



# From Anecdotes to Evidence: Understanding Teachers Shortages through Data

September 2024



# Crisis in the Headlines

[Florida's teacher shortage persists: 4,000 vacancies remain ...](#)



[https://cbs12.com/news/local/florida-battling-ongoing-teacher-shortage-despite-drop-in-vacancies-floridas-teacher-shortage-persists-4000- ...](https://cbs12.com/news/local/florida-battling-ongoing-teacher-shortage-despite-drop-in-vacancies-floridas-teacher-shortage-persists-4000-...)

YouTube · Amber Raub · Jan 23, 2024

[Metro Atlanta schools facing teacher shortages in triple digits](#)



The Rachel Maddow Show 8/3/2024 | **B** BREAKING NEWS Today August 3, 2024 ... 'I Favor A Two-State Solution': Josh Shapiro Clarifies Stance ...

YouTube · Atlanta News First · Apr 4, 2024

## Why Teacher Shortages Are Hard To Fix



... **national teacher shortage**? A systematic examination of reports of **teacher shortages** in the United States [https://edworkingpapers.com/ai22 ...](https://edworkingpapers.com/ai22...)

YouTube · Edu-Take · 3 weeks ago



*"There's a point  
where anecdotal  
evidence  
becomes truth."*

*-Temple Grandin*





“

## **Teacher shortages improve, but not everywhere**

*by Lexi Lonas - 08/13/24 6:00  
AM ET*

“We would definitely still think that there’s a teacher shortage. It is improved in some ways, and in other ways, it’s stayed the same,” said Hilary Wething, an economist at the Economic Policy Institute.



# Headlines Hide Nuances

**Fact:** Some districts have many open positions while other districts are fully staffed





# In Today's Session We Will...

- Evaluate the role of empirical data in addressing teacher shortages
- Discuss the nuances of teacher shortages
- Utilize data to identify strategies to meet district needs



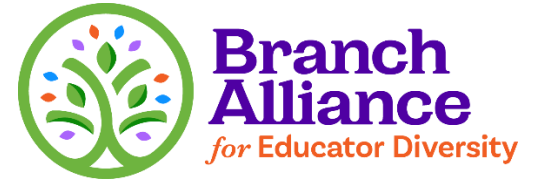


# Teacher Shortages = Teacher Vacancies

*What counts as a teacher vacancy?*



# Teacher Vacancies



A teacher vacancy is defined as any position that:

- ✓ is not currently staffed,
- ✓ is staffed with an individual not credentialed in the content being taught,
- ✓ is staffed with an individual teaching on an emergency/temporary credential (including long-term substitutes), and/or
- ✓ is staffed with an individual completing preparation while teaching (including intern or lateral entry credentials).

Source: Persaud, A., Bailey, M., Quiroz, A., & Alvarez McHatton, P. (2023). A Collective Approach to Meeting District Hiring Needs: Vacancy Data Tool for EPPs and Partner Districts. Branch Alliance for Educator Diversity, Peachtree City, GA





# Explore Our Portal



Vacancy Toolkit

A Collective Approach to Meeting District Hiring Needs:

## **VACANCY DATA TOOL** for EPPs and Partner Districts



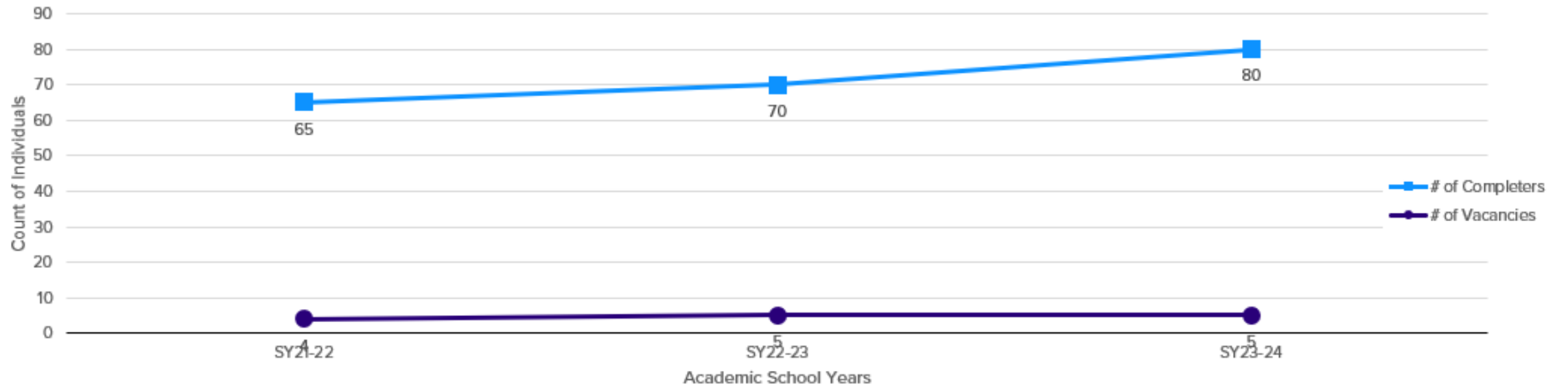
**District**

**EPP**





# Elementary Vacancies





# What is the data saying?

## *Data-Inquiry Strategies*

- **Examine:** Review each data trend separately.
- **Analyze:** How does *completers* compare to itself over time? How does *vacancies* compare to itself over time? How does *completers* compare to *vacancies*?
- **Interpret:** What does this indicate?





