

# TEACHER SHORTAGE TASK FORCE

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AUGUST 2018 UPDATE



OKLAHOMA STATE DEPARTMENT OF  
**EDUCATION**  
— CHAMPION EXCELLENCE —



## EXECUTIVE SUMMARY

As the state celebrates the tremendous step taken this year to increase teacher salaries making them regionally competitive, Oklahoma continues to experience a severe teacher shortage requiring additional steps to meet the challenge.

This report captures progress of task force recommendations and portrays the necessary momentum in building exceptional educators. Building a culture of trust and respect will be a central element of future task force pursuits. Additionally, the task force will prioritize quality and diversity of the teaching talent pool.

## PROBLEM

Respect can be shown in a multitude of ways; certainly monetary enhancement of one's salary signals that an individual is valued. Other forms of respect such as rich professional development, classroom resources and teacher-leader opportunities convey value as well.

Overall education funding impacts classroom teachers. Oklahoma must properly fund initiatives that support school improvement, teacher and leader professional growth and most importantly individual student performance and success.

## RECAP OF 2017 RECOMMENDATIONS

The 13 task force recommendations of last year were an extension of the initial 27 recommendations of 2016, bringing the total to 40 recommendations. Each is categorized beneath one of three working group topics: Legislative, Business or Educator.

All recommendations align with one or more of the task force's mission framework: Recruit, Retain and Reward.



### LEGISLATIVE

1. Teacher pay: across the board raise while protecting health insurance.
2. Teacher leader: change requirements in HB 3114(2016) framework to address time out of classroom.
3. Institute donor-funded programs.
4. Micro-credentialing to focus on non-monetary reward.
5. Test preparation for teachers who struggle to pass certification exams.
6. Adjust emergency certification form to include preparation type and credentials.



## BUSINESS

1. Pilot at least one business-sponsored teacher externship.
2. Promote awareness of incentivized programs such as “What’s Right With Our Schools” (KFOR channel 4), “Adopt a Teacher” and “Oklahoma Needs and Donations.”
3. Promote city/state chamber and non-profit foundation partnering.



## EDUCATOR

1. Create positive messaging with ED Talks.
2. Identify barriers for students who want to teach – transportation, certification testing and student teaching sponsorships.
3. Outreach campaign: 32,000 individuals who hold an active teaching certificate.
4. Provide professional development to emergency certified teachers by partnering with OEA, POE, and OPSRC.

Implementation strategies to pursue the 13 recommendations were sequenced over one year, and progress toward each strategy is depicted below.

## SUMMER 2017

### TEACHER EXTERNSHIPS

- Four paid externships at STEM-related businesses: Terracon, Kimray, OUHSC and AAON hosting a total of 21 teachers.

### EMERGENCY CERTIFIED SUPPORT

- Certification test vouchers sponsored by OEQA.
- Classroom management college credit course fall 2017 and spring 2018 sponsored by OSDE.

## FALL 2017

### POSITIVE MESSAGING

- [Filmed 6 ED Talks bringing total to 21.](#)
- [Elevate series](#) launched.
- License to Educate specialty license plates available.

### MICRO-CREDENTIALING

- Explored implementation via grant pursuits.
- SB 980(18) Lead and Master teacher status added to certification types.





**Terracon Externship**

Above: Robyn Miller (OSDE), Phil Wood (Terracon), Natalie Bird (Owasso), Jill Taylor (Broken Arrow) and Megan Michaud (Tuttle).

Right: Natalie Bird (Owasso)

**WINTER 2017**

**HB 3114 (16) TEACHER-LEADER**

- SB 980(18) linked teacher-leader career ladder to certification requiring two new teaching certificates for teachers: Lead and Master. Both include additional compensation and release time.

**INCENTIVIZED PROGRAM PROMOTION**

- Teacher career path exposure via ICAP implementation as part of New Skills for Youth (NSFY) grant.
- Air Comfort Solutions/KWTV News9 Teacher Appreciation, KOCO TV’s Teacher of the Month, KFOR’s What’s Right With Our Schools.

**SPRING 2018**

**TEST PREPARATION**

- Troops to Teachers has created a test prep assistance for recruits.

**BARRIERS TO TEACHING ADDRESSED**

- HB 2933(18) Established test fee waiver for low income eligible applicants.

## **RELATED 2018 LEGISLATION**

HB 1340 (Effective September 1, 2018) requires public retirement systems to make a one-time distribution to its retired members as of October 1, 2018.

