

Get Smart Fast: Recruiting, Retaining, and Diversifying the Teacher Workforce

Why does this topic matter?

Teachers contribute more to reading and math outcomes than any other factor of schooling. However, teacher shortages are pervasive.

45%

of public schools reported feeling understaffed

2/3

of public schools reported that their biggest challenge in hiring teachers is a lack of qualified candidates

more than
50%

of public school students are students of color, but only 20% of teachers are teachers of color




What does the evidence say?

There are [three top priorities](#) to address teacher shortages and lack of diversity in the teacher workforce.



What do conditions of success look like?

Programs designed to support teacher retention, recruitment, and diversifying the workforce utilize different pathways but all have common characteristics, including leveraging partnerships across school districts and other sectors and providing direct support for participants.

|  <p>Programs</p> | <p><u>Teacher Residency Programs</u></p> | <p><u>Grow Your Own Programs (GYO)</u></p> | <p><u>Registered Teacher Apprenticeship Programs (R-TAPs)</u></p> |
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|  <p>Partnerships</p> | <p>Rooted in clinical training with expert teacher during a full academic year.</p> | <p><u>Effective</u> in recruiting, preparing, and supporting individuals from within communities to become certified teachers.</p> | <p>Industry-driven pathway to teacher certification that has been validated by the U.S. Department of Labor.</p> |
|  <p>Participant Support</p> | <p>During their residencies, candidates complete coursework from a partnering university, leading to credential and master's degree at the end of the residency year.</p> | <p>Systems of support are leveraged to incentivize individuals to enter the teacher workforce. The program includes partnerships among school districts, community organizations, and teacher prep programs.</p> | <p>Partnerships across sectors result in identified sponsors that support pathways, such as high schooler to paraeducator; paraeducator to licensed teacher; and teacher with bachelor's degree to master's degree.</p> |
| <p>Living stipends and tuition support with commitment to teach in district beyond the residency year.</p> | <p>Academic, financial, and social support to create a wider pool of under-represented candidates.</p> | <p>Participants complete coursework with mentor support and obtain paid experience with progressive wage increases.</p> | |

What innovative models exist?



The Mississippi Teacher Residency (MTR) initiative aims to grow culturally responsive teacher residents equipped with the tools to become certified educators ready to meet the diverse needs of Mississippi's programs.

Mississippi



Tennessee's Grow Your Own (GYO) program was the first in the nation and offers credentials, certifications, and apprenticeship opportunities.

Tennessee



Grow Your Own Illinois's (GYO-IL) mission is committed to helping racially diverse and community-connected individuals become teachers.

Illinois

How are efforts funded?

A variety of funding opportunities exist with strategies for blending and braiding of funds, depending on the type of program.

- Teacher Residency Programs: [Teacher Residency Programs-NEA](#) and [The Teacher Residency Return on Investment](#)
- GYO Programs: [Using Federal Funds for Grow Your Own Educator Programs](#)
- R-TAPs: [A Funding Guide for Supporting Registered Teacher Apprenticeship Programs](#)

For more information and helpful resources, visit <https://compcenternetwork.org/>