

# ALABAMA TEACHER SHORTAGE TASK FORCE

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# OVERVIEW OF THE TASK FORCE

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- Dr. Mackey created the Alabama Teacher Shortage Task Force to address the growing problem of Alabama's shortage of qualified classroom teachers.
- Alabama's teacher shortage is real, regardless of the type of school system.
- Each of the State Board of Education districts is represented.
- All types of systems – small, large, rural, urban.
- Final recommendations may or may not impact a particular system.

# TASK FORCE MEMBERS

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- Chuck Marcum – Roanoke City Schools Superintendent - Chairman
- Matt Massey – Madison County Schools Superintendent
- Ted Watson – Andalusia Schools Superintendent
- Karen DeLano – Auburn City Schools Superintendent
- Jeff Goodwin – Oxford City Schools Superintendent
- John Heard – Perry County Schools Superintendent
- Suzanne Lacey – Talladega City Schools Superintendent
- Ann West – Marion County Schools Superintendent
- Lisa Herring – Birmingham City Schools Superintendent
- Jeff Langham – Chief of Staff, ALSDE
- Susan McKim – Professional Learning, ALSDE
- Amy Marlow - AEA
- Sally Smith – School Boards Association
- Caroline Novak - A+
- Ryan Hollingsworth – SSA
- Vic Wilson – CLAS
- Pamela Fossett – AEA
- Nick Moore – Governor’s Office

# MISSION

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To develop short-term and long-term recommendations to increase the quantity and quality of teacher applicants in our state

# MEETING DATES AND TOPICS

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- January 30, 2019 – Teacher certification requirements and practices
- February 20, 2019 – Teacher recruitment and retention
- March 21, 2019 – College/University Deans panel discussion, educator prep programs
- April 24, 2019 – Education Commission of the States
- May 24, 2019 – Dr. Joan Lord, SREB - using a roundtable approach to develop educator workforce strategies
- June 26, 2019 – Teacher and Personnel Director's panel - Certification and Preparation Issues
- July 24, 2019 – iTeach with Dr. Diann Huber



# TEACHER SHORTAGE FACTS

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- 30% of all classrooms are being taught by teachers teaching out of field, having neither a major nor a minor in the field
- Since 2010, there has been a 40% decrease in students entering teacher education programs.
- 8% of teachers leave the profession each year.
- Teacher salaries are worth less than they were a decade ago after adjusting for inflation. Teachers in Alabama are paid 72% of what college graduates in other professions earn in the state.
- Last year, on the ACT, only 4% of high school juniors taking the test indicated they would consider teaching as a career, down from 12% only four years ago.
- Only 523 secondary first time teaching certificates issued in Alabama in the 2017-18 school year.
- Alabama has more than 1700 secondary teachers with emergency certificates or teaching out of field.

# RECOMMENDATIONS

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- Two recommendations identified early and addressed in last legislative session.
  - Extend Emergency Certificate to be valid more than one year (Passed)
  - Tier III (Recruitment and Retention Act) Failed
- Task Force working now on other recommendations

# NEXT STEPS

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- Finalize recommendations
- Draft a report of Task Force findings and recommendations