher Shortages



WICHE Region Rural Teacher Shortages

Contributing Factors

- **Pipeline Issues**

- Declining or flat enrollment in teacher preparation programs
- High turnover

- **Compensation**

- In many cases, rural teachers make less than their peers

- **School Supports**

- Limited support staff (counselors, paraprofessionals, etc.)
- Wide range of responsibilities

- **Opportunities for Growth**

- Potentially limited professional development and networking opportunities

- **Geographic Factors**

- Job opportunities for spouses
- Housing availability
- Isolation

State Policy Approaches

Pipeline Issues

Creating Demand through Reduced Debt Burden

Scholarships

- **Nevada (SB 511) – Teach Nevada**
 - Up to \$3,000/semester per student, not to exceed \$24,000
 - 75% during enrollment, 25% upon completing 5 consecutive years teaching in a Nevada K-12 public school

Loan Forgiveness

- **Arizona (SB 1040) – Arizona Teacher Student Loan Program**
 - \$7,000/academic year, up to 3 years
 - Teach in an Arizona public school in a term equal to the number of years of loan received plus 1 year, repay loan plus interest if the teaching obligation is not met
- **North Dakota (SB 2037) – Teacher Shortage Loan Forgiveness Program**
 - Loan forgiveness of \$3,000-\$6,500/year for up to 4 years

Pipeline Issues

Building the Pipeline

Grow Your Own Programs

- **Utah** (HB 11) Paraeducators to Teachers Scholarship Program
- **Washington** (HB 1445) Bilingual Educators Initiative

Recruitment Initiatives

- **California** (SB 113) – \$11.3 MIL in competitive grants for attracting and retaining teachers and administrators in high-need areas
- **Utah** (HB 43) – Grants for recruitment and retention initiatives in native-serving K-12 schools

New Programs

- **California** (SB 577) – Grant program for community colleges to partner with four-years to develop teacher credentialing programs in geographically underserved areas
- **Nevada** (SB 548) – Nevada Institute on Teaching and Educator Preparation

Widening the Teacher Pipeline

Reciprocity

- Interstate
 - **California** (AB 226) – Expedited licensure for military spouses
 - **New Mexico** (SB 97) – Streamlines reciprocity process for military service members, their spouses, and veterans with out-of-state teaching licenses
- International
 - **Arizona** (HB 2253) – Removes cap on length of employment for international teachers
 - **California** (AB 681) – Authorizes Commission on Teacher Credentialing to make reciprocity determinations regarding licenses from other countries

Widening the Teacher Pipeline

Re-hiring Retired Teachers

- **Idaho** (HB 113) – Allows certain retired teachers who retired at age 60+ to be reemployed and continue receiving benefits
- **Montana** (SB 141) – Removes cap on length of time retired teachers can return
- **Oregon** (HB 4012) – Allows retired CTE teachers to return to the classroom without loss of benefits

Meeting Licensure Requirements

- **Arizona** (HB 2036) – Allows substitutes to count time in classroom towards capstone experience for certification requirements

Retention: Plugging the Leaks

Compensation

- General
 - **South Dakota** (HB 1182) – Implemented a half-cent sales tax increase to fund across-the-board teacher salary increases
- Targeted
 - **Utah** (HB 233) – Expands Teacher Salary Supplement Program to include 1,500 special education positions & (HB 212) – Incentives for effective teachers in high-poverty schools
- Tiered
 - **Idaho** (HB 296) – Creates a “Career Ladder” for Idaho teachers

Retention: Plugging the Leaks

School Supports

- **Idaho** (HB 223) – Rural Educator Support Networks & (HB 628) Rural Education Support Center

Professional Development Opportunities

- **Oregon** (SB 182) – Educator Advancement Council

Professional Development Incentives

- **Arizona** (HB 1038) – Pilot funding for professional development in high-need content areas
- **Montana** (SB 115) – Provides stipends for National Board Certification – with a higher stipend for teachers in critical quality educator shortage area assignments

Research

- **Oregon** (HB 4044) Recruitment and retention study

Considerations

- Trade-Offs
- Scalability
- Interactions with federal policy
- Long-term impact