HB 3220 (Effective July 1, 2018) requires a new certification for Career Tech teachers and directs the state board of education and the state board of career and technology education to promulgate rules for a certification system option specifically for teachers and instructors in the technology center school districts.

HB 3309 (Effective November 1, 2018) changes the terminology of the Teacher Residency Program to Teacher Induction Program better reflecting the definition and implementation of true induction best practices: providing support, mentorship and coaching to educators at the beginning of their careers or as they transition to new roles.

SB 1141 (Effective November 1, 2018) establishes responsibilities to expedite certification for members of the military and their spouses.

## **OTHER RELATED INITIATIVES**

### **TEACHER PAY RAISE**

House Bill 1023XX (effective August 1, 2018) provided an increase to the Minimum Salary Schedule for certified personnel which is defined as persons employed on a full-time basis to serve as a teacher, principal, supervisor, administrator, counselor, librarian, or certified or registered nurse. It shall not mean a superintendent of a school district. The average salary increase across the board is \$6,100.

### **SUPPORT STAFF PAY RAISE**

House Bill 1026XX (effective July 1, 2018) provided an increase of \$1,250 to all full-time school support staff and a prorated amount for part-time school support staff.

### **SURVEY PROJECT**

The OSDE partnered with the Oklahoma Public School Resource Center (OPSRC) to create and administer a survey in fall 2017 to the identified 32,355 individuals holding an active certificate but not teaching. As both a recruitment and a knowledge-gaining endeavor, 8,420 responses were received and 7,546 substantially completed the study and met the sole requirement of no longer teaching in Oklahoma public schools. The following findings represent 83% of the respondents under the age of 65:

- Teacher Pay is a top concern.
- Classroom management issues are a secondary concern.
- There is a lack of autonomy in making instructional decisions.

An increase in pay alone would entice 31% of the respondents to re-enter an Oklahoma public school classroom.



## PL FOCUS IMPLEMENTATION

During school year 2017-18, school districts incorporated, in a pilot phase, individualized programs of professional development known as a Professional Learning Focus (PL Focus). For school year 2018-19, districts must fully incorporate the PL Focus as part of the qualitative components of the state’s teacher and leader evaluation system. This professional growth framework is intended to be supportive rather than punitive for individual educators and, in time, will hopefully impact retention of effective educators.

## RECRUITMENT PROGRAMS

*Teach Oklahoma*, sponsored by the Oklahoma State Regents for Higher Education (OSRHE), continues to serve as a strong recruitment program for future teachers. The program targeting high school juniors and seniors had 275 students enrolled in 2017-18. Also promoted by OSRHE is *Educators Rising*, sponsored by Phi Delta Kappa. This extra-curricular organization gives high school students interested in teaching an opportunity to explore the profession. The national organization has over 30,000 members, and Oklahoma has a state chapter comprised of 205 students. This student organization club participates in community service projects such as peer tutoring and outreach events.

## SPECIAL EDUCATION TEACHER RECRUITMENT

School year 2017-18 was the first year to implement Project 616, a subject area certification reimbursement program allowing districts to reimburse teachers who take certification exams. Twenty-three districts took advantage of the program and 64 people were reimbursed for certification exams that they took and passed.

## TEACHERS OF WORLD LANGUAGES

A tally over the last five years shows the number of guest teachers employed in Oklahoma to teach World Languages.

Year	Guest Teachers
2014-15	26
2015-16	43
2016-17	39
2017-18	44
2018-19	37

In addition, in 2017-18, 13 Native American languages were taught by certified teachers in a total of 31 schools. Efforts are also underway to work with the College of Education at the University of Oklahoma, via a grant, to emphasize a special segment of *Educators Rising* for World Language teacher recruitment.

## TROOPS TO TEACHERS

In June 2018, the OSDE received a five-year grant to continue the recruitment and retention efforts of military service members and veterans into the teaching profession. This grant provided funds to hire an additional recruiter who will help the director with statewide outreach.

## USDE APPROVED TEACHER SHORTAGE AREAS

The following 17 areas are approved by the U.S. Department of Education enabling Oklahoma to receive federal funding for enhancement of the teaching talent pool.

- Arts and Music
- Business
- Career and Technical
- Computer Science
- Early Childhood
- Elementary
- English Language Arts
- Foreign Languages
- Health
- High School
- Library Science
- Mathematics
- Non-Core
- Counselor
- Science
- Social Studies
- Special Education

## GRANTS

The OSDE has pursued the following grants that will provide rich professional learning and opportunities to exhibit best practices – both contributing to the retention of effective educators.

