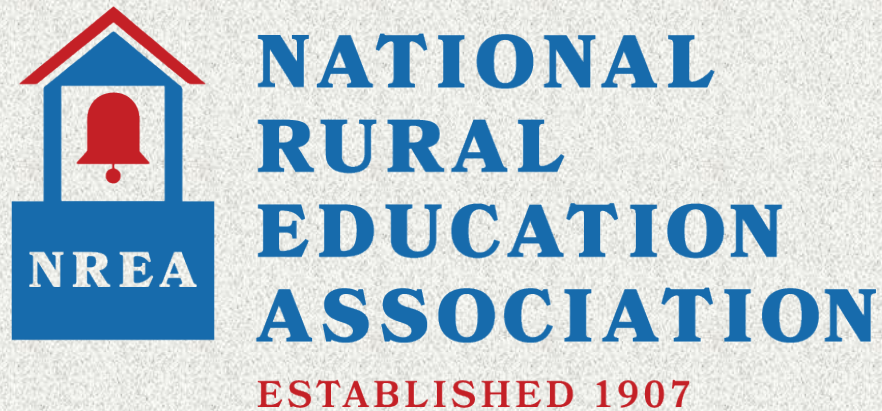


Rural Teacher Shortage: the challenge & innovative solutions



42
state affiliates



9.7 million
students enrolled
in rural schools



240
university/college
members



members
in 50 states
and 5 countries

The Voice of Rural Schools and Communities!



The challenge...

- In the SREB region, 11,600 fewer candidates completed teacher preparation programs in 2018 than in 2013, and 15 of 16 states saw declines in completion.
- Nationally, only about 20% of teachers stay in the profession long enough to become vested.
- In many states, teacher pay has not recovered from pre-recession levels.
- Rural teachers avg. \$33,200, compared with their suburban counterparts, who earned \$40,500.
- By the end of their third year, 50% of principals have left the field
- The paradox of raising standards and while combating an increasing workforce gap.

TEACHER SHORTAGE BY SUBJECT & GRADE SPAN

2019-20

Almost all states in the SREB region have shortages in mathematics, science and special education.

	English Language Arts	Math	Science	Social Studies	Special Education	English as a 2nd Language	Career & Technical Education
AL	P-12	P-12	6-12		K-12		
AR	P-12	P-12	P-12		P-12		P-12
DEL	P-12	P-12	P-12		P-12	P-12	P-12
FL	P-12	P-12	P-12		P-12	P-12	P-12
GA		6-12	6-12		K-12		
KY		6-12	6-12	6-12	P-12	P-12	6-12
LA		6-12	P-12		P-12	P-12	
MD		7-12	7-12		P-12	P-12	7-12
MS		overall shortage	overall shortage		overall shortage		
NC	K-5	K-12	K-12	K-12	K-12		9-12
OK	K-12	K-12	K-12	K-12	P-12		5-12
SC	5-12	5-12	5-12	5-12	P-12		P-12
TN	6-12	6-12	6-12	6-12		P-12	
TX		7-12			P-12	P-12	7-12
VA	K-12	K-12	K-12	K-5	P-12	P-12	6-12
WV	5-12	5-12	P-12	5-12	P-12		P-12
Total states	10	16	15	7	15	8	11



Solutions in Rural Communities...



Grow your own strategies (GYO)

- ❖ Globe Unified School District (Arizona)
 - ❖ Identify talented, non-certified staff such as paraprofessionals and Head Start workers and support them in obtaining certification. “Identify people that have the knowledge and technical skills; then we help them with the pedagogy side.” —Superintendent Jerry Jennex
 - ❖ The district pays student teachers 50% of a first-year teacher’s salary, covers health insurance, allows participation in state retirement system, and counts student teaching as one year of service
- ❖ Stanfield Elementary School District (Arizona)
 - ❖ Recruits current non-certified staff members and offers to pay for them to complete a credential in education. In exchange, the new teachers commit to teaching in the district for three years. “There is a level of mutual respect because it’s an investment on both sides...the board’s resources and the person’s time and effort.” —Superintendent, Dr. Melissa Sadorf
- ❖ Arizona passed legislation in 2017 allowing LEA's to create and implement a locally based educator preparation program



Solutions in Rural Communities...

- ❖ Teacher recruitment in middle and high school by engaging positively with education professionals (South Carolina)
- ❖ Financial incentives...good for hiring, mixed results for retention
- ❖ Expanded professional development opportunities and/or graduate school tuition
- ❖ Teach for America (TFA)
 - ❖ Teacher placement
 - ❖ Rural School Leadership Academy





“I Am a Rural Teacher” gives voice to rural teachers

- 1 Teacher-To-Teacher Conversations**

Teachers may join the public Facebook group called “I am a Rural Teacher!,” where they can share photos, stories, curriculum ideas, and teaching experiences. [Join our group.](#)
- 2 Advocating for Rural Teachers**

“I am a Rural Teacher!” narratives showcase the perspectives of rural educators. Read the [viewpoints and recommendations](#) of rural teachers.
- 3 Rural Teacher Recruitment Efforts**

Our [RTC Network](#) and related efforts are committed to purposeful teacher recruitment strategies with an emphasis on social justice and inclusive community development.

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Questions/Discussion

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Bellwether Education Partners blog series

[How Much Do You Know About Rural Education? Part 4: Reversing the Teacher Shortage Trend](#)

BELLWETHER

AHEAD OF THE HEARD



How Much Do You Know About Rural Education? Part 4: Reversing the Teacher Shortage Trend

By [Dr. Jared Bigham](#), Guest Blogger

