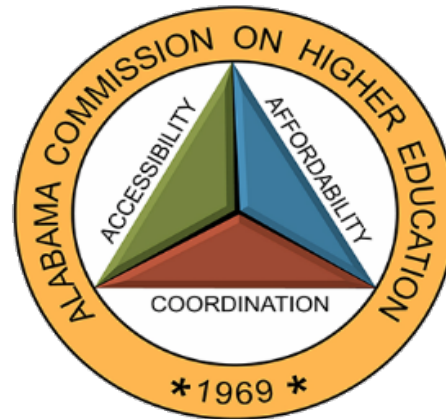


The Life and Times of Recent Education Graduates

Jim Purcell, Ed.D.
Executive Director
Alabama Commission on Higher Education





Marbury High School, Autauga County School District



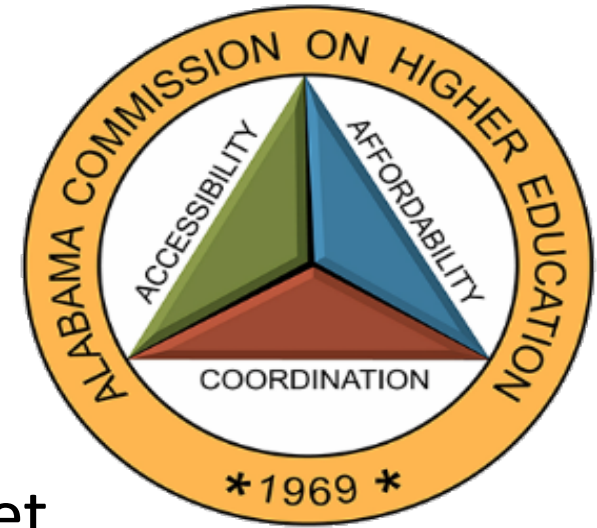
A couple of things to chat about

- Life and times of recent education graduates
- Why Alabama teachers are leaving their jobs
- ACHE resources for K-12 Leaders
- New ACHE initiatives for 2021-22 that support K-12

A couple of things to chat about

- Life and times of recent education graduates
- Why Alabama teachers are leaving their jobs
- ACHE resources for K-12 Leaders
- New ACHE initiatives for 2021-22 that support K-12

What ACHE Does



- Develops a Higher Education Strategic Plan
- Develops a consolidated higher education budget
- Coordinates the activities of the state's colleges and universities
- Approves new academic programs
- Manages many of the state's financial aid programs
- Aligns educational offerings and research to business and industry needs
- Partners with ALSDE to improve the Alabama education system



https://ache.edu



ALABAMA

Commission On Higher Education

HOME

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Researchers ▾

Students & Parents ▾

Academic ▾

FAQ ▾

Search

Welcome

The Alabama Commission on Higher Education (ACHE) is the coordinating board for higher education in the State of Alabama. Suggestions concerning your experience using the website are welcomed. Click [here](#) to submit your suggestions. Thank you for your visit and we look forward to hearing from you.

Resources for Students & Parents

- Accreditation
- Find Alabama Institutions
- Find a College & Major
- Funding College
- Fifty-Mile Radius for In-State Tuition
- Net Price Calculator / Tuition & Fees
- Special Programs (SREB)
- Student Complaint Processes

Resources for Academic Professionals

- Academic Program Approval
- Credentials Registry
- Institutional Finance & Facilities
- Network of Alabama Academic Libraries
- Open Educational Resources
- Professional Licensure
- State Authorization

Resources for Researchers

- Reports/Data
- Research Resources
- Research Services

Resources for Policy Makers

- Accountability
- 4-Year Institutions Monthly Expenditures
- Freedom of Speech Policies

COVID-19 Announcements

- Coronavirus (COVID-19) Information
- Consolidated Appropriations Act
- Higher Education Emergency Relief Fund Reporting

ACHE Events

- ACHE Meetings
- ACHE Webinars



ACHE Resources for K-12 Leaders

Alabama Commission on Higher Education

https://ache.edu/ACHE_DynamicData.aspx

Reports / Data

See ACHE Disclaimer [here](#)

Agency / Static Reports

- Annual Report
- ACHE 50-year Anniversary Publication
- Budget / Facilities
- College-Going Rate by High School
- IPEDS (Federal Reporting)
- Workforce Profiles
- State Plan
- Eleventh Quadrennial Evaluation
- Historical / Archive Reports

Student / Dynamic Reports

- Remedial Education
- Student Database Reports
- Student Source Survey
- Workforce Development
- Institutional Student Profiles
- FTE
- Preliminary Fall Enrollment
- High School District Reports/Charts

Dynamic Data

- Completions Data
- Enrollment Data

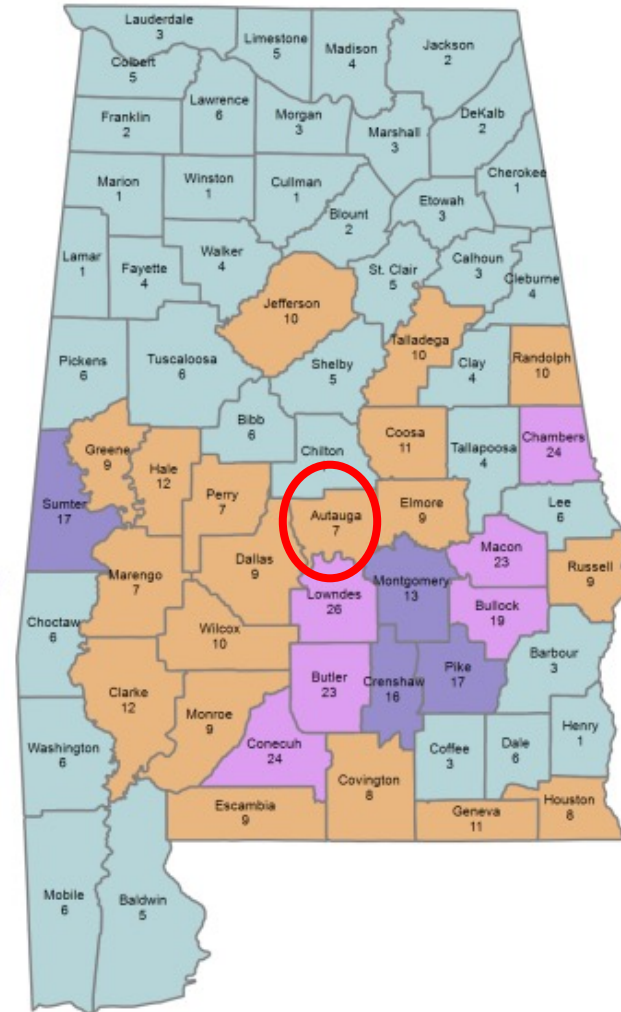
ACHE © 2021 . All rights reserved. [Webmaster](#) [Disclaimer](#) [Privacy](#) [Translate](#)

Summary of 2019-2020 Alabama Public High School Graduates Who Enrolled in Alabama Public Institutions FALL 2020 (20,886 Students)

Percent HS Grads Taking only Remedial English

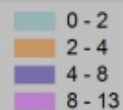
Percent HS Grads Taking only Remedial Math

Percent HS Grads Taking Remedial English and Math



22% needed
dev ed courses

Percent of HS Grads Taking Only Remedial English



Percent of HS Grads Taking Only Remedial Math



Percent of HS Grads Taking Remedial English and Math





Reports / Data

See ACHE Disclaimer [here](#)

Agency / Static Reports

Annual Report

ACHE 50-year Anniversary
Publication

Budget / Facilities

College-Going Rate by High
School

IPEDS (Federal Reporting)

Workforce Profiles

State Plan

Eleventh Quadrennial
Evaluation

Historical / Archive Reports



Student / Dynamic Reports

Remedial Education

Student Database Reports

Student Source Survey

Workforce Development

Institutional Student Profiles

FTE

Preliminary Fall Enrollment

High School District
Reports/Charts

Dynamic Data

Completions Data

Enrollment Data

ACHE Resources for K-12 Leaders

School District Reports & Charts

Autauga County.pdf ▼

Get File

District College Ready Charts

--Select File-- ▼

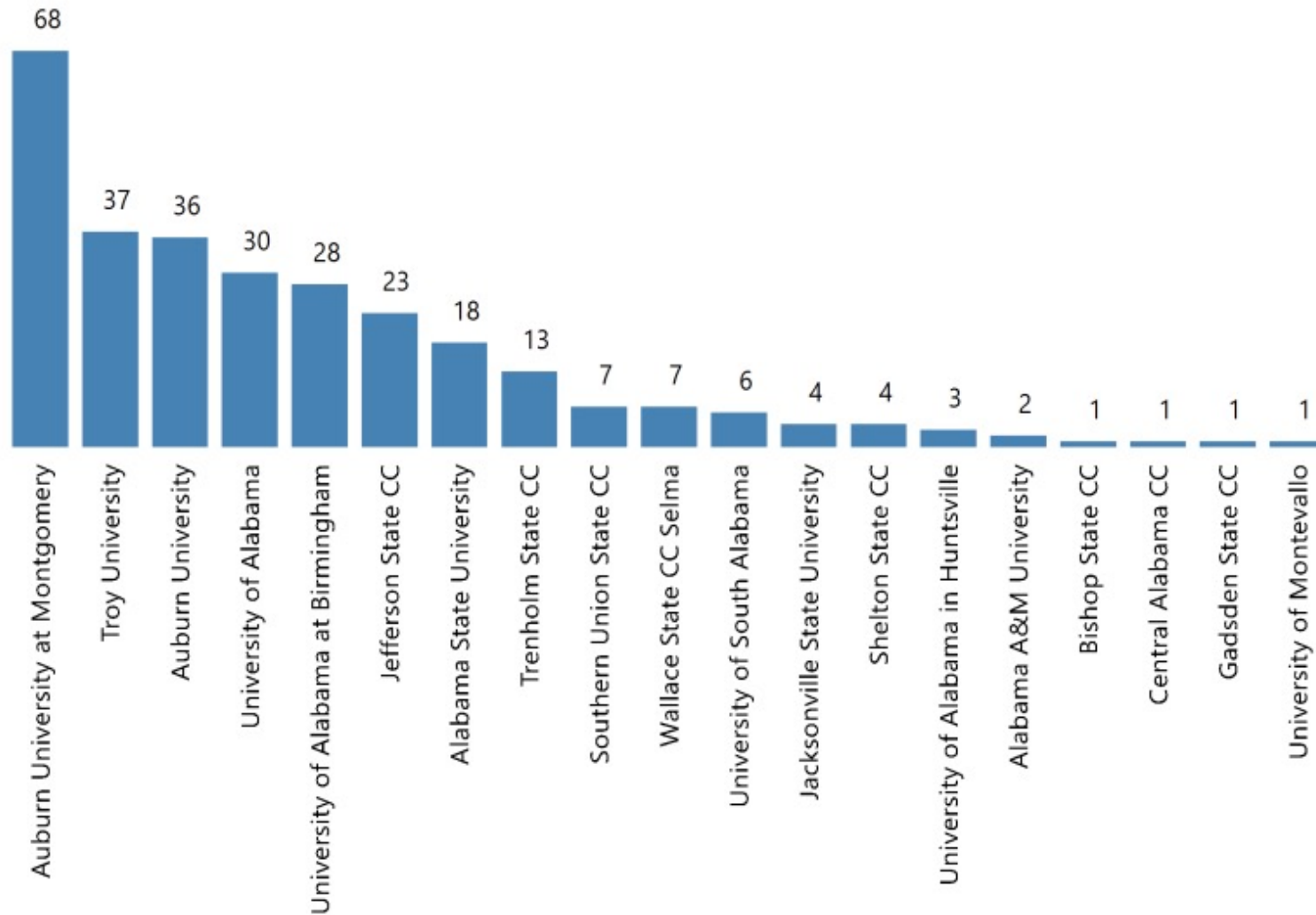
Get File

High School Reports & Charts

--Select File-- ▼

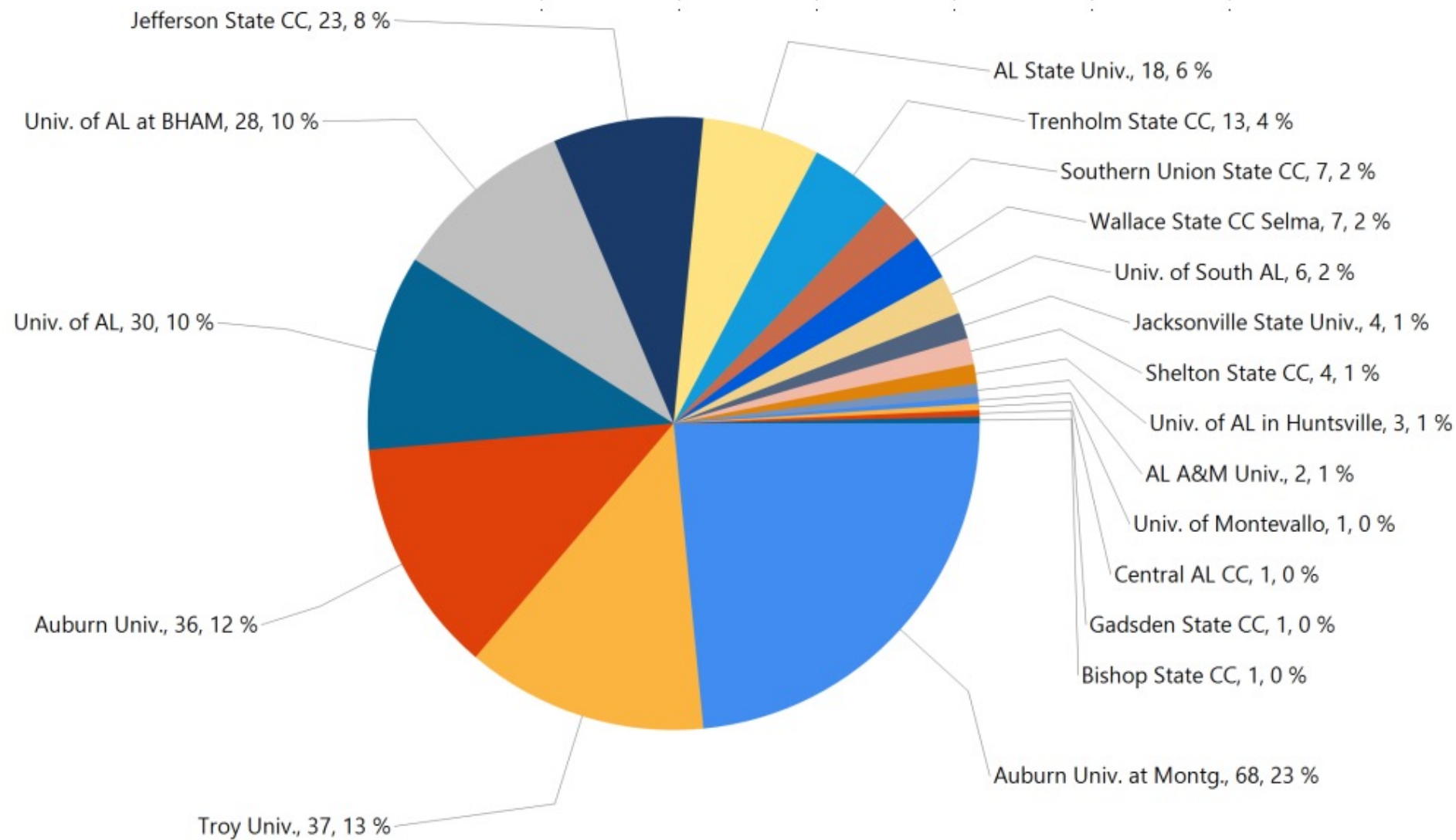
Get File

2012-2013 Autauga County System Graduates Enrolled in Alabama Public Postsecondary Institutions Fall 2013