In June 2018, the OSDE was awarded the Oklahoma Striving Readers Comprehensive Literacy Supplemental funding (\$301,977) to be sub-granted to two districts receiving targeted literacy professional development for teachers, administrators and literacy specialists across all grades.

In July 2018, the OSDE awarded Title IV funds to local districts through the Champions of Excellence competitive grants program. The award was a total of \$4 million to 18 school districts. Program activities are intended to promote well-rounded education opportunities and cultivate enhanced student learning conditions. These same learning conditions are attractive to educators and may lead to increased retention of teachers.

The OSDE applied for an Arts Integration grant (\$2,112,271) targeting a rural district enduring high poverty and forced to discontinue art and music due to lack of funds. This grant will provide rich teacher professional development synchronizing specific professional learning goals to student achievement. Award to be announced in September 2018.

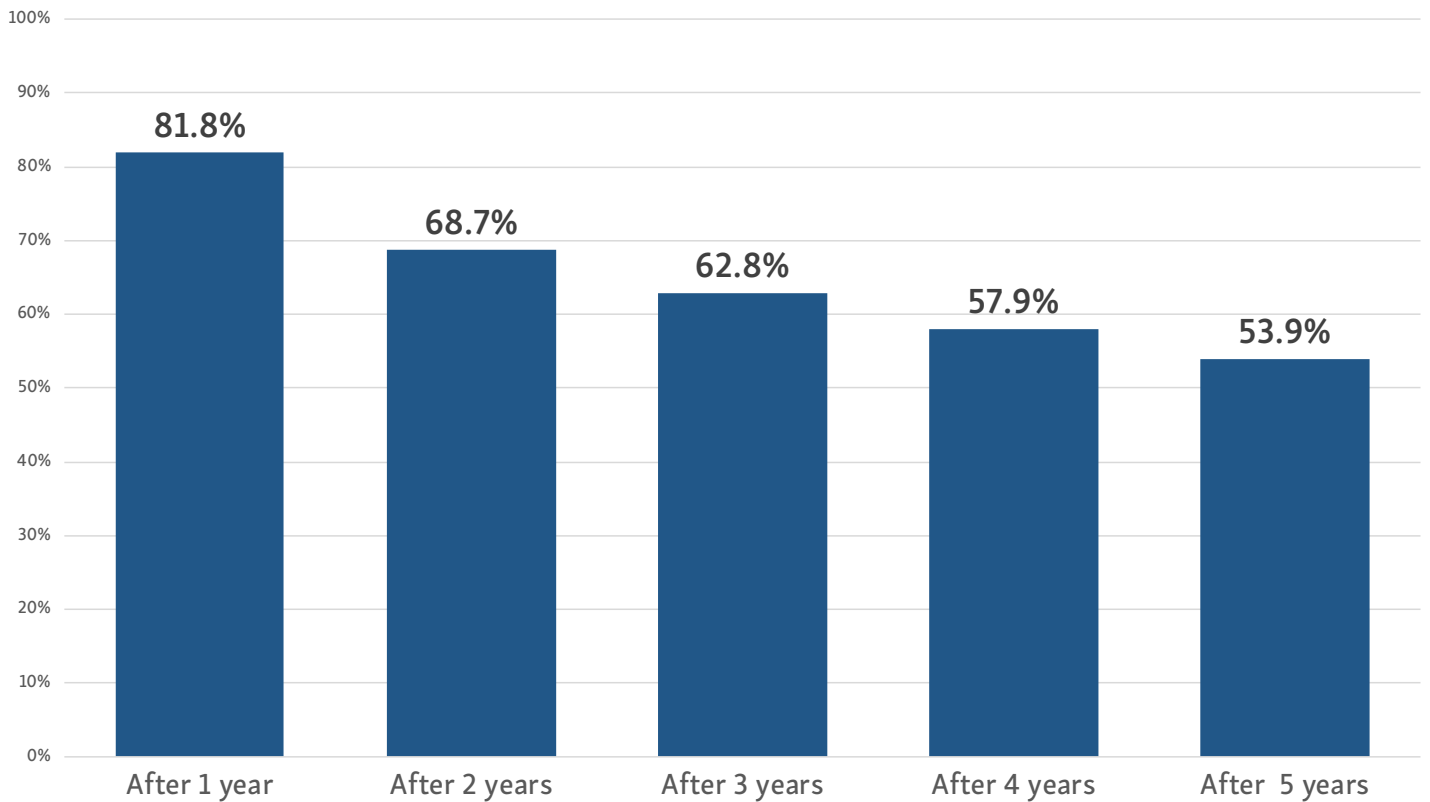
The Oklahoma Future Native Leaders Project is the title of the NYCP grant (\$3,992,910) that the OSDE submitted. If awarded, it will engage the New Teacher Center and incorporate Math Teacher Circles, both of which are research-based adult trainings. Award to be announced in September 2018.

