

# Linking Teacher Quality to Workforce Development

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# Teacher Quality and Capacity

- “The teacher is the link between academic achievement and a strong workforce. If the supply of teachers is underprepared or if there are not enough teachers in a particular academic discipline, this link becomes the weakest one in a chain of interdependent processes necessary to yield a strong workforce that is both competitive and attractive globally.” (Embry-Jenlink, in press)

# P-12 Population Growth

## **Increases in total public school enrollment**

- **1985-2010: 39.4 million to 49.4 million, 25% increase in public schools (slower growth in private schools)**
- **2000-2010: Elementary 3% increase; Secondary 8% increase; 5% increase overall**
- **NCES Projections for 2019 are strong:**
  - Elementary projected 7% increase
  - Secondary projected 4% increase
  - Texas projected 15% increase overall, U.S. 6%

# P-12 Completion Rates

- **Increased graduation and high school completion rates**
- **Lower overall drop out rate**
  - **1989-2009 12.6% decreased to 8.1**
  - **2000-2010: Percentage of students completing high school rose from 84% to 87%**

# Postsecondary Degrees

- **Increases in postsecondary enrollment and degree attainment over ten year span**
  - **1998-9 compared to 2008-2009:**
    - Associates degrees increased 41%
    - Bachelor's degrees increased 33%
    - Masters degrees increased 49%
    - Doctoral degrees increased 54%

# Closing the Gaps

**In 2008-2009:**

**White students earned 71% bachelors degrees**

**Black students earned 10% (Compared to 9% in 1998-9)**

**Hispanic students earned 8% (Compared to 6% in 1998-9)**

**Asian Pacific Islander students earned 7% (Compared to 6% in 98-99)**

**Native American / Alaska Native students earned about one percent in both years.**

**NCES projections strong college enrollment,**

**20.6 million students enrolled in 2010**

**2010-2019 forecast 14% increase overall**

# Wages and Educational Attainment

- **Number of jobs requiring postsecondary certification in the 21<sup>st</sup> century continues to rise.**
- **College graduates earn on the average 70% more than high school graduates.**
- **However, the value of a college education is decreasing as salaries flatten out.**
- **Overqualified workforce lowers wage-earning potential for college graduates.**
- **Despite strong enrollment gains over the past decade, cultural gaps persist in degree attainment.**

# Workforce Supply and Demand in Educator Preparation

- **Fall 2010 3.6 million teachers employed (3.2 public, 0.5 million private), increase of 8% since 2000**
- **Teacher growth outdistanced student growth, as the demographic gap widened**
- **2007-08 Teacher Demographics:**
  - **82.9% White (84.6% in 1999)**
  - **6.9% Black (7.3% in 1999)**
  - **7.2% Hispanic (5.6% in 1999)**
  - **1.6% Asian Pacific Islander (1.3% in 1999)**
  - **0.5% Amer. Indian / Alaska Native ( 0.3% in 1999)**

# Workforce Demand and Supply in Educator Preparation

- **By 2018, overall teacher workforce projected to increase to 4.2 million, 7.8% increase (surplus)**
- **Teacher capacity is uneven and difficult to assess**
  - **Shortages persist in STEM, ELL, special education, rural, & urban**
  - **Teacher mobility difficult to track, highest in private schools**
  - **Sluggish economy impacted teacher attrition, retention rates higher among beginning teachers**

# Adjusting Teacher Supply with Workforce Demand

- **Accurate projections of student enrollment (2015 and beyond)**
- **Link projections of increased student enrollment with job growth (within and across states)**
- **Estimate teacher demand in critical shortage fields, ELL, STEM, special education and early childhood**
- **Increase teacher recruitment among diverse student demographics**

# Linking Teacher Quality with Workforce Development

- **Develop specialized career pathways with articulated degree plans leading to degree attainment with teacher certification**
- **Replicate successful models, e.g. UTEACH, CERRA (South Carolina), Grow Your Own Illinois**
- **Link teacher preparation with student learning outcomes**
- **Strengthen and increase research, longitudinal studies**

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