290 of 646
high
school
graduates
or 45%
enrolled in
Alabama
public
institutions

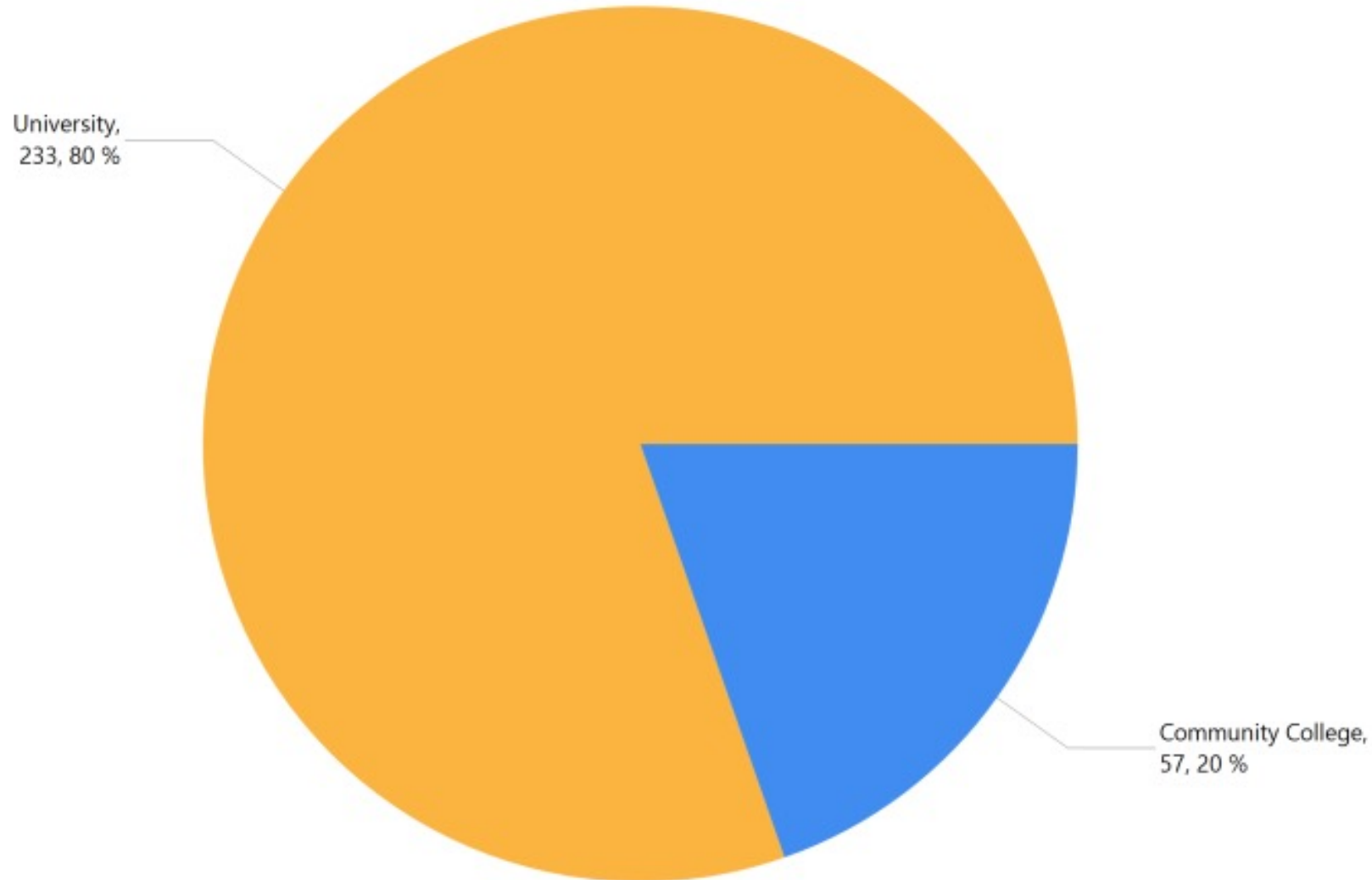
2012-2013 Autauga County System Graduates Enrolled in Alabama Public Postsecondary Institutions Fall 2013



290 of 646 high school graduates or 45% enrolled in Alabama public institutions

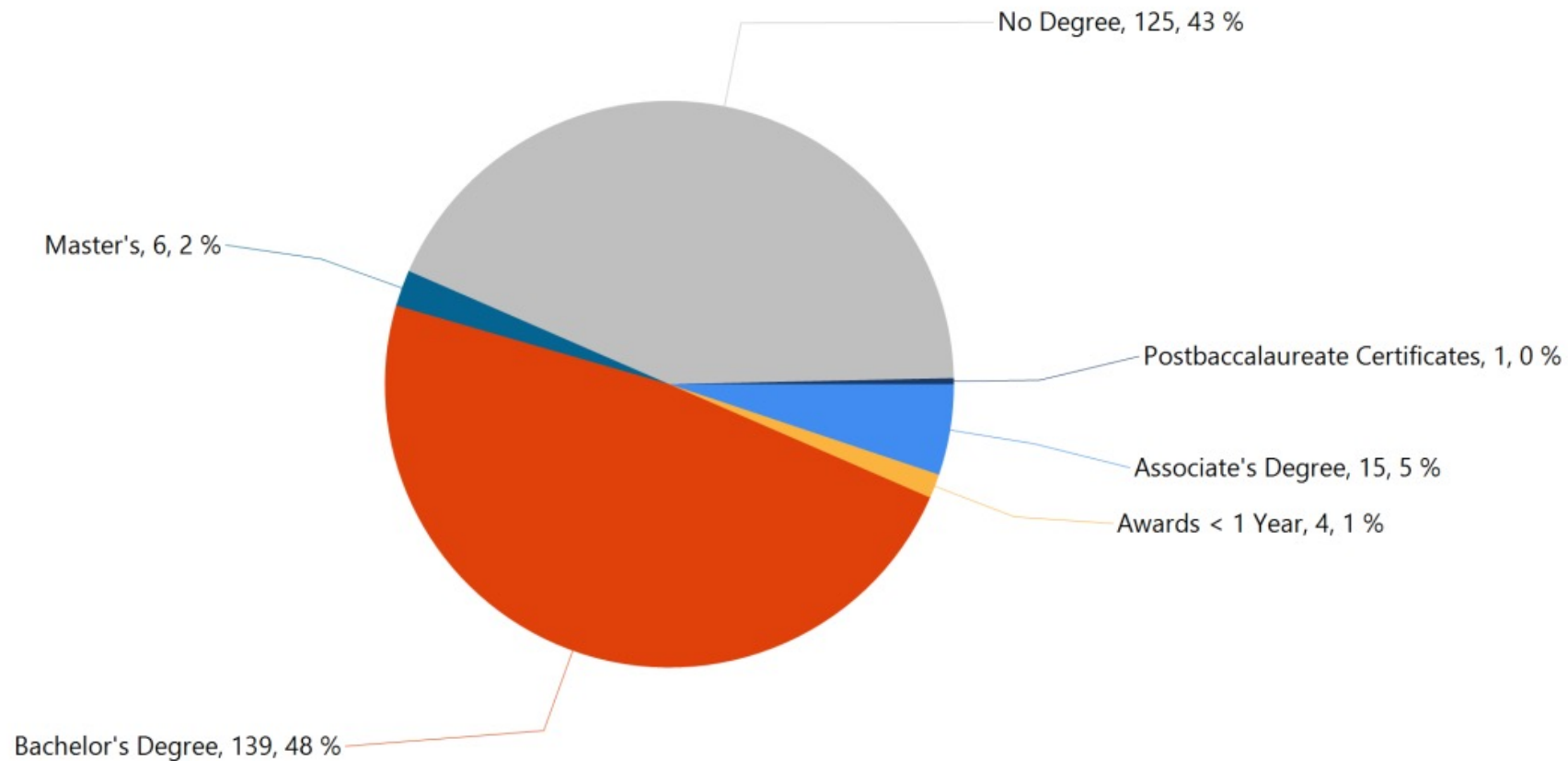
2012-2013 Autauga County System Graduates Enrolled in Alabama Public Postsecondary Institutions Fall 2013 by Sector

Total Enrolled 290



Percent of Total Enrolled that Earned or Did Not Earn a College Credential from Alabama Public Institutions Within Six Years of Graduating from Autauga County System in 2013

Total Enrolled 290



165 of 290
enrolled
students or
57% earned
an award

New and Enhanced Initiatives for 2021-22



Alabama College Opt In

Covid 19 has impacted the college search process. Institutional representatives are more limited with their ability to make visits to high schools or attend college fairs, making it more difficult to communicate with prospective students.

To ensure you can learn from many Alabama colleges and universities, please "opt in" to receive direct communications regarding admission and scholarship information. Your information will be collected by the Alabama Commission on Higher Education and shared with the institutions you are interested in

This will only take about 5 minutes.

**Contact info, Major, Residence halls,
need Financial Aid, interests**

Select up to 3 publics and 3 privates

- Institutions send emails or texts directly to students
 - Invitations to visit campus
 - Highlights the campus and the curriculum
 - Scholarship information

<https://www.surveymonkey.com/r/aloptin>

Consumer Information on Campuses

Are you ready for College?

Have a college or university in mind?



For detailed Stats on Public Institutions

**Check the
Directory of Alabama Institutions**
(Visit QR Code Below)



URL Link: https://ache.edu/AL_Inst_Detail.aspx



Alabama Commission on Higher Education

Email: collegeinfo@ache.edu





Select Your College or University of Interest

--Select Institution-- ▾

--Select Institution-- ▲

Alabama A&M University
Alabama State University
Athens State University
Auburn University
Auburn University at Montgomery
Jacksonville State University
Troy University
University of Alabama
University of Alabama at Birmingham
University of Alabama in Huntsville
University of Montevallo
University of North Alabama
University of South Alabama
University of West Alabama
Bevill State Community College
Bishop State Community College
Coastal Alabama Community College
Calhoun Community College
Central Alabama Community College ▼





Select Your College or University of Interest

Troy University ▾

Troy University
111 Adams Admin St
Troy, AL 36081-3503
P: 334-670-3000



[Profiles](#)



<http://www.troy.edu>

IPEDS

Enrollment

Tuition / Fees / Expenses

Retention / Grads

Campus Security

General Info

Financial Aid

Outcome

Sports

Admission

Net Price

Programs

Military and Veterans

Federal Loans

Accreditation

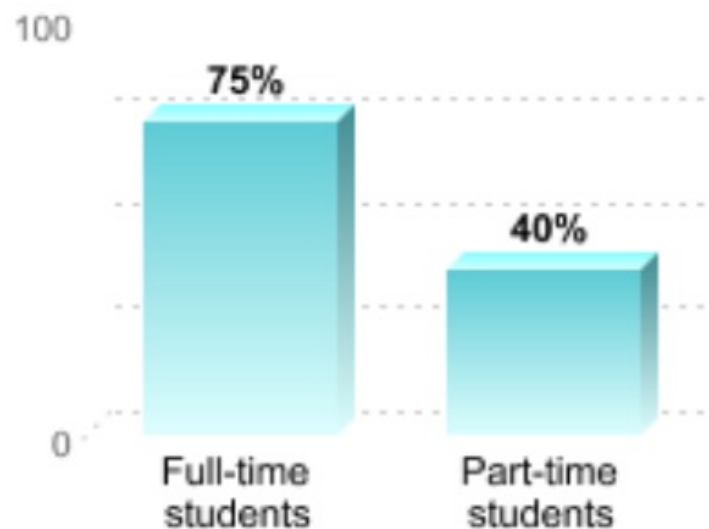
+ ADMISSIONS

- RETENTION AND GRADUATION RATES

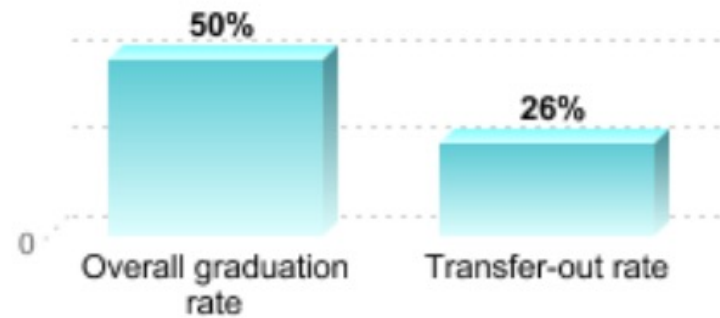
FIRST-TO-SECOND YEAR RETENTION RATES

Retention rates measure the percentage of first-time students who are seeking bachelor's degrees who return to the institution to continue their studies the following fall.

