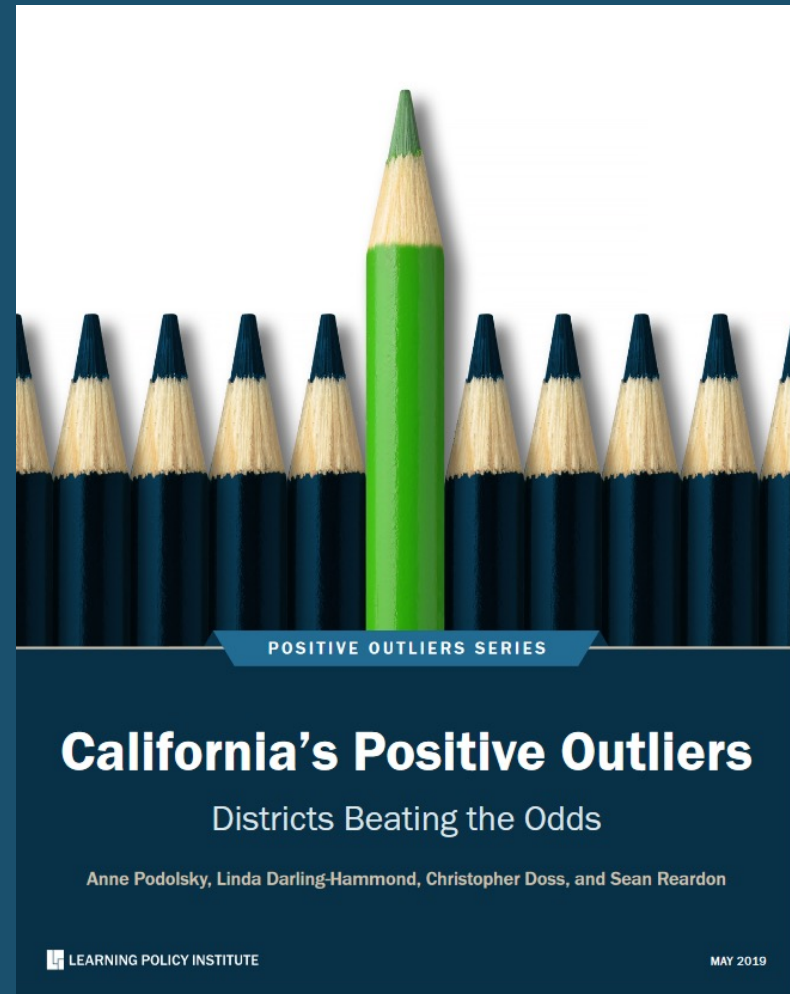


The State of California's Educator Workforce

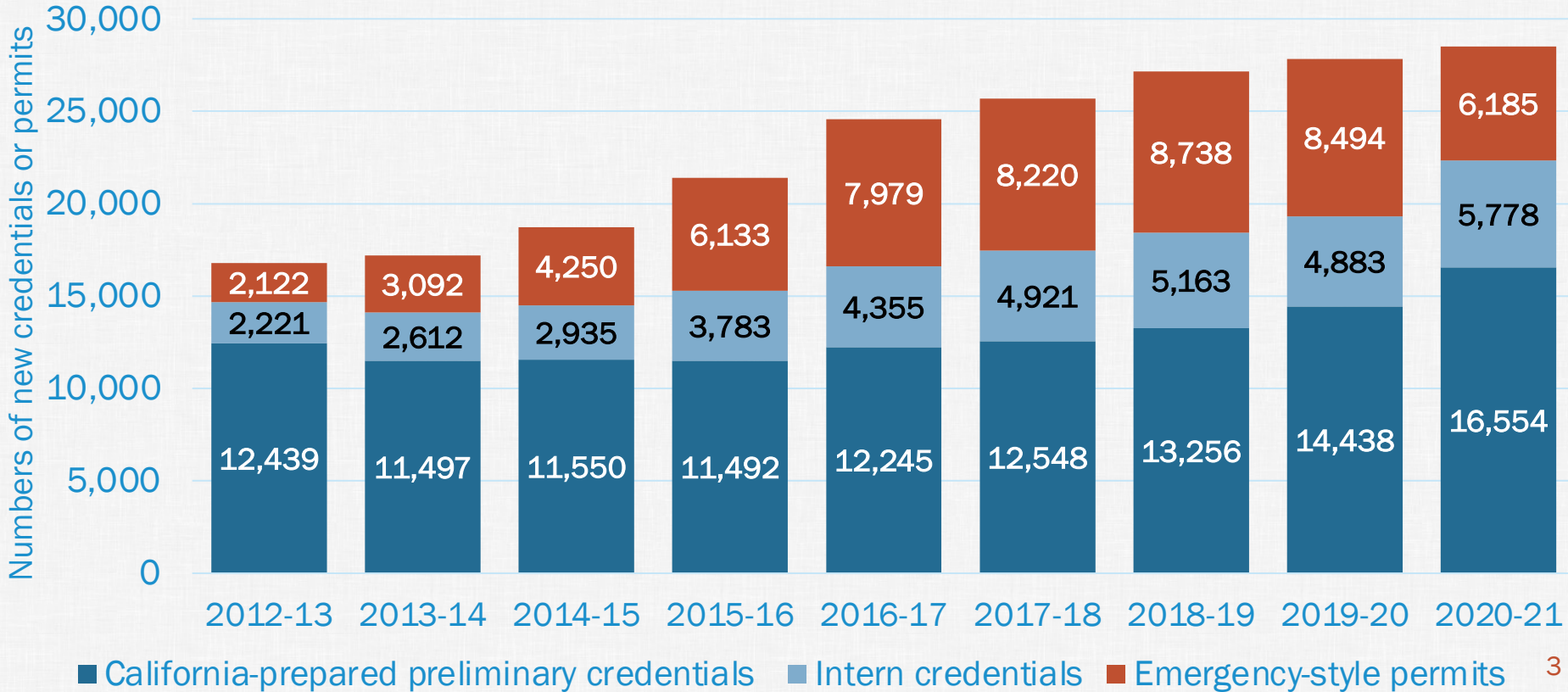
March 15, 2023

Why Teachers Are Essential to Learning Recovery

1. Teacher certification, experience, and stability matter for student achievement.
2. Preparation matters for teacher retention.
3. Students of color and students from low-income families are disproportionately taught by underprepared and inexperienced teachers.



New Teaching Credentials and Permits Issued by California by Year



Districts serving more students from low-income families have:

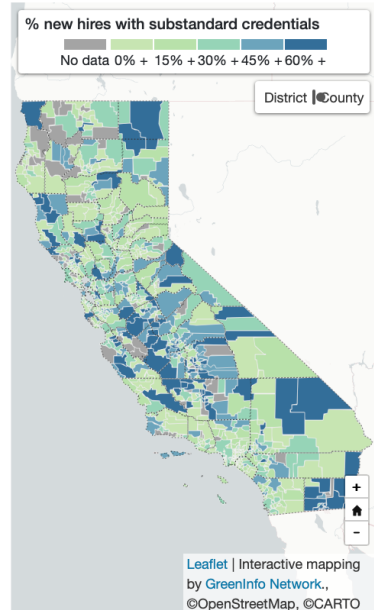
- Higher turnover rates
- More new hires and beginning teachers
- More teachers on substandard credentials and permits

Interactive Map: Understanding Teacher Shortages in California

A district- and county-level analysis of the factors influencing teacher supply and demand

This map highlights a number of key factors that reflect and influence teacher supply and demand and signal whether California districts and counties are likely to have an adequate supply of qualified teachers to fill their classrooms.