## EDUCATOR SUPPLY AND DEMAND STUDY PREVIEW

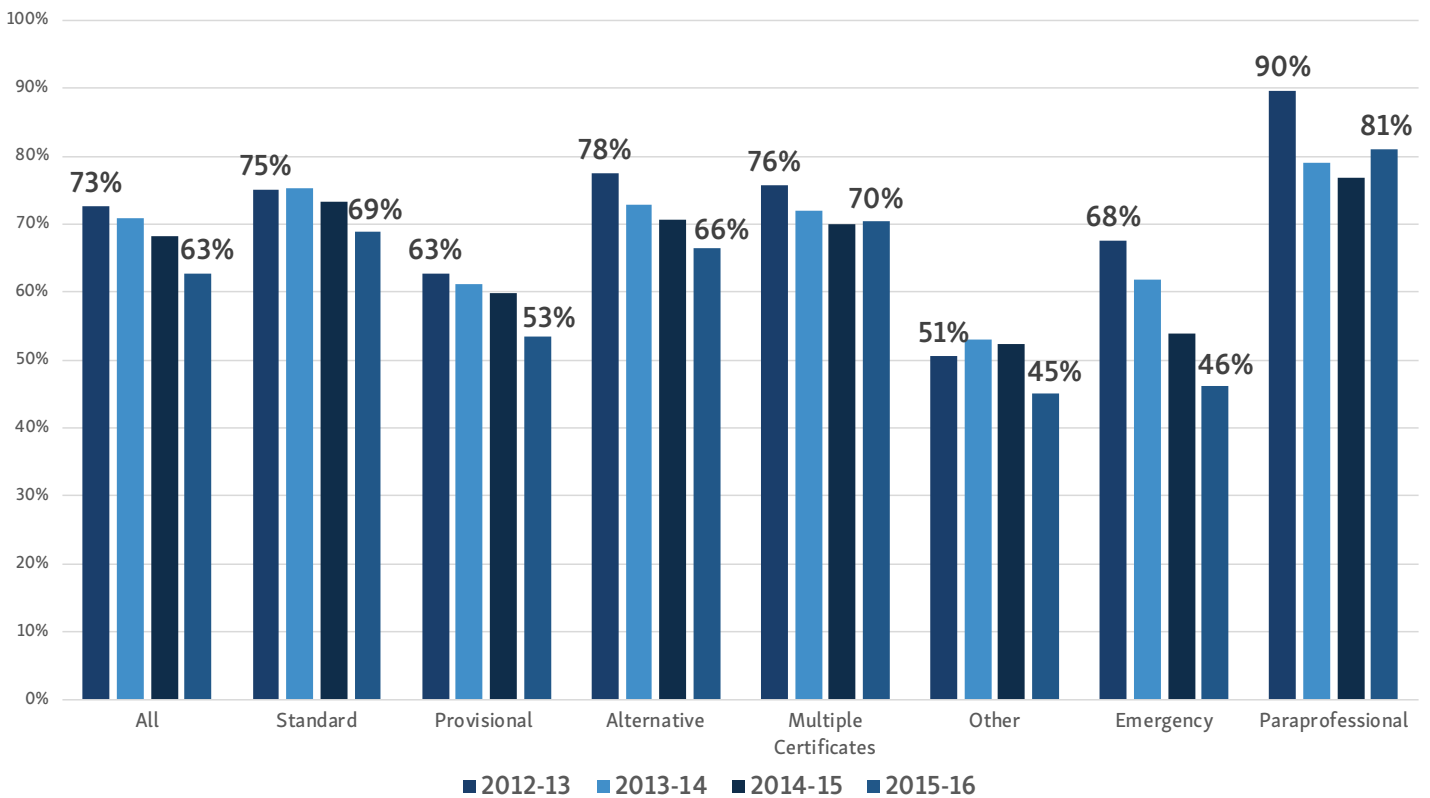
The OSDE is statutorily required to publish an educator supply and demand report every three years. The study, set to be released in December 2018, will focus on student-teacher ratio and student enrollment as well as educator mobility, preparation, experience and turn-over. The following figures capture statewide teacher retention data:



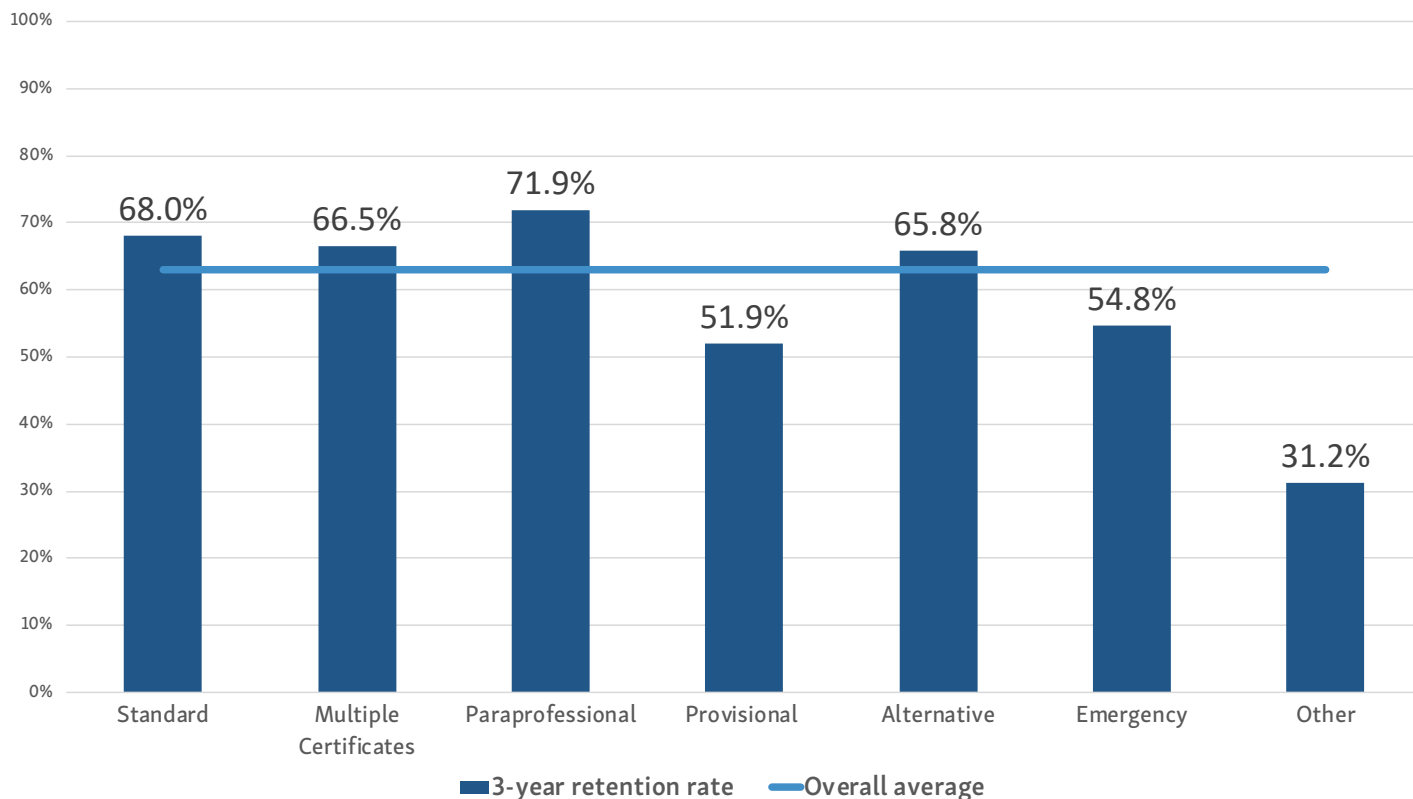
**Figure 1: Statewide retention rates of public school educators in the first five years**



**Figure 2: Statewide two-year retention rates of public school educators, by cohort and initial type of certificate**



**Figure 3: Statewide retention rates of public school educators, by type of initial certificate**



Note: Rates are averages of cumulative percentage for beginning educators after three years since they started teaching: 2012-13 through 2014-15. License certificates are not included due to its small number of observations.

Source: Oklahoma State Department of Education, Accreditation and Personnel databases.

## CONCLUSION

Addressing the state’s teacher shortage challenge is clearly multi-faceted. The 2018 teacher pay raise is a positive first step toward showing respect to the professionals responsible for educating our most precious citizens. The next necessary steps toward restoring Oklahoma’s teaching talent pool align with a culture of respect and trust. The task force commits to pursuing the following:

- Appropriate funding for school operations to be reflected in the state budget.
- Quality of teachers and their impact on student achievement.
- Diversity in the talent pool.





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