RETENTION RATES FOR FIRST-TIME STUDENTS PURSUING BACHELOR'S DEGREES



Percentage of Students Who Began Their Studies in Fall 2018 and Returned in Fall 2019

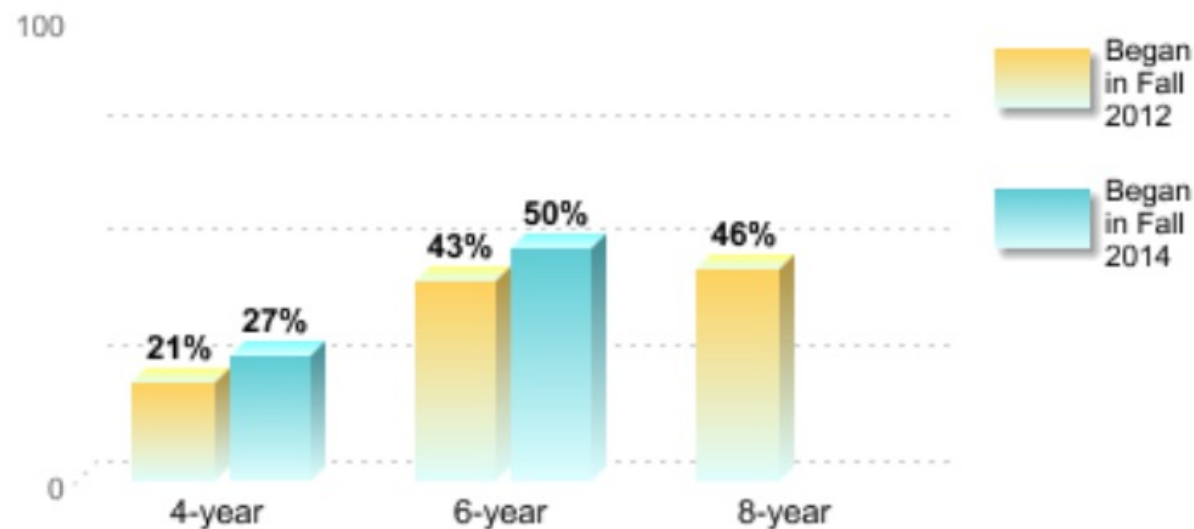


Percentage of Full-time, First-Time Students Who Graduated or Transferred Out Within 150% of "Normal Time" to Completion for Their Program

BACHELOR'S DEGREE GRADUATION RATES

Bachelor's degree graduation rates measure the percentage of entering students beginning their studies full-time and are planning to get a bachelor's degree and who complete their degree program within a specified amount of time.

GRADUATION RATES FOR STUDENTS PURSUING BACHELOR'S DEGREES



Percentage of Full-time, First-time Students Who Graduated in the Specified Amount of Time and Began in Fall 2012 or Fall 2014

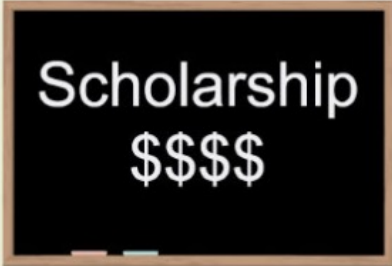
Paying for College with Student Financial Aid

<https://ache.edu/StudentAsst.aspx>



What is Student Financial Aid?

- Any form of funding that helps you pay for college
- Scholarships and grants are two types of financial aid
- Loans and work-study programs are also considered financial aid



Scholarship
\$\$\$\$



Financial Aid can come from several revenue sources?

- Federal Aid
- State Aid
- Non-profit groups
- Institutional Aid

Institutional Financial Aid offices will work with all these sources to develop an aid package for you. So as to assist your institution in this process, students need to provide a variety of information.



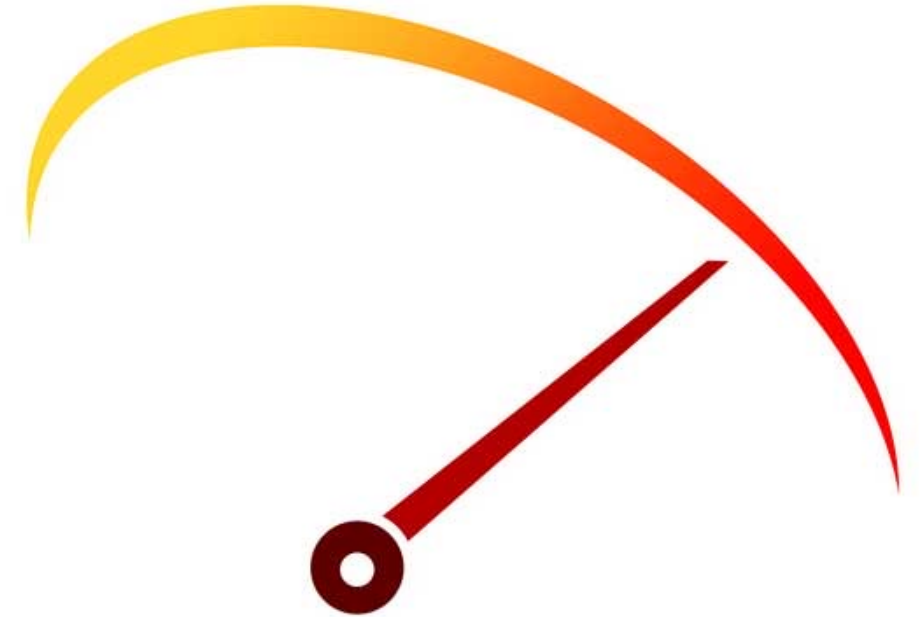
FAFSA Completion Project in Partnership with ALSDE

The image shows the header and the first section of the FAFSA form. The header includes the year '2021-2022', the dates 'July 1, 2021 - June 30, 2022', the 'FAFSA' logo, and the text 'Federal Student Aid' and 'FREE APPLICATION for FEDERAL STUDENT AID'. Below the header, it says 'Step One (Student): For questions 1-31, leave any questions that do not apply to you (the student) blank.' The form fields include: 1. Last name, 2. First name, 3. Middle initial, 4. Number and street, 5. City (and country if not U.S.), 6. State, 7. ZIP code, 8. Your Social Security Number, 9. Your date of birth, 10. Your telephone number, 11. Driver's license number, and 12. Driver's license state. There is also a section for email address at the bottom.

- FAFSA completion is a requirement for Alabama public high school students effective with the May 2022 high school graduating class (allows a parental waiver and a superintendent waiver)
- ACHE is engaging in this State Board of Education initiative because ACHE is the only agency in the state authorized to connect to the federal FAFSA database and see individual data for all Alabama students.

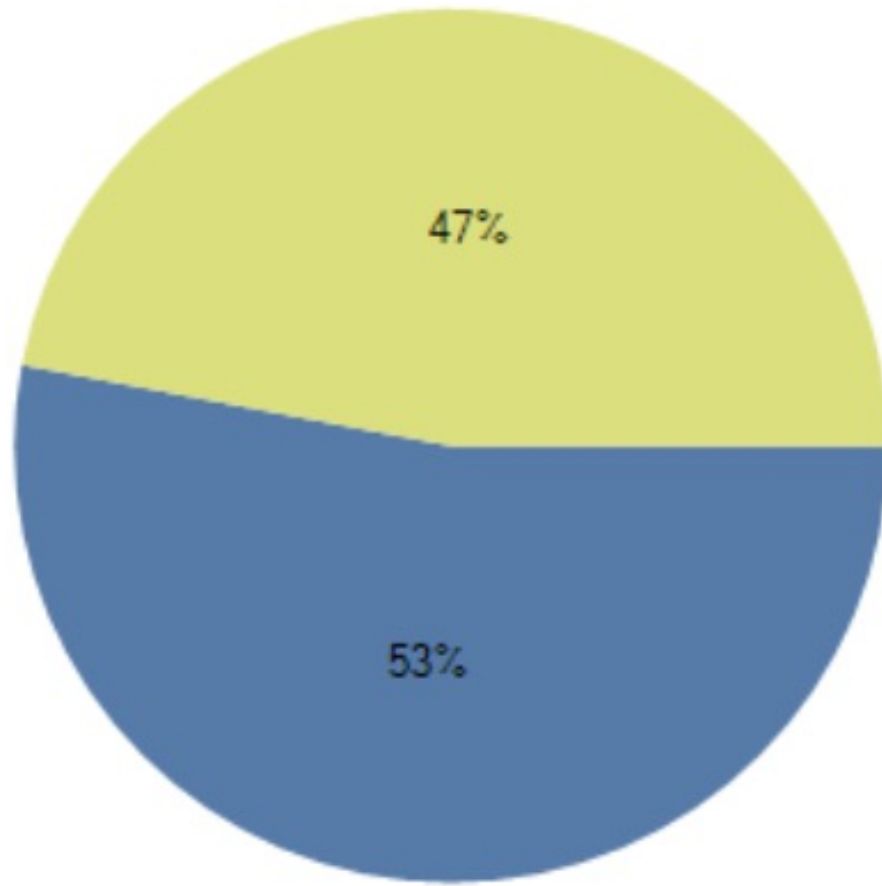
FAFSA Completion Project in Partnership with ALSDE

- Currently only about 50% of HS seniors apply for the FAFSA.
- Moving the participation needle from the 55% range to nearly 100% is a daunting challenge and will require, not only much effort by Career Coaches, Counselors, high school faculty and other district staff, but also ACHE, and the colleges and universities.
- FAFSA participation ranges from an 82% completion rate in the Marengo County school district to 41% in the Russell County school district.



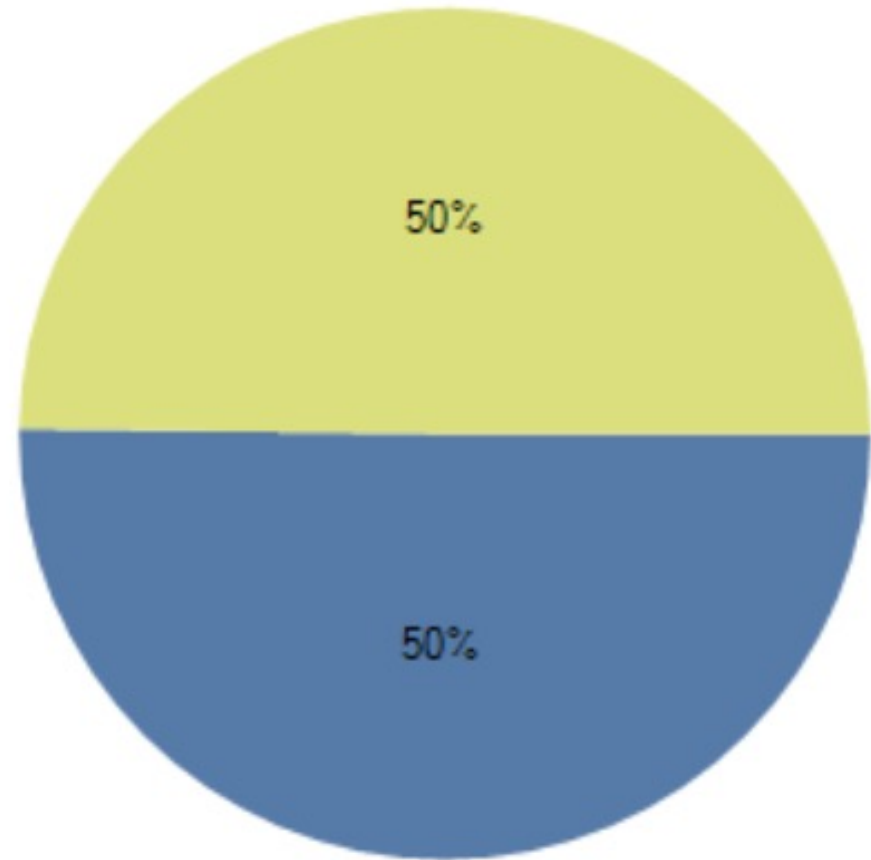
FAFSA Completion

2020-21



Complete Not Complete

2021-22



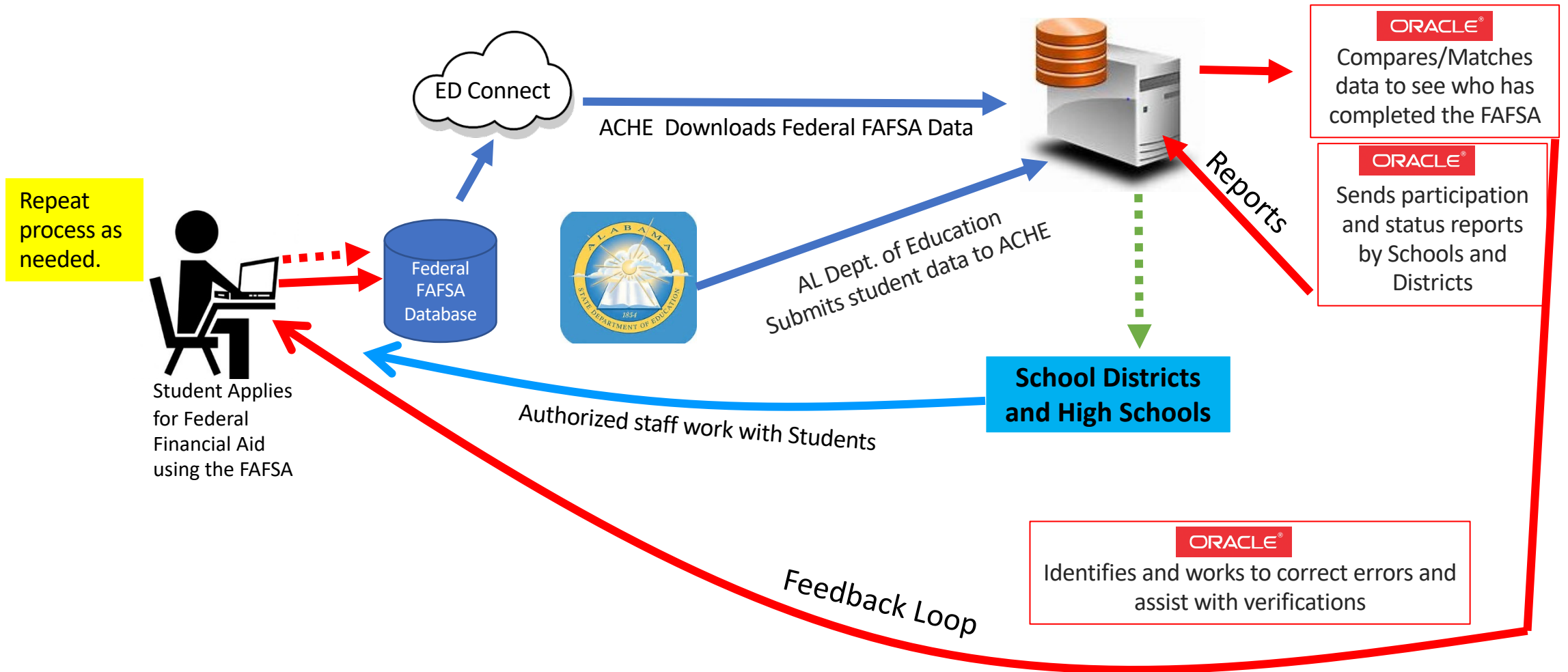
Complete Not Complete

FAFSA Completion Project in Partnership with ALSDE

- Develop a centralized software application and related services to assist students in the correction of errors.
- Reduce the duplicative campus efforts to address errors and requests for verification of certain information.
- Shorten the FAFSA processing timeline.