More ▾



Search for a district or county



Share

Select an indicator below to change map view

| Indicator | State |
|---|------------|
| Teacher Supply Factors | |
| Total teachers | 306,261 |
| % teachers who are new hires | 10% |
| % new hires with substandard credentials | 34% |
| % beginning teachers | 12% |
| % teachers of color | 34% |
| Re-entrants: % leavers who re-enter | 12% |
| Teacher Demand Factors | |
| Attrition: % left public school teaching in California | 9% |
| Turnover: % left public school teaching in district/county | 12% |
| Student enrollment | 6,220,413 |
| Enrollment change (2016-17 to 2017-18) | 0% |
| Projected enrollment growth (2017-18 to 2027-28) | -4% |
| Projected teacher hires (2018-19) | 20,918 |
| Teachers needed to reduce student-teacher ratio to pre-recession levels | 4,126 |
| % teachers 50 and older | 40% |
| % teachers 60 and older | 14% |

Source:

<https://learningpolicyinstitute.org/product/interactive-map-understanding-teacher-shortages-california>

Recent State Investments in the Educator Workforce: 2021, 2022

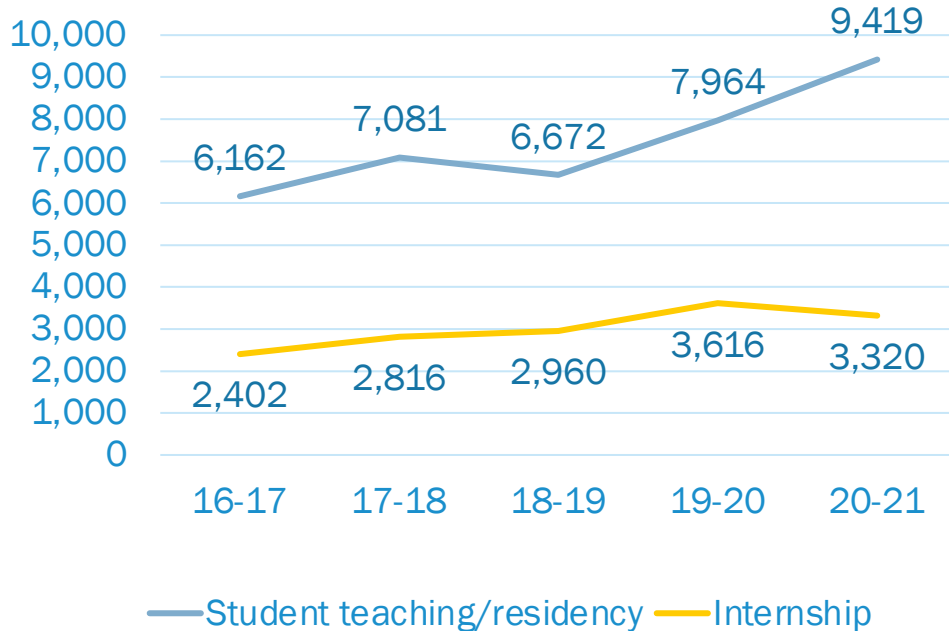
PIPELINE

- Teacher Residency Grant Program (\$620M)
- Golden State Teacher Grant Program (\$500M)
- Classified Staff Teacher Training Program (\$125M)
- Integrated Teacher Education Program Grants for IHEs (\$20M)
- Golden State HS Pathway Program (CTE) (\$500M)
- Dual Enrollment (\$200M)
- Teacher Credential and Assessment Fee Waivers (\$44M)

SUPPORT FOR EXISTING WORKFORCE

- Incentives for National Board Certified Teachers (\$250M)
- Educator Effectiveness Block Grant (\$1.5B)
- 21 California School Leadership Academy (\$13.8M ongoing federal funds)
- California PK Planning & Implementation Grant, including the Early Educator Teacher Development Grant (\$600M)
- Various PD (early math, early literacy, accelerating learning)

