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California Teachers Association:

The State of the Educator Workforce

March 15, 2023 – 9:00 a.m.
1021 O St., Room 2100

Senate Committee on Education
Senate Budget Subcommittee #1 on Education

Voices from the Classroom: Developing a Strategy for Teacher Retention and Recruitment

Key findings from a survey of TK-12 teachers in California and in-depth interviews with aspiring and former teachers in California

More than 4,600 TK-12 teachers from around the state took part in the survey in summer 2022. Voices from the Classroom is a representative survey of California teachers that captures the views and opinions of educators on a wide variety of education issues. The purpose of this survey is to provide decision-makers with key insights from untapped classroom experts — teachers. The survey and analysis was conducted by Hart Research Associates on behalf of the California Teachers Association and UCLA Center for the Transformation of Schools.

CTA Recommendation #1: Eliminate the Teacher Performance Assessment (TPA)
Background Research

1. Teacher Licensing, Teacher Supply, and Student Achievement: Nationwide Implementation of EdTPA
<https://www.edworkingpapers.com/ai21-440?fbclid=IwAR0rcSXmIBElCoPvfKphYpxsV2wP0y3iOalYd1qt6wXGg6oCyOu6PdE7SeI>
2. Testing Injustice: Examining the Consequential Validity of edTPA
<https://www.tandfonline.com/doi/pdf/10.1080/10665684.2019.1568927>
3. Assessing the Assessment: Evidence of Reliability and Validity in the edTPA
<https://journals.sagepub.com/doi/10.3102/0002831219890608>
4. Evaluating Prospective Teachers: Testing the Predictive Validity of the edTPA
<https://journals.sagepub.com/doi/10.1177/0022487117702582>
5. Who's making the assessment? The cautionary tale of the edTPA
<https://journals.sagepub.com/doi/10.1177/0031721721998154>

Data by HART Research Developing a Strategy for Teacher Retention and Recruitment, September 15, 2022, shows that:

- 1 in 3 new teachers think that the TPA had a negative impact.
- Three in five current teachers believe that better and more realistic teacher preparation and assessments should be a top priority for improving teacher retention.

- Aspiring teachers of color report that teacher candidate assessments are racially biased and a major barrier to completing their credential.

States that have removed the EdTPA and/or the TPA requirement.

- NYSUT applauds Regents for their plan to eliminate edTPA requirements.
<https://www.nysut.org/news/2021/december/media-release-edtpa>
- Washington Eliminates the edTPA as a state requirement for teacher certification.
<https://content.govdelivery.com/accounts/WAOSPI/bulletins/2d7d4ac>
- Georgia eliminates one-size-fits-all assessment of teacher candidates.
<https://www.ajc.com/blog/get-schooled/georgia-eliminates-one-size-fits-all-assessment-teacher-candidates/JyEx2WeNY16pgS3MYfzVAK/>
- Wisconsin edTPA no longer a requirement
<https://dpi.wi.gov/licensing/epp/edtpa>
- New Jersey Educators Call for the Elimination of EdTPA.
<https://www.njea.org/new-jersey-educators-call-for-the-elimination-of-edtpa/>
- New Jersey EA statement on Governor’s conditional veto of legislation to eliminate TPA requirement.
<https://www.njea.org/njea-statement-on-ed-tpa-legislation/>

CTA Recommendation #2: Resolve the TPA flexibility issue for the cohort of preliminary credential holders who were affected by the pandemic shutdown.

Preliminary Credentials Issued with TPA and/or RICA Flexibility During COVID

Credential Type	Cohort A: 03/19/2020 to 08/31/2020	Cohort B: 09/01/2020 to 08/31/2021	Cohort C: 09/01/2021 to 08/31/2022	Cohort D: 09/01/2022 to Present	Grand Total
Single Subject	1721	3055	884	18	5678
Still Needs TPA	1445	3010	884	18	5357
Has Cleared	276	45	0	0	321
Multiple Subject	3454	5915	1690	25	11084
Still Needs TPA	674	1177	338	5	2194
Still Needs RICA	712	1086	456	7	2261
Still Needs Both	1469	3594	895	13	5971
Has Cleared	599	58	1	0	658
Education Specialist	1174	1887	803	33	3897
Still Needs RICA	847	1810	799	33	3489
Has Cleared	327	77	4	0	408
Grand Total Needs					
TPA/RICA	5147	10677	3372	76	19272
Grand Total Has Cleared	1202	180	5	0	1387
Grand Total All	6349	10857	3377	76	20659

CTA Recommendation #3: Ensure the LPA does not create additional burdens or roadblocks.

- [Report to the legislature on SB 488](#) (proposed timeline for when LPA will be developed, piloted, and rolled out)
- [Proposed Literacy TPEs](#) and [PK-3 Program Standards](#) ([This CTC meeting](#))
- [Roster for LPA Development](#) (Appendix E)

CTA Recommendation #6: Reduce financial barriers to pre-service teachers and new teachers.

HART Research Developing a Strategy for Teacher Retention and Recruitment, September 15, 2022

- “The financial costs influenced students’ decision to enter, and their ability to finish a teacher preparation program.” (Page 4, 14, and 15)
- Compensating student teachers was suggested by a significant number of aspiring teachers that will help alleviate financial stress.
- Aspiring teachers of color reported that they became less motivated to teach at higher rates than their white counterparts due to the financial stress and no pay for student teaching.

CTA Recommendation #7: Encourage people who might be looking to change careers to consider a career in education, especially ECE given the estimated 16,000 credentialed educators need for full UTK implementation by 2025/2026.

- Preparing Transitional Kindergarten to 3rd Grade Educators Through Teacher Residency Programs (learningpolicyinstitute.org)

CTA Recommendation #8: Create a minimum salary by regions, indexed by the Cost of Living

1. Department of Finance. Consumer Price Index

The Consumer Price Index (CPI) measures price changes in goods and services purchased by urban consumers. A California CPI is calculated by the California Department of Finance as a population-weighted average of the BLS-published local area CPIs. The California CPI formula was developed by the California Department of Industrial Relations. <https://dof.ca.gov/forecasting/Economics/economic-indicators/inflation/>

2. Articles about the teacher pay gap

- The Gap Between Teacher Pay and Other Professions Hits a New High. How Bad Is It? (Education Week, 8.22.22)
- Teacher Salaries: A Critical Equity Issue How states pay their teachers, why it matters for students, and what state boards of education can do about it. (ERS, September 2018)
- The teacher pay penalty has hit a new high Trends in teacher wages and compensation through 2021 (Economic Policy Institute, 8.16.22)

CTA Recommendation #11: Class Size Reduction

- The Case for Smaller Classes | Harvard Magazine
- Does Your Child's Class Size Matter? | K-12 Schools | U.S. News (usnews.com)
- Staff analysis to SB 1431

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