- Software went live October 1 (first day students can apply for FAFSA 22-23)
- Software bells and whistles by the end of December
- Funded through GEERS 2 Funds (\$1,100,000)

Process Flow Diagram



Bridge Programs to Address Summer Melt

The transition to college from high school has always been difficult for students, but complications resulting from COVID protocols have added to transition issues. A mix of academic, social, financial, and emotional factors impact the ability of students to successfully transition.

- Competitive RFP
- Support the enhancement and expansion of college and university summer bridge programs that help students with the transition to college
- GEERs 2 Funds \$1,500,000
- Up to \$100,000 per approved proposal



Life and times of recent education graduates



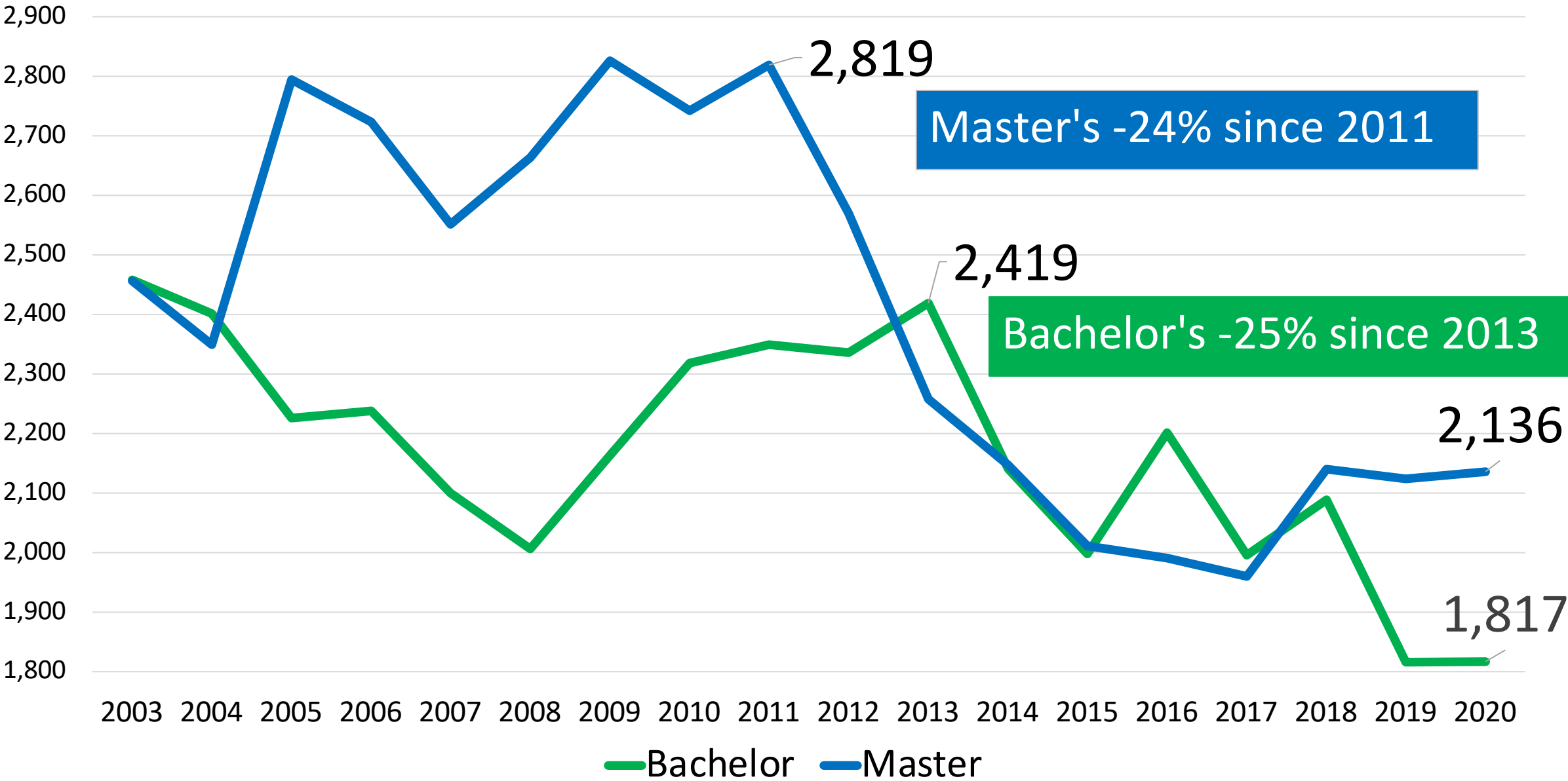
Overview of Alabama's Teacher Shortage

- In Alabama, **30% of all classrooms** are being taught by teachers teaching out of field, having neither a major nor a minor in the field.
- **Only 523** secondary first-time teaching certificates were issued in Alabama in the 2017-18 school year.
- Alabama has more than **1,700 secondary teachers** with emergency certificates or teaching out of field.
- Since 2010, there has been a **40% decrease** in entering teacher education programs.
- Each year **8% of teachers** leave the profession.

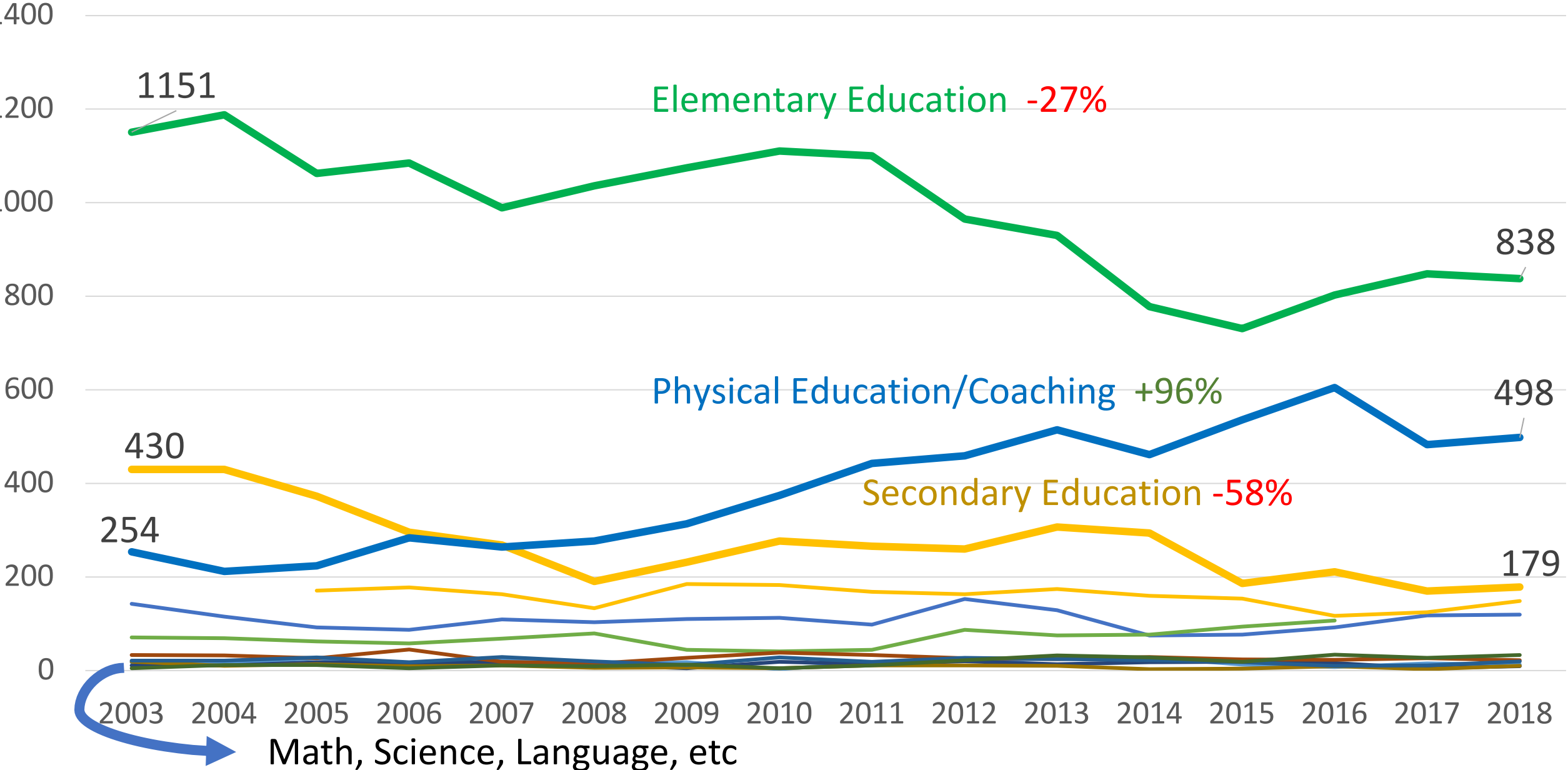
Source: Report to Alabama Board of Education, August 2019.



Education Degree Production



Bachelor's Degree Education Majors



Teacher Shortage Taskforce



- Recruitment Retention

Teacher Quantity Quality Roundtable



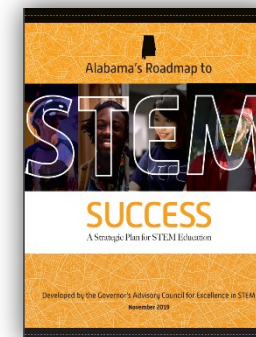
- Improving cert process
- Alignment with needs

Strategic Taskforce to Accelerate Mathematics Pathways (STAMP)



- Math teacher recruitment and retention
- Alignment of curriculum within and across educational levels

Advisory Council for Excellence in STEM (ACES)



Recruit and Retain Minority Teachers



- Recruit, train and place minority teachers

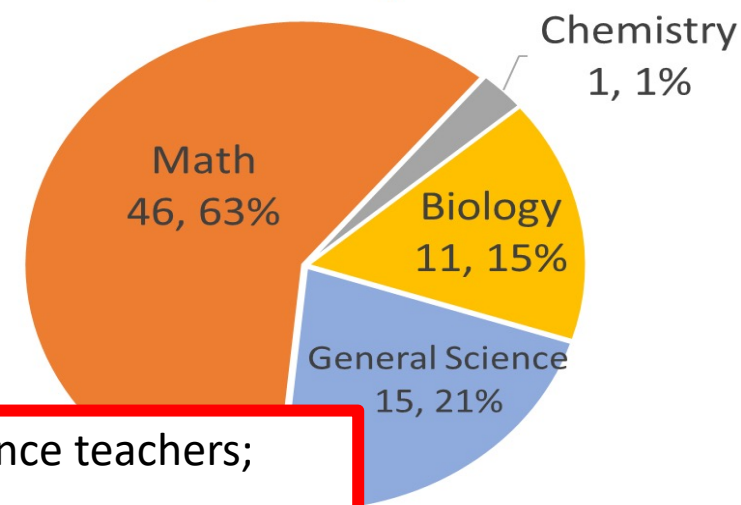


- Identify high-need areas
- Establish specific goals
- Increase understanding of learning
- Design, implement, and measure changes



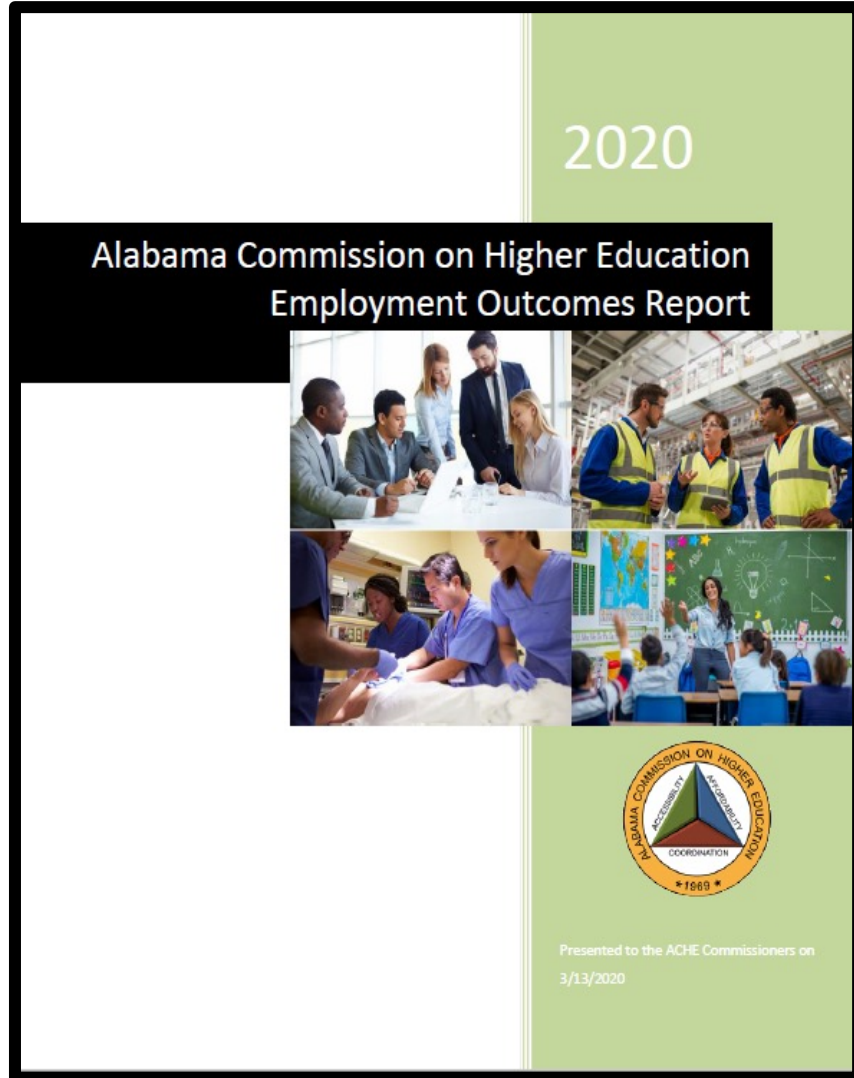
- Enroll Korean educators in master's program at AL Colleges and they could be hired to teach in Alabama schools

Math and Science Teacher Education Program (AMSTEP)



\$5,000 a year for up to 4 years to repay federal student loans for Math and Science teachers; \$7,500 for teachers working in districts with critical need.