Program Completers Applying for Preliminary Credential

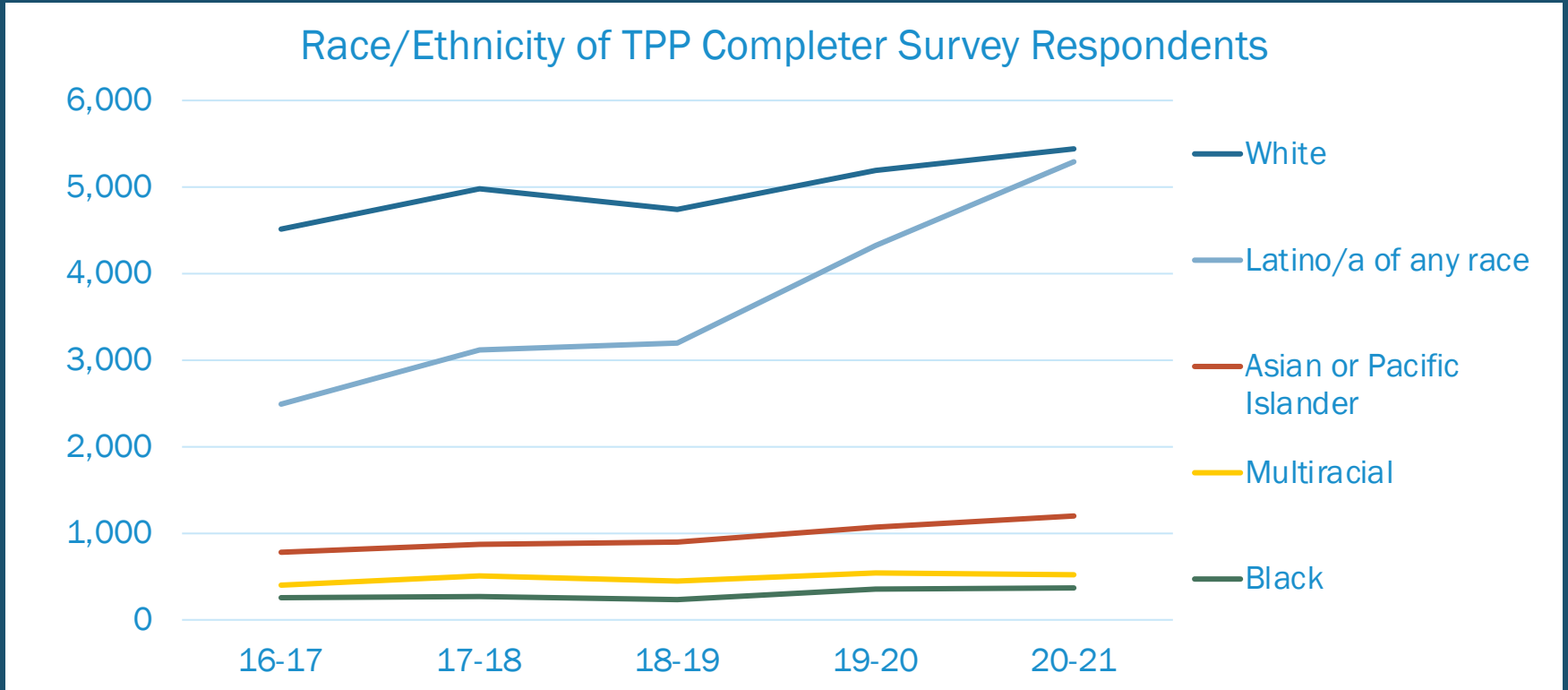


Source: Learning Policy Institute analysis of CTC Program Completer Survey data (2023).

Program completers

- ▶ The number of teacher prep completers is increasing
- ▶ Preliminary credentials (CA-prepared) are up 37% since 2016
- ▶ Largest gains are among completers in student teaching or residencies

California's Pool of Recently Prepared Teachers Is Growing More Diverse



Early Data on California Residencies

- ▶ ~ 10% of TPP completers (~1200) self-identified as having completed a residency (2020-21)
- ▶ ~60% of residency completers are teachers of color
- ▶ Residents most likely to rate their TPPs as highly effective
- ▶ Among the first cohort of grant-funded residents (2019-20), 91% completed their program and were hired and 88% were still teaching two years after graduating ([WestEd](#))

Research finds that residents are:

- ▶ More likely to stay
- ▶ More diverse
- ▶ Effective



The Teacher Residency *An Innovative Model for Preparing Teachers*

Roneeta Guha, Maria E. Hylar, and Linda Darling-Hammond



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SEPTEMBER 2016

Policy Considerations

RECRUITMENT

- ▶ Equitable access to clinically rich teacher preparation
 - Implementation of existing state investments
 - Statewide recruitment and communication strategy
- ▶ Higher ed capacity building

RETENTION & EQUITABLE DISTRIBUTION

- ▶ Improved compensation (including National Board incentives)
- ▶ Improved working conditions