

## “Leaks” in the Educator Pipeline: Wisconsin Educator Preparation Program Completers Working in Illinois and Minnesota Public Schools

This policy brief examines one type of “leak” in the Wisconsin educator pipeline. The source of these “leaks” are recent graduates from one of the state’s 40+ educator preparation programs (EPPs) electing to work in Illinois or Minnesota public schools. Considerable attention has been devoted in recent years to documenting trends in the supply and demand of educators, with a particular focus on educator shortages. While there is no consensus on which specific metrics and thresholds should be used to define educator shortages, commonly cited statistics include decreasing numbers of students enrolling in and completing EPPs and high rates of initial educators leaving the profession. Additionally, surveys and anecdotal accounts of difficulties faced by districts in attracting teacher candidates are also considered.

This policy brief, which is part of a larger series that builds upon the EPP Annual Reports by investigating selected trends in the Wisconsin educator workforce, examines one component of the first “leak” above by addressing the following questions:

### Question 1

How many Wisconsin EPP completers in a recent year (2017-18) were “lost” from the state’s potential educator workforce by electing to work in neighboring states (Illinois and Minnesota) the following year (2018-19)?

### Question 2

What do we know about these educators in terms of key attributes such as their age, gender, and race/ethnicity, which Wisconsin EPPs they graduated from, and which types of Wisconsin licensure eligibility they held?

### Question 3

How do losses of recent Wisconsin EPP completers to Illinois and Minnesota compare to other “leaks” which impact the state’s overall educator labor market?

The full version of this brief can be **found here**.

Among the key findings from recent years (Goff, Carl, & Yang, 2018) is that there are noteworthy “leaks” in the educator pipeline at two key points in the process through which prospective educators become practicing educators in the state’s public schools:

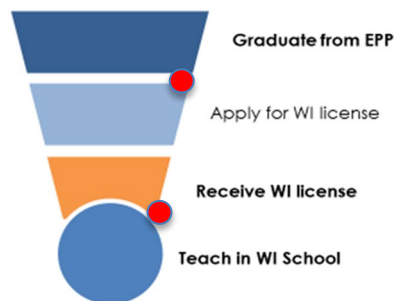
- Wisconsin EPP completers who DO NOT apply for licensure from DPI to work in Wisconsin public schools

- Wisconsin EPP completers who DO apply for and obtain licensure from DPI, but elect NOT to work in Wisconsin public schools

This policy brief represents an attempt to quantify how many prospective educators Wisconsin “loses” in a given year to two of its neighboring states.

Wisconsin’s EPPs produced 5018 unduplicated completers (ECLs) in 2017-18. Approximately two-thirds (3274 or 66.6%) of this group were working in a Wisconsin public school during the 2018-19 school year, leaving 1644 (33.7%) who were not employed in Wisconsin public schools. Among this subgroup of 1644, 38 educators were working in Illinois in 2018-19 and another 287 were working in Minnesota. These subgroups combined represent almost 7% of all Wisconsin EPP completers from 2017-18. More importantly, a substantial portion of the 2017-18 Wisconsin EPP completers working in Illinois and Minnesota worked in either (a) hard-to-staff grade/subject areas of teacher licensure, such as Special Education, Math, and Science; and/or (b) rural and urban districts which have, by many accounts, faced the biggest challenges in recent years in terms of attracting and retaining educators.

Key Points for “Leaks” in the WI Educator Licensure Process



## Discussion and Potential Next Steps

While all “leaks” in the educator pipeline are problematic, losses of those who teach low-supply/high-demand grades and subjects and are willing to work in hard-to-staff rural and urban districts present a unique problem. The “loss” of this group of potential additions to the Wisconsin educator workforce is not insignificant considering that this “leak” in the pipeline presumably occurs at approximately the same level annually. While available data only allow us to look at losses for this single cohort of Wisconsin EPP completers (from 2017-18), it would be worthwhile to explore whether there is a pattern from other years that would constitute a “leak” in the WI educator pipeline.

### 2017-18 WI EPP Completers

- ✓ 38 educators to Illinois in 2018-19
- ✓ 287 to Minnesota in 2018-19
- ✓ **TOTAL 7% loss of 2017-18 WI EPP Completers**

Note: This policy brief, produced by the Wisconsin Center for Education Research at the University of Wisconsin-Madison as part of the Region 10 Comprehensive Center, is one in a series examining selected topics related to Wisconsin’s educator workforce.