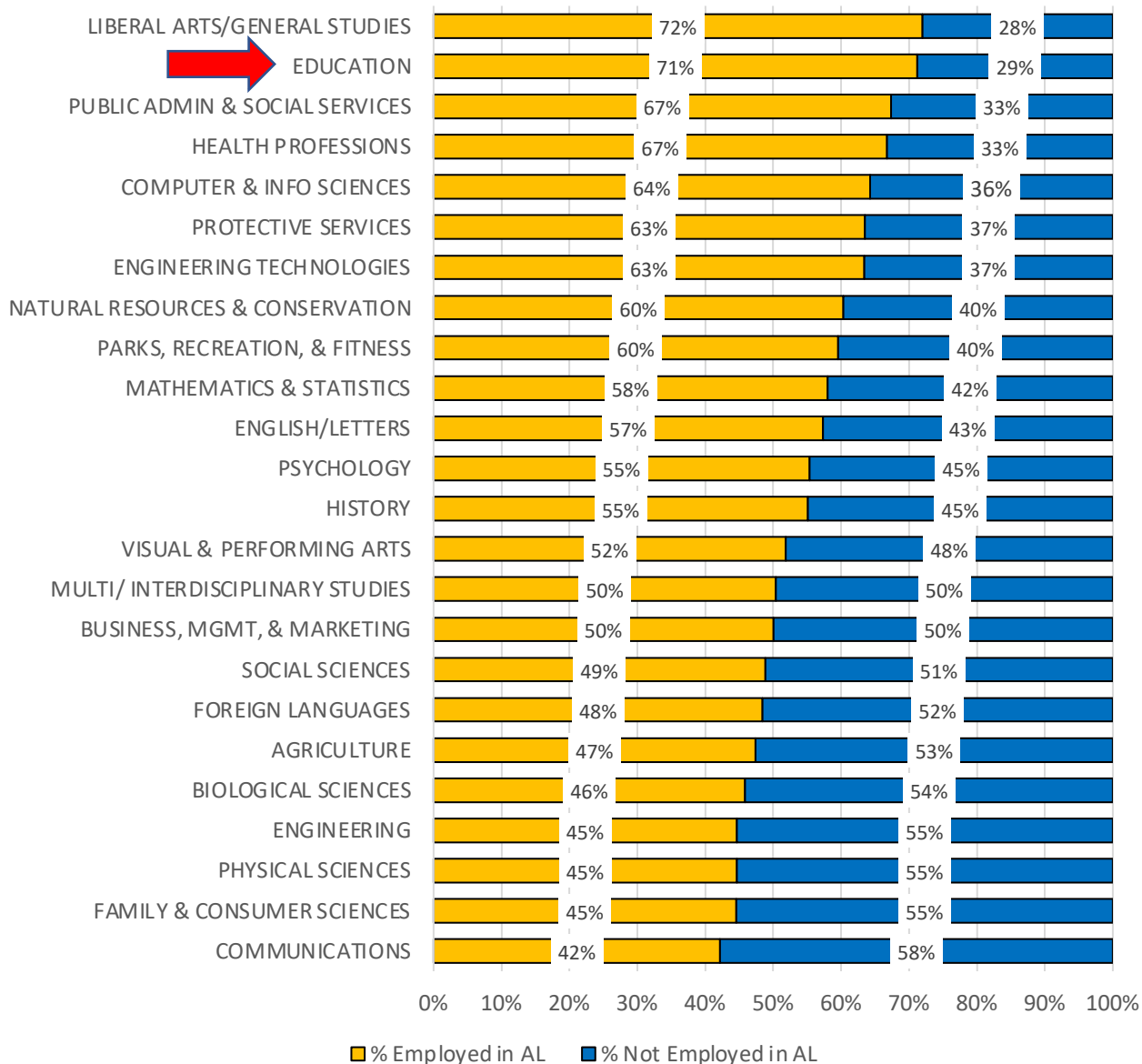
Employment Outcomes Report



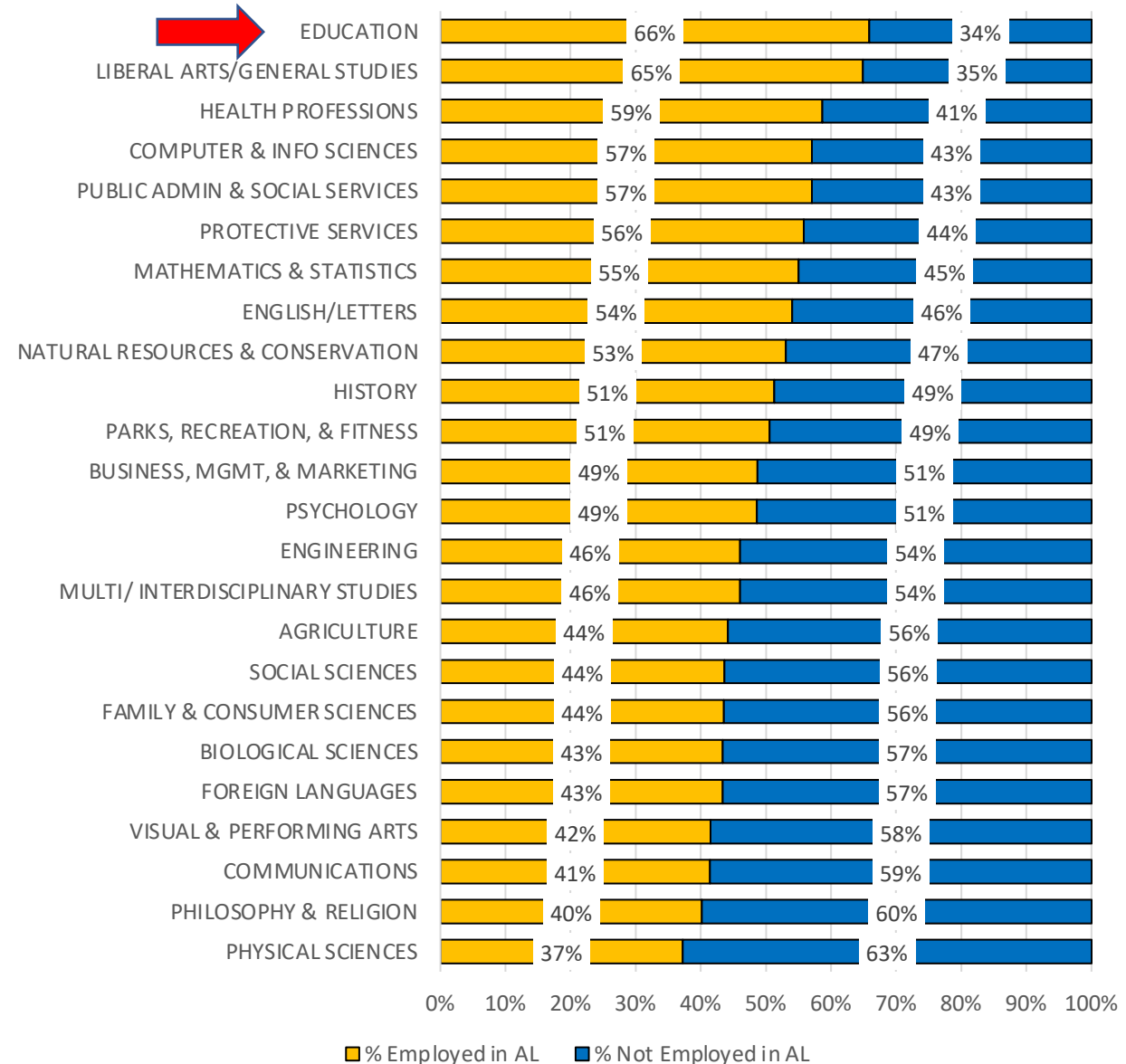
- https://ache.edu/ACHE_Reports/Reports/Accountability/EmploymentOutcomesReport.pdf