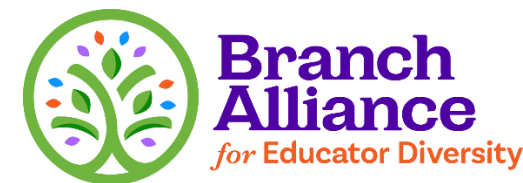
# Supply and Demand







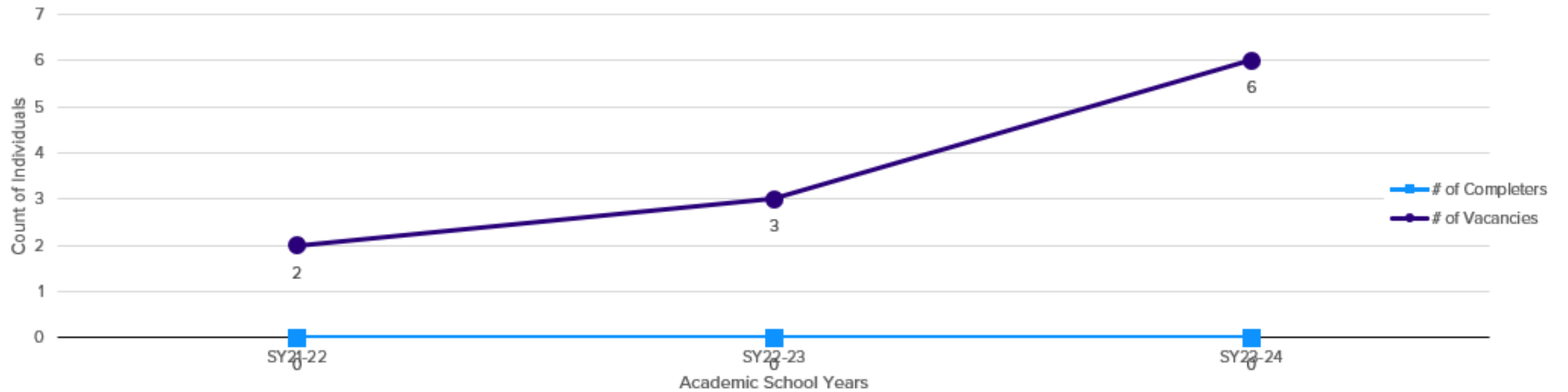
# Case Study



- Peach School District has been experiencing continued teacher shortages
- Branch University, the Educator Preparation Provider, has seen a slight decline in their enrollment
- They have an established partnership and are looking for ways to build up the teacher pipeline
- They are considering the 5 strategies recommended by the U.S. Dept. of Ed. to address shortages



# MS Science Vacancies







**COMPENSATION  
AND WORKING  
CONDITIONS**

Promote improving compensation and working conditions, including paying educators competitively and providing dedicated planning time to collaborate with peers



**PATHWAYS  
INTO THE  
PROFESSION**

Support high-quality and affordable pathways into the profession that incorporate significant clinical experience, including residencies, teacher apprenticeship, and Grow-Your-Own programs



**INDUCTION AND  
PROFESSIONAL  
LEARNING**

Support effective new educator induction, mentoring, and job-embedded professional learning programs that provide support to educators throughout their careers



**LEADERSHIP  
AND  
ADVANCEMENT**

Promote teacher excellence and career ladders, including opportunities for teachers to lead beyond their classrooms and be compensated for these additional responsibilities, and expanding distributed leadership models in our schools

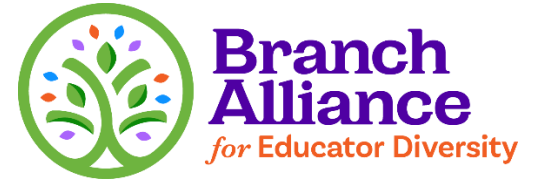


**EDUCATOR  
DIVERSITY**

Promote educator diversity throughout the work of teacher recruitment, preparation, and retention, and ensure teaching is a career that people from all backgrounds are eager to and can pursue



# Case Study



**4 min. On your own:** What does the data indicate? What do you notice?

**8 min. In your group:** Share your findings and discuss



**4 min. On your own:** I think \_\_\_\_\_ is a good strategy for addressing teacher shortages because...

**8 min. In your group:** Share your strategy and discuss

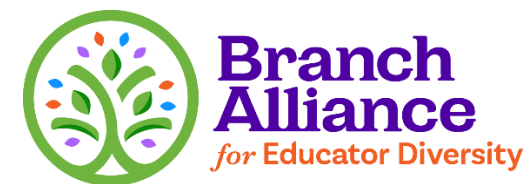


**4 min. On your own:** I think next steps to address teacher vacancies are to...

**8 min. In your group:** Write a new headline for your district and EPP



# Case Study Headlines





*A Higher Standard*

# Thank you for your time



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