

TEACHER Pipelines

Challenges Across the Teacher Pipeline

The K-12 workforce faces multiple challenges — including inadequate preparation, inadequate compensation and difficult working conditions — which collectively lead to teacher shortages. The K-12 landscape also faces a significant diversity gap: [More than half](#) of the nation's K-12 student population is racially and ethnically diverse, while approximately [80%](#) of the educator workforce is white. Key considerations in addressing teacher shortages include geography, subject area, student need and grade level. Both rural and urban districts experience teacher shortages. STEM subjects, special education and English as a second language classes, as well as middle and high school grades, can also be hard to staff. [Many experts argue](#) that efforts to address teacher shortages should be less about recruiting teachers generally, and more about recruiting and retaining the right teachers, in the right subjects, for the right schools.

RESOURCES:

- [Key Issue: Teaching](#)
- Mitigating Teacher Shortages, [What We Know](#)
- [50-State Comparison: Teacher Recruitment and Retention](#)
- [50-State Comparison: Teacher Leadership and Licensure Advancement](#)

RECRUITMENT

RETENTION

Interest in the Field

- Decline in teacher preparation program enrollment
- Greater interest in teaching elementary grades
- Difficulty recruiting for certain subject areas, rural and high-need urban schools

Initial Preparation & Certification

- Variability in effectiveness of preparation programs
- Misalignment between student teaching experiences and initial teaching placement
- Inconsistent licensure reciprocity and portable credential policies

Early Career Support

- Lack of adequate mentorship and induction support
- High teaching loads and limited planning time
- Few incentives to teach in high-need, hard-to-staff areas

Career Advancement

- Challenging school climates and working conditions
- Lack of advancement opportunities
- Misalignment between professional development opportunities and authentic teacher needs

GROW-YOUR-OWN PROGRAMS

High School

Washington offers a high school teacher academy that recruits diverse students and supports them in exploring and preparing for careers in education, especially in areas of endorsement and geographic shortage.

Paraprofessionals

Louisiana provides tuition exemptions and stipends to teacher aides and paraprofessionals working full-time in elementary and secondary schools to assist them in meeting qualifications for teacher certification.

TEACHER PREPARATION ACCOUNTABILITY

Tennessee requires that preparation programs meet established standards to receive approval and maintain accreditation. The state department of education publishes [annual reports](#) on candidate placement, retention, effectiveness and satisfaction data.

TEACHER RESIDENCY PROGRAMS

Rhode Island requires a 1-year practical residency (or its equivalent), preceded or followed by a minimum of 60 hours of field experience, for teacher certification.

STATE POLICY OPTIONS

RECRUITMENT

RETENTION

[Grow-your-own teacher programs](#)

- [High school recruitment programs](#)
- [Paraprofessional advancement](#)

[Induction and mentoring support for new teachers](#)

[Transparency and accountability in teacher preparation programs](#)

Targeted systems of teacher support: [Professional development based on teacher evaluations](#)

[Teacher residency programs](#)

- Career pathways
- [Teacher leadership opportunities](#)
 - [Tiered licensure pathways](#)

[Teacher license reciprocity](#)

- [Increased planning time](#)
- [Reduced teaching loads](#)

[Teacher pay and financial incentives](#) in hard-to-staff schools and subjects: • [Loan forgiveness](#) • [Additional pay](#)

INDUCTION AND MENTORING

Hawaii requires 3 years of induction programming, including 2 years of mentorship.

TARGETED SYSTEMS OF TEACHER SUPPORT

Arkansas requires a teacher's professional learning plan to clearly link professional development activities with the teacher's individual professional learning needs as identified in their evaluation.

CAREER PATHWAYS

Teacher Leadership

New Mexico defines a Level 3-A teaching license as a way to advance in the teaching profession and undertake such greater responsibilities as curriculum development, peer intervention and mentoring.

Tiered Licensure Pathways

In **Georgia**, candidates may be eligible for 1 of 2 license types beyond the standard professional license: advanced professional or lead professional. Both licenses are considered top tier licenses in Georgia's [4-tiered certification system](#). The other tiers include pre-service (tier 1), induction (tier 2) and professional (tier 3).

FINANCIAL INCENTIVES FOR HARD-TO-STAFF SCHOOLS AND SUBJECTS

North Carolina's Teaching Fellows Program is a forgivable, merit-based loan program for students attending state postsecondary institutions to become teachers in STEM subjects in N.C. public schools. Students are eligible for up to [\\$8,250 per year](#) for up to 4 years.

Utah's Teacher Salary Supplement Program provides a salary supplement of \$4,100 for qualified teachers who are employed to teach math, science or special education. The [Effective Teachers in High Poverty Schools Incentive Program](#) provides funding for an annual salary bonus of \$5,000 for teachers working in a high-poverty school that achieves a median growth percentile of at least 70%.

Vermont's Education Loan Program cancels loans to help recruit teachers to shortage subject areas, including math, science and computer science.