Graduates in Alabama's Economy

After One Year for Bachelor's Degree Recipients

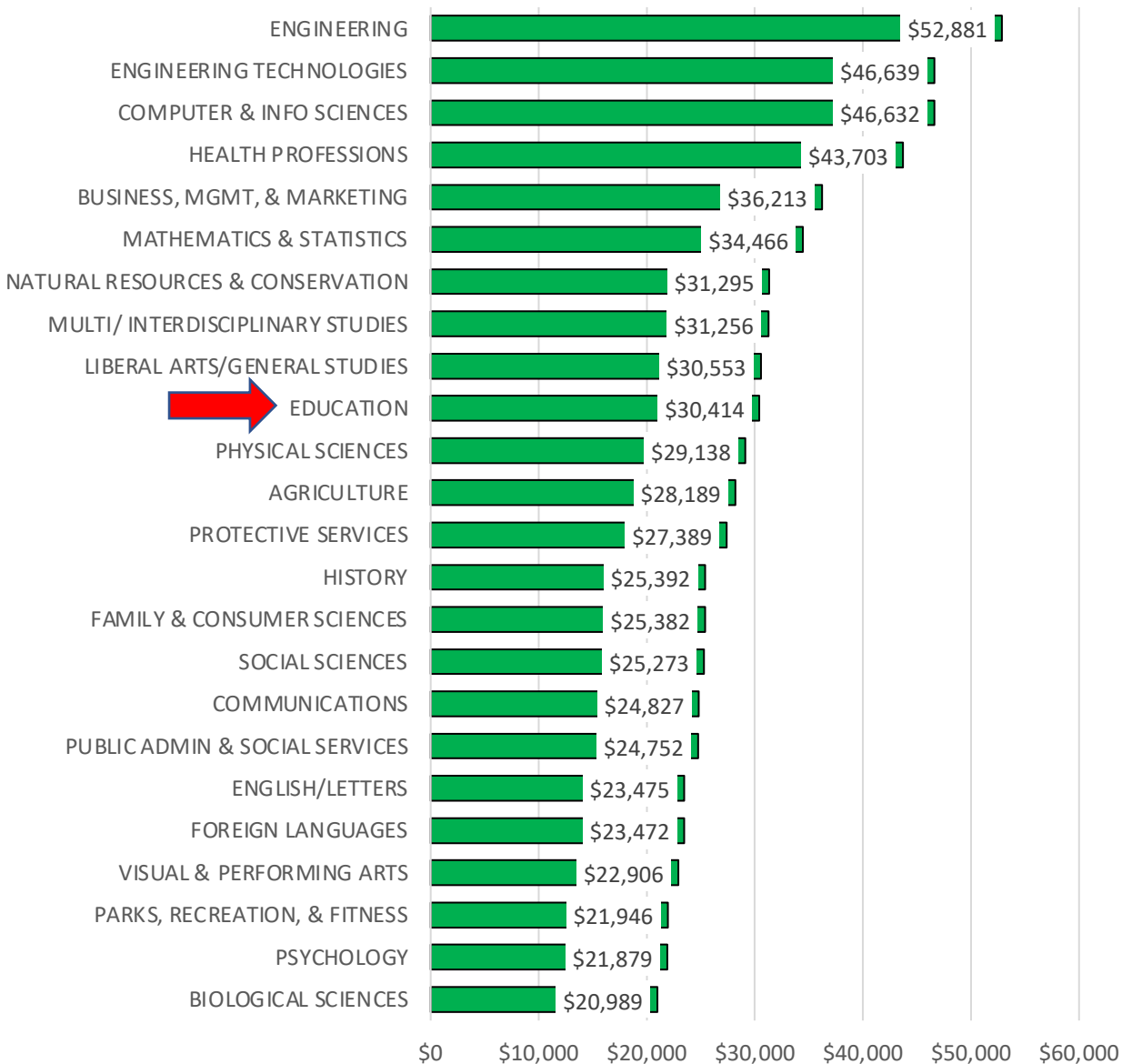


After Five Years for Bachelor's Degree Recipients

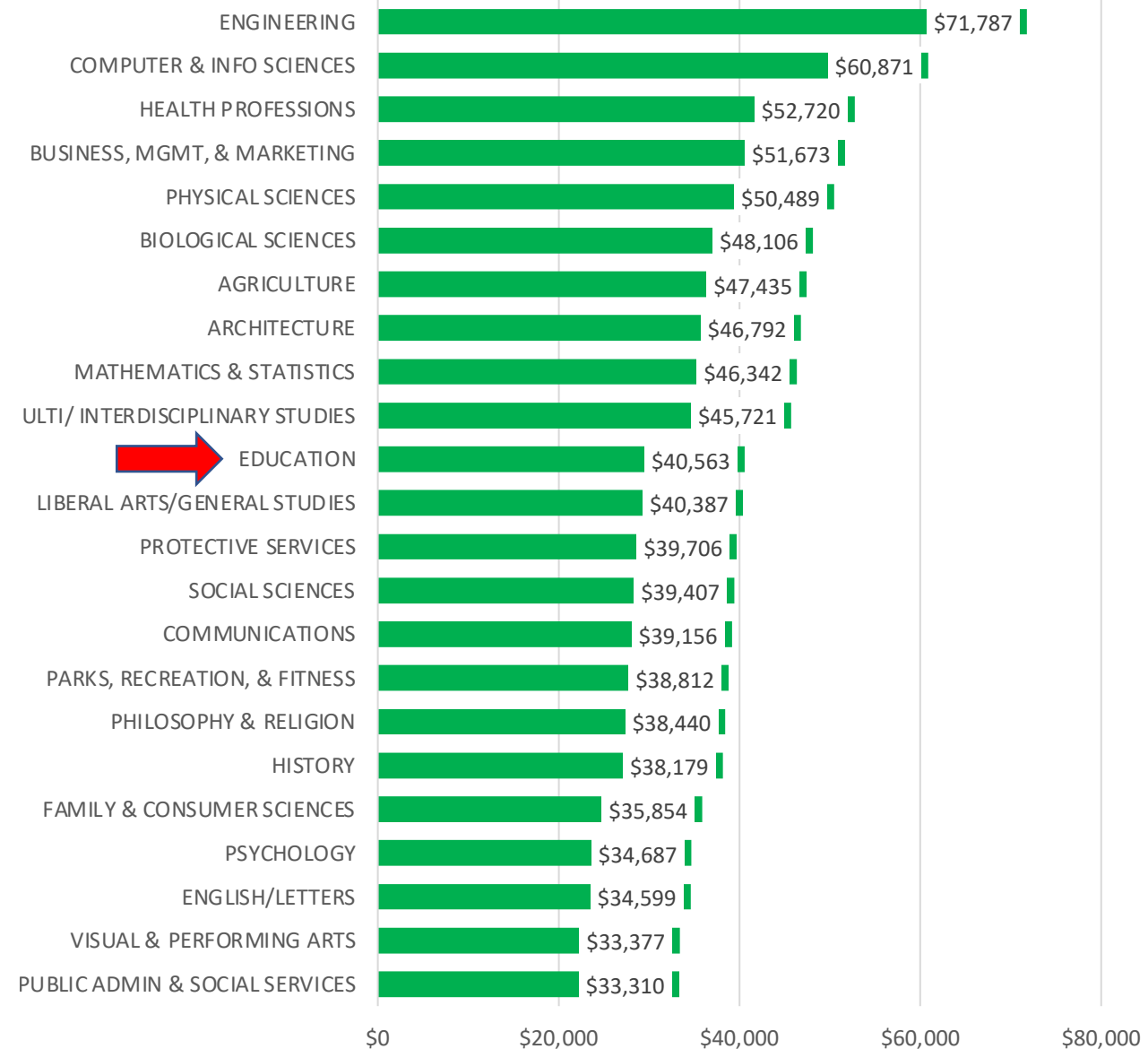


Graduates in Alabama's Economy

*After **One Year*** for Bachelor's Degree Recipients



*After **Five Years*** for Bachelor's Degree Recipients



Education Graduates Working in Alabama

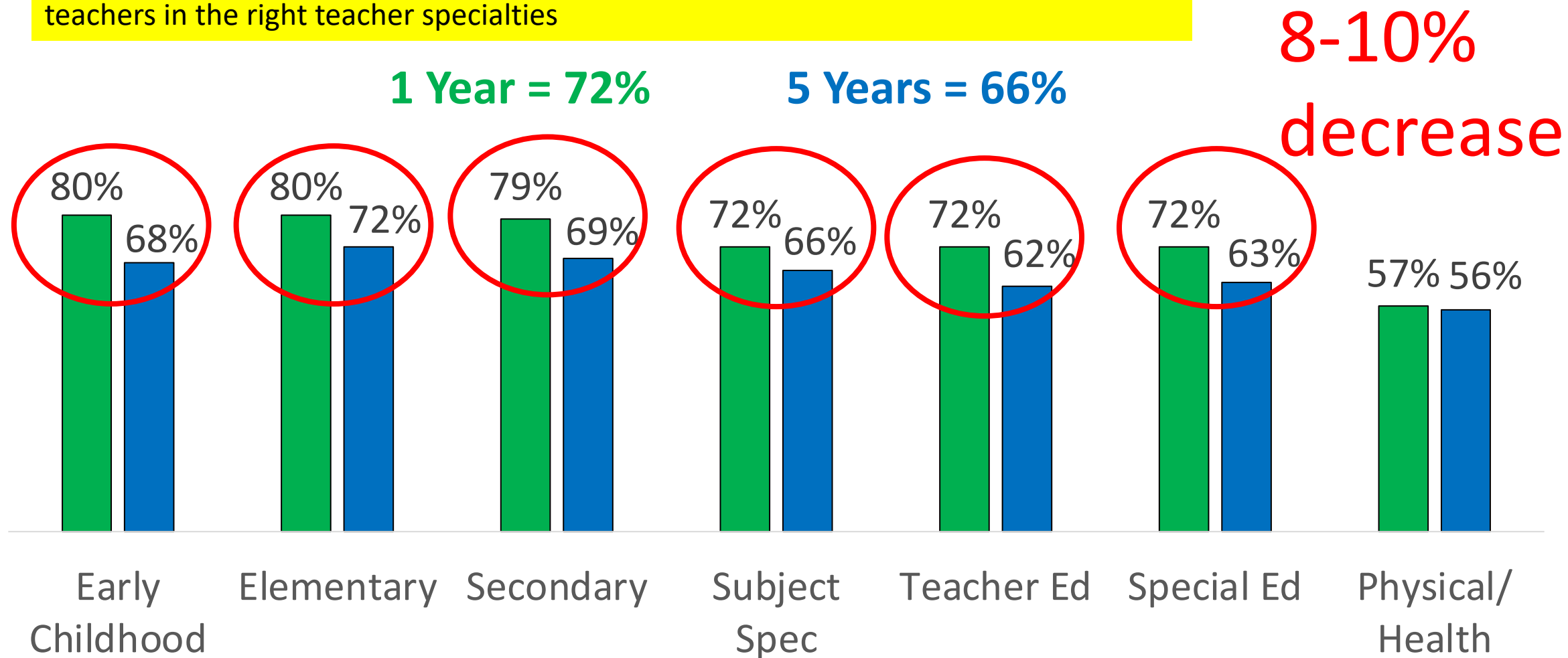
Education Graduates working in Education



Education
Graduates

Working in Alabama – by Education Major*

Decrease between year one and five is significant issue in assuring we have enough teachers in the right teacher specialties



* Differences are statistically significant

Alabama Employer Types & Wages

Employer Types for Education Majors

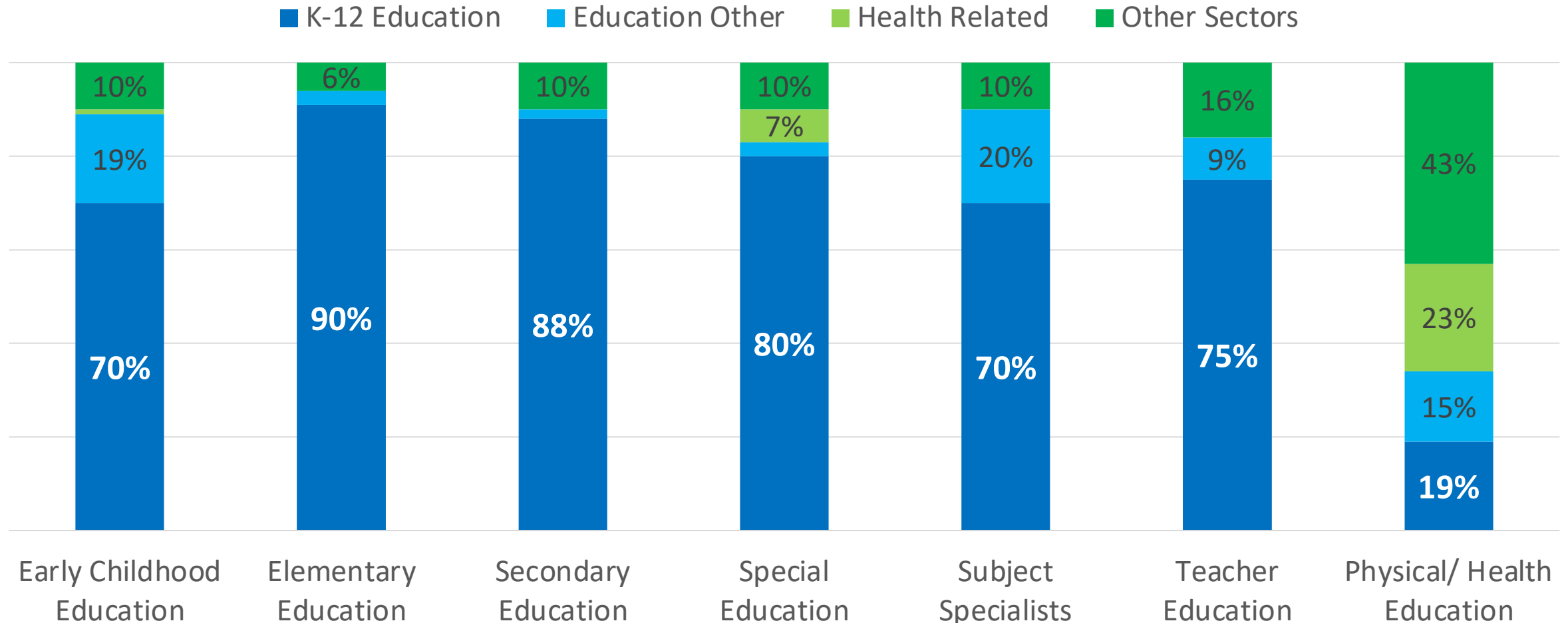
Education Majors in Alabama work for these four Employer Types:

1. K-12 Education
 - public & private
2. Education Other
 - child care centers, higher education, non-profits, government, etc.
3. Health Related
 - public or private related to health care
4. Other Sectors
 - service industry, clerical, and temporary employment

Employer Types for Education Graduates in Alabama

Graduates in Elem Ed and Sec Ed more likely to be employed in K-12 Education at 1 year

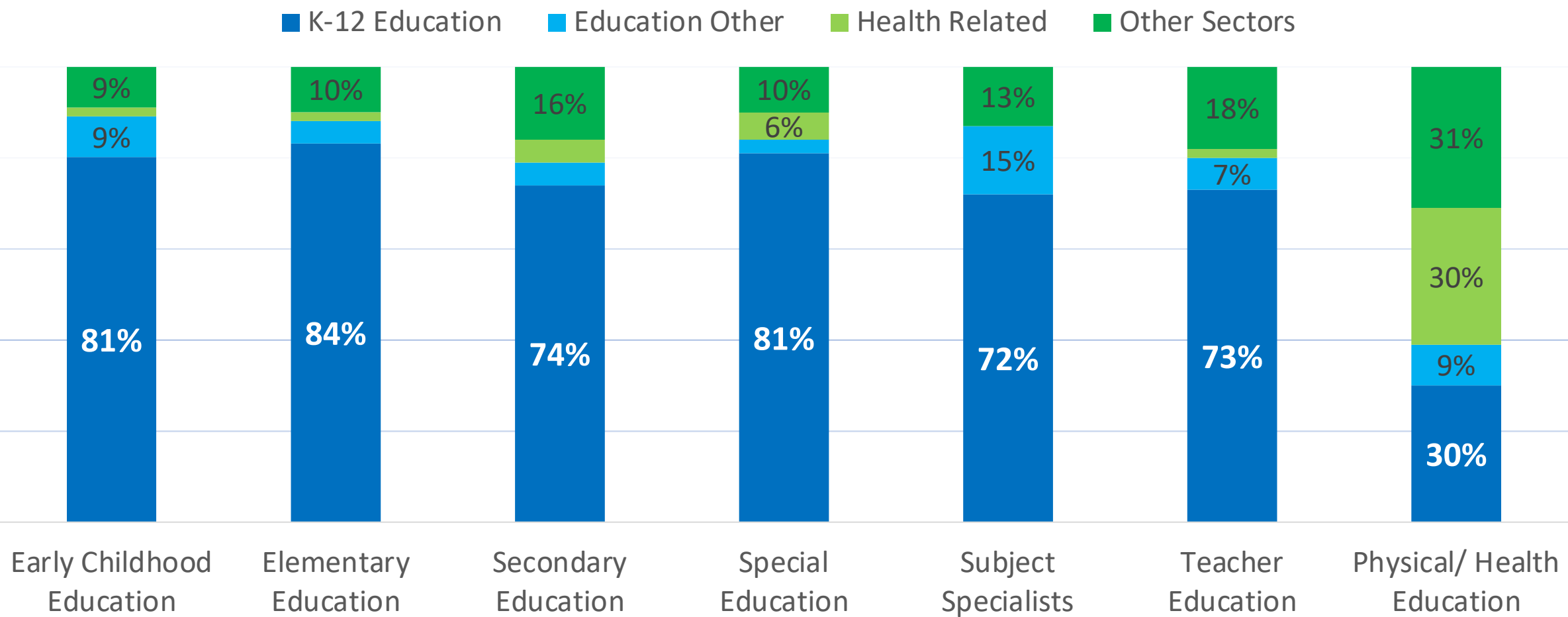
1 Year After Graduation



Employer Types for Education Graduates in Alabama

Graduates in Elem, Early Childhood, and Special Ed more likely to be employed in K-12 Education at 5 years

5 Years After Graduation



Differences for K-12 Employer Type (from 1yr to 5yrs)

K-12 largest decreases

- Graduates in Elem Ed, Sec Ed more likely employed in K-12 year 1.
- Sharp drop in year 5.

Secondary Ed. = -14%

Elementary Ed. = -6%

Early Childhood Ed. = 11%

Physical/ Health Ed. = 11%

- Physical/Health – K-12 employment low overall. Increases from 1 to 5 years.
- Early Childhood -- fairly high in K-12 and increase at 5 years

K-12 largest increases

Wage Comparison by Major – 1 Year

	K-12 Education	Education Other	Health Related	Other Sectors
Early Childhood Education	Highest			
Elementary Education	Highest			
Physical/ Health Education	Highest			
Secondary Education	Highest			
Special Education	Highest			
Subject Specialists		Highest		
Teacher Education	Highest			

Highest: indicates employer type with the highest wage for each major category

Wage Comparison by Major – 5 Years

	K-12 Education	Education Other	Health Related	Other Sectors
Early Childhood Education	Highest			
Elementary Education	Highest			
Physical/ Health Education			Highest	
Secondary Education	Highest			
Special Education	Highest*		Highest*	
Subject Specialists		Highest		
Teacher Education	Highest			

*Negligible difference

Highest: indicates employer type with the highest wage for each major category

Secondary Education Majors

- 58% decline in graduates from 2003 to 2018
- Presence in **Alabama workforce decreases** from 79% to 69% -- similar to other education majors
- **K-12 employment decreases** from 88% to 74% -- largest drop of any education majors
- **Avg. wage** for **K-12 higher** than other employer types (for ed. majors) by \$1,100-\$1,400

Slightly higher average wage, but not enough to prevent secondary education graduates from leaving K-12

Further Research

Potential future research to further examine career choices of education majors:

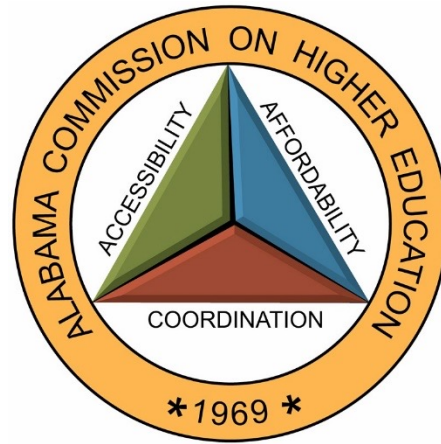
- Partner with ALSDE to incorporate certification data
- Incorporate graduate degrees into the employer type and wage analysis
- Conduct longitudinal study of cohort career decisions over time
- Explore teachers' reasons for leaving K-12 education

Policy Recommendations

- Expand scholarships for teacher education students
- Expand student loan forgiveness programs
- Pay educators more
- Conduct an Educator Attrition Survey
- Conduct an Educator Satisfaction Survey
- Expand alternative teacher licensure pathways.



Alabama Public School Educators: Attrition Survey



Spring 2021

Survey Design & Development

- This is an attrition survey. Designed to ask people why they would want to leave their job.
- Is not a satisfaction survey.
- Based on similar surveys from other states, but not identical.
- Developed collaboratively with SSA, ALSDE staff, select University School of Education Deans and others.

Survey Administration

- Administered by ACHE via a web survey
- Encouraged to participate by:
 - School Superintendents of Alabama (SSA) - Ryan Hollingsworth and Lisa Woodard
 - ALSDE Staff and Super. Dr. Mackey via his communiques to superintendents, etc.
- Sent to district offices for distribution.
- Superintendents forwarded survey link to district employees --Optional
- Survey open from May 4 – June 10, 2021

Survey Responses

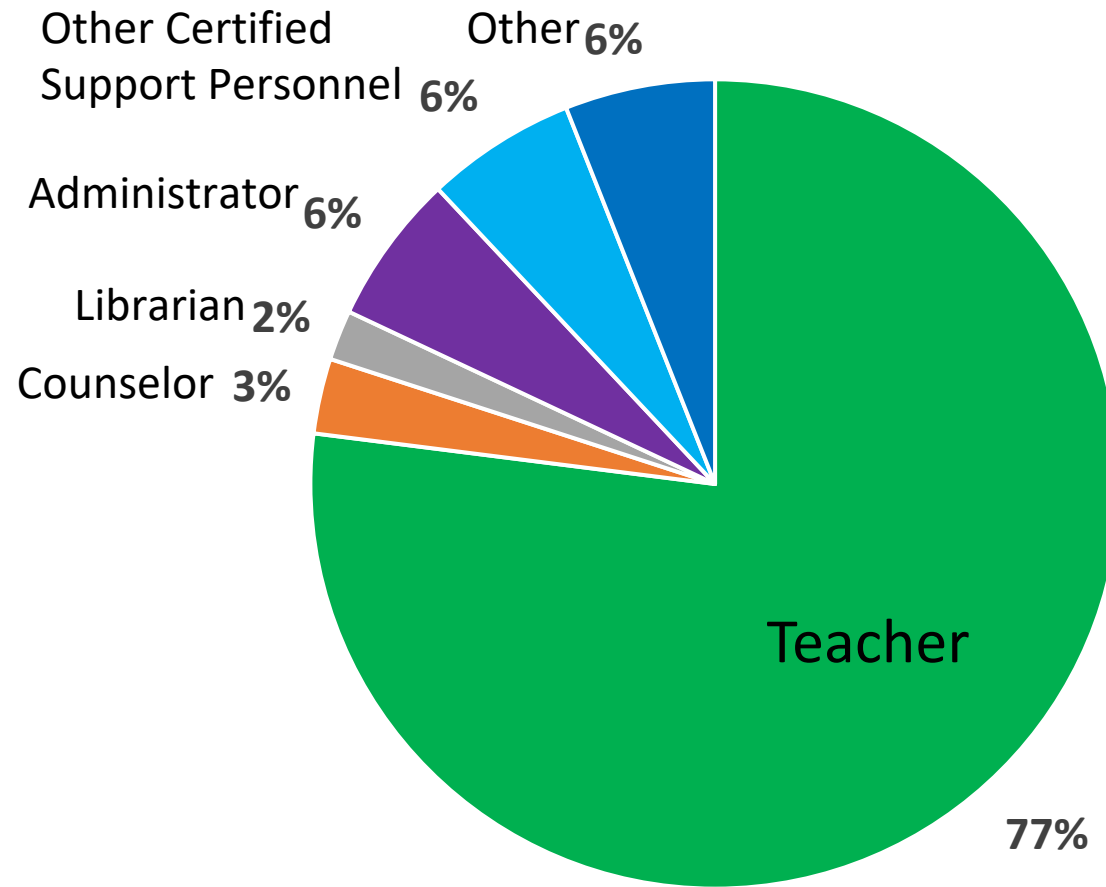
- **84 of 128** city/county districts participated with > 5 responses = **58%**
- Total responses = **17,726** of **92,668 employees (FTE)**
- Response Rate (all districts) = **19%**
- Response Rate (districts with > 5 responses) = **31%**

Survey Respondent Characteristics

Good Distribution

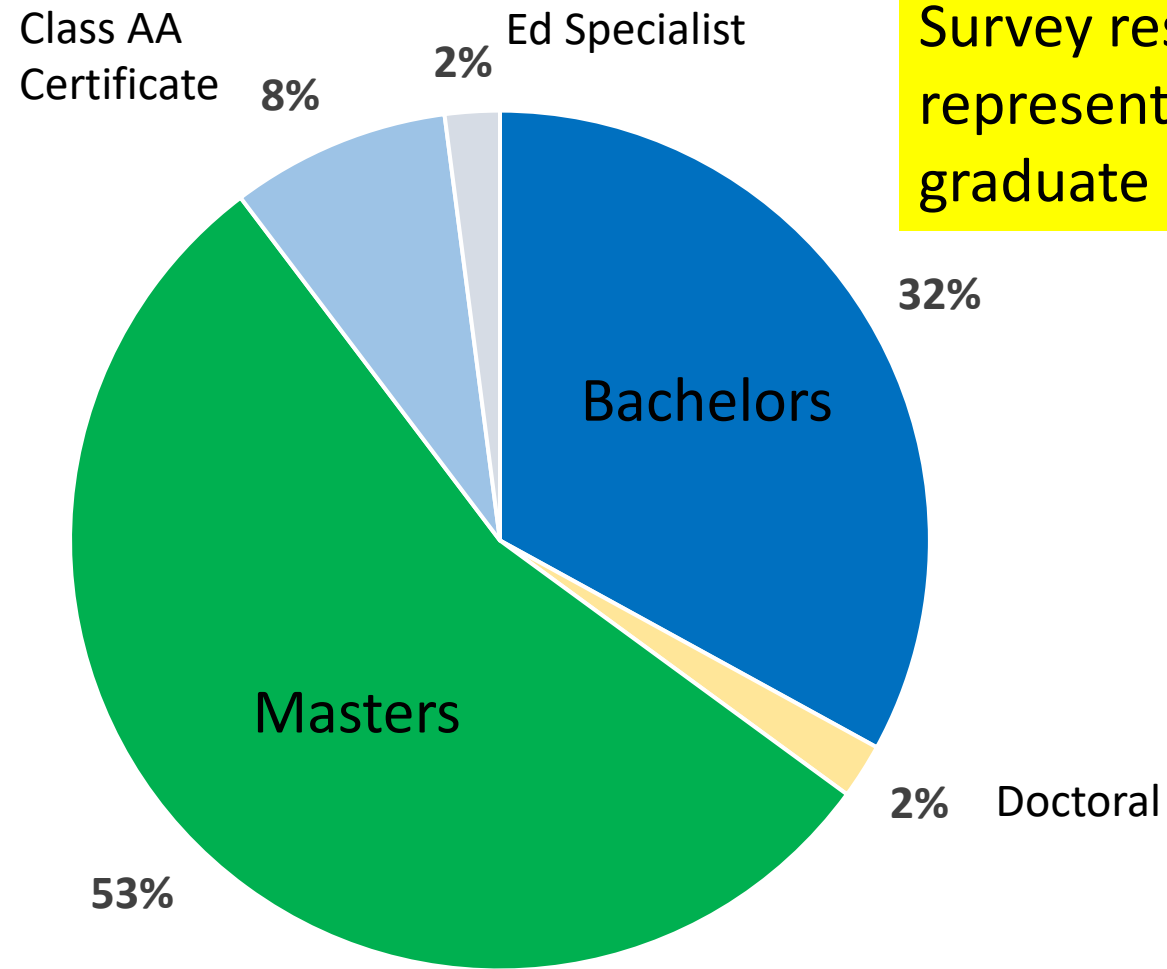
- ½ lower grades and ½ upper grades
- 82% female
- 83% White, 13% African American
- Most respondents from larger districts
- 77% teachers

Respondents' Role in Education



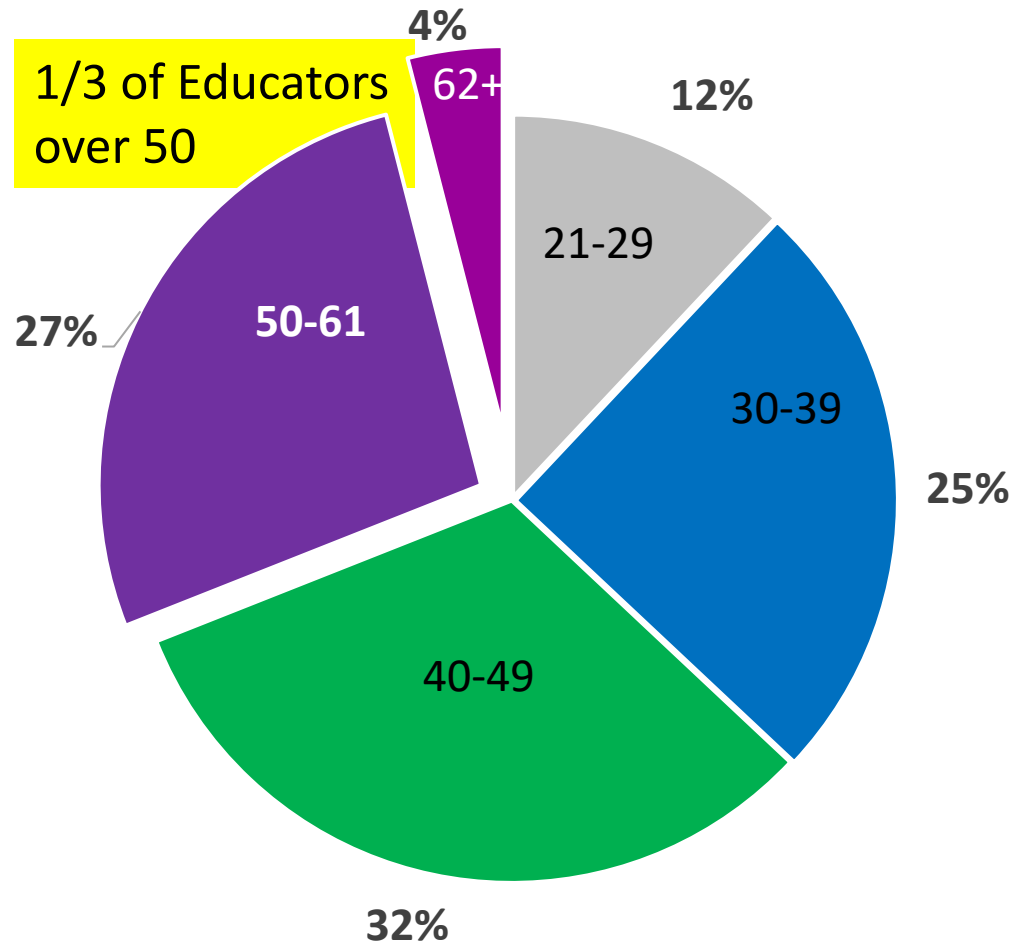
Survey results largely represent perspectives of teachers, who comprise over $\frac{3}{4}$ of respondents.

Education Level of Respondents

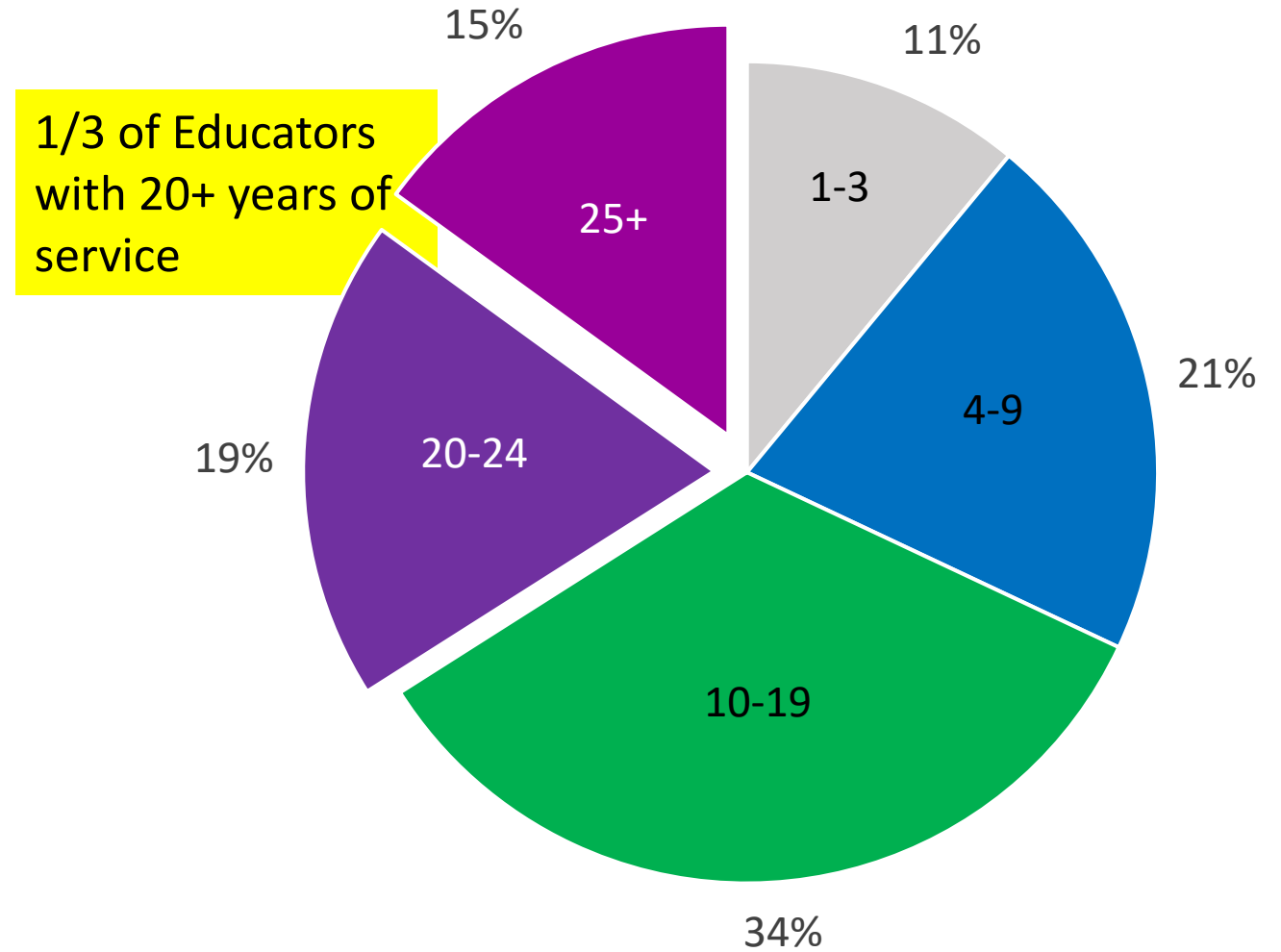


Survey results largely represent educators with graduate level education.

Age Range

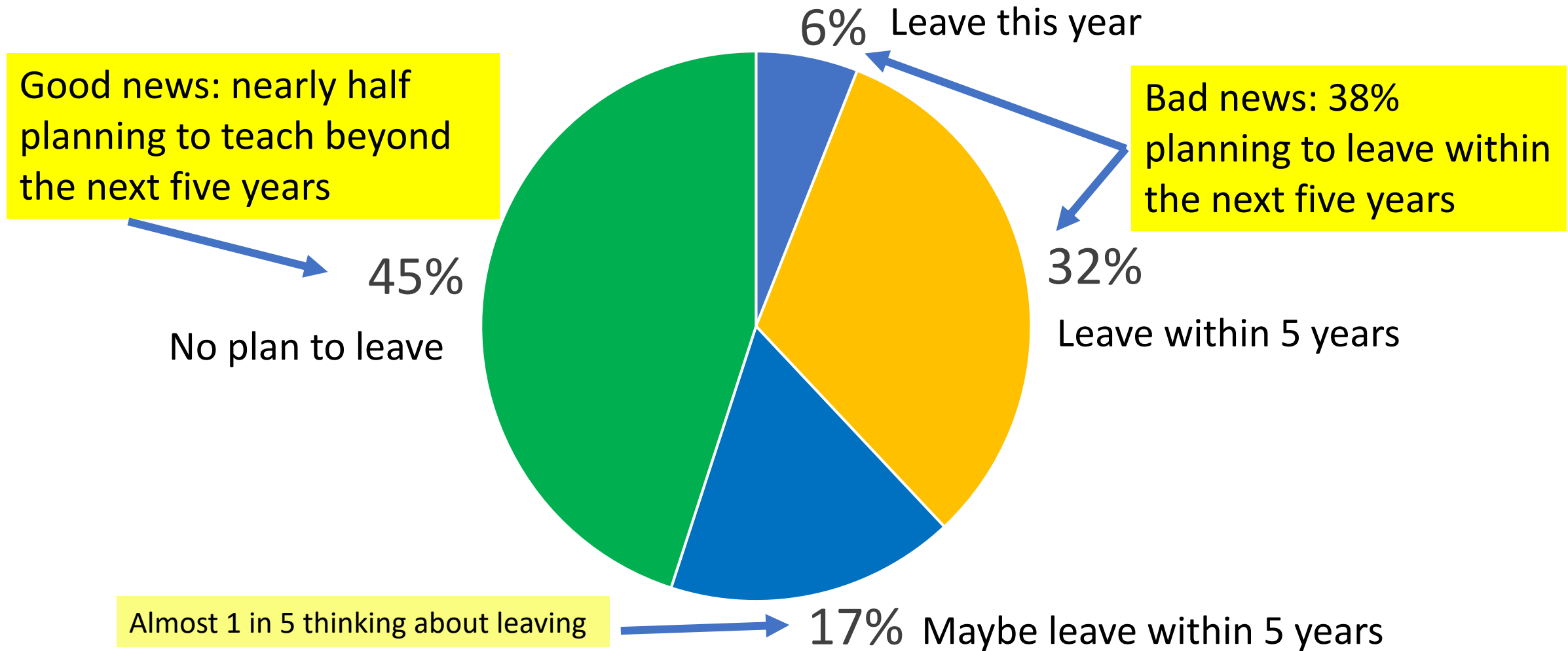


Years As An Educator



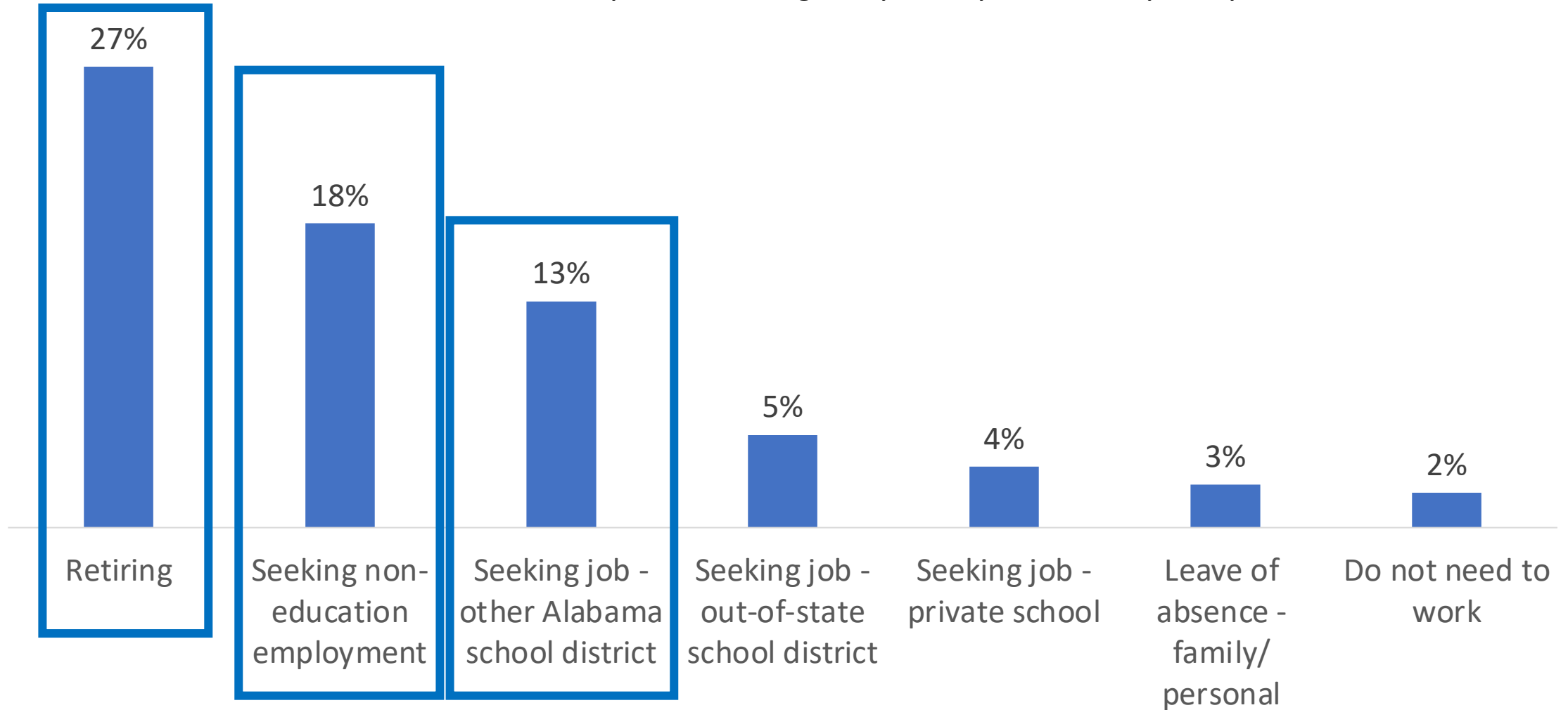
Educator Future Plans

Educator Intentions to Leave Current District



Reason for Leaving District? *(n=8,648)

Educators indicated that they were leaving this year, 5 years, or maybe 5 years



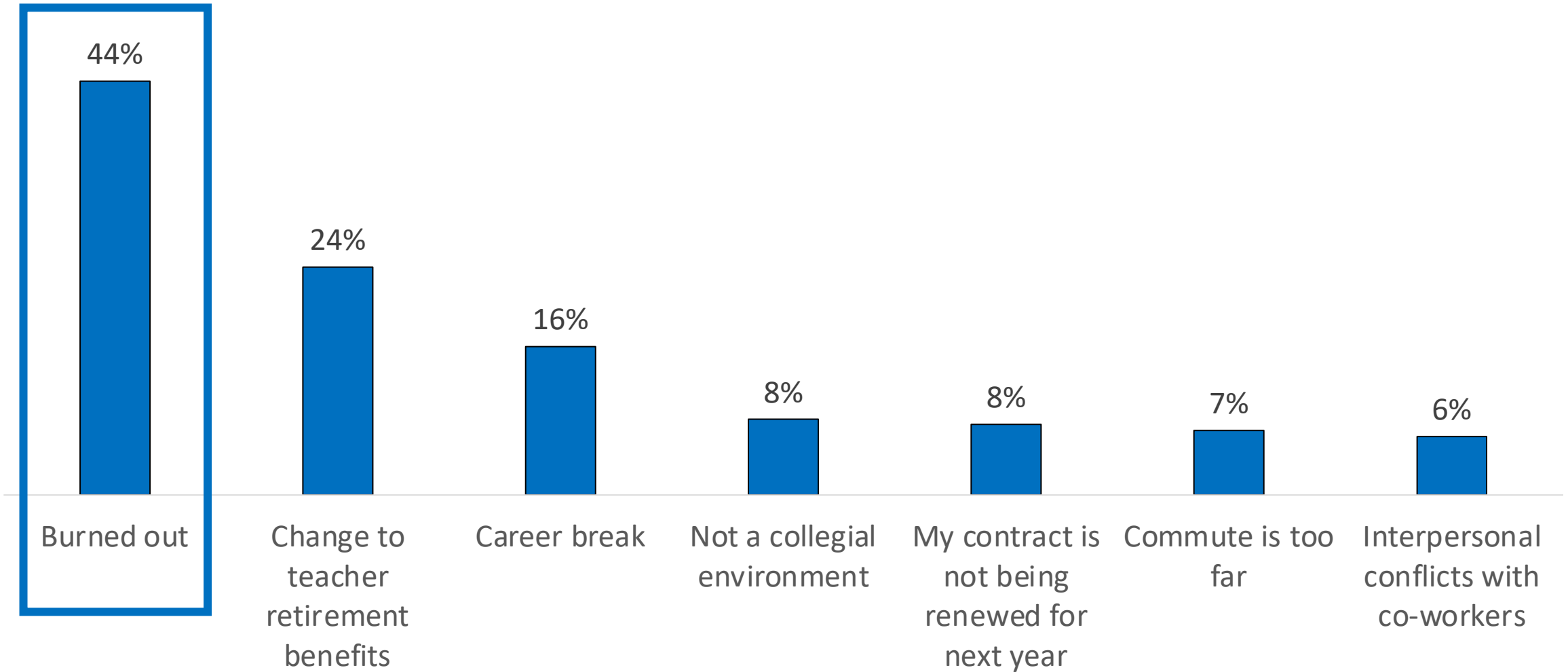
*Respondents with following intentions answered question: leaving this year, 5 years, or maybe 5 years

Factors Influencing Intention to leave:

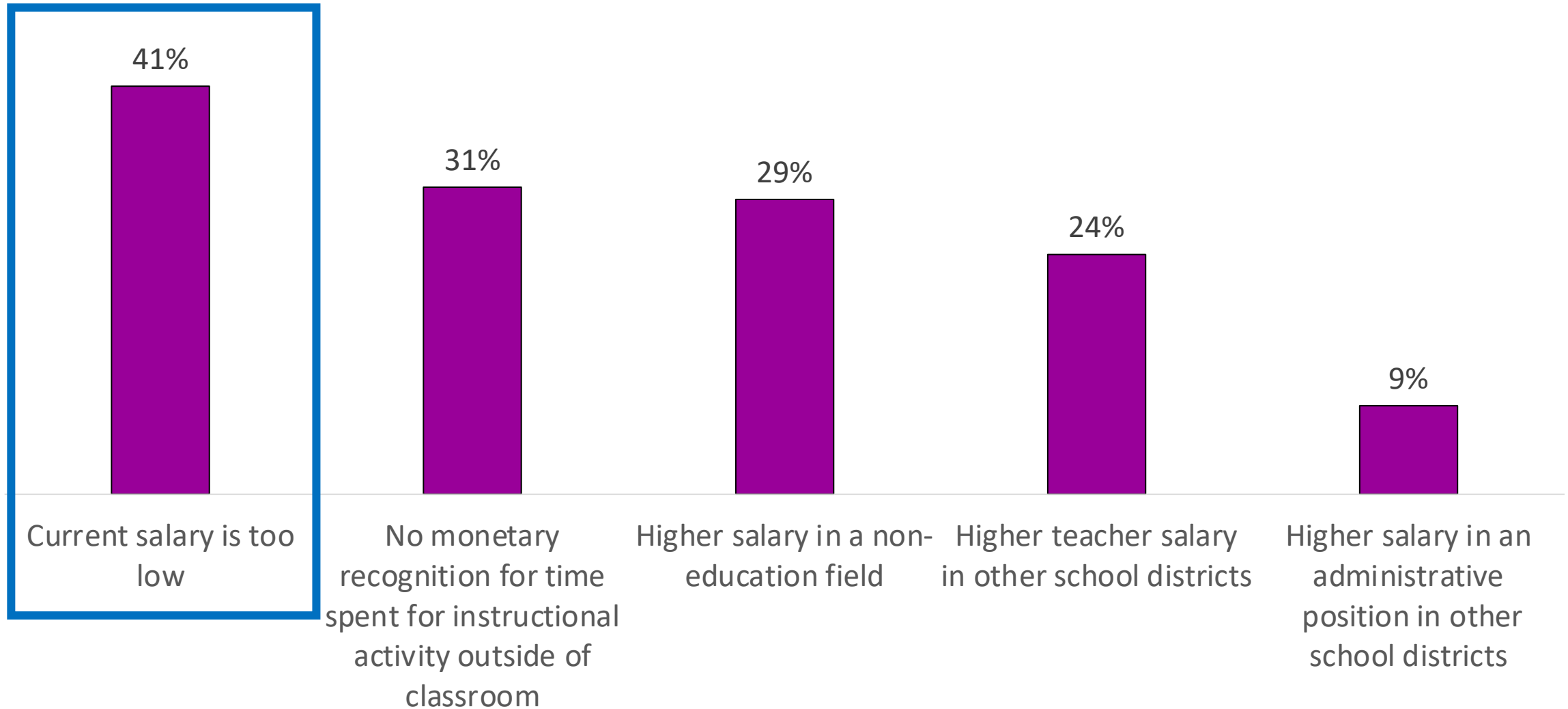
Factor Category	% respondents selecting at least 1 item for factor
Personal Issues	99%
Salary	93%
Work Environment	92%
Career Opportunity	85%
Work Resources	81%
COVID*	27%

*Only respondents intending to leave this year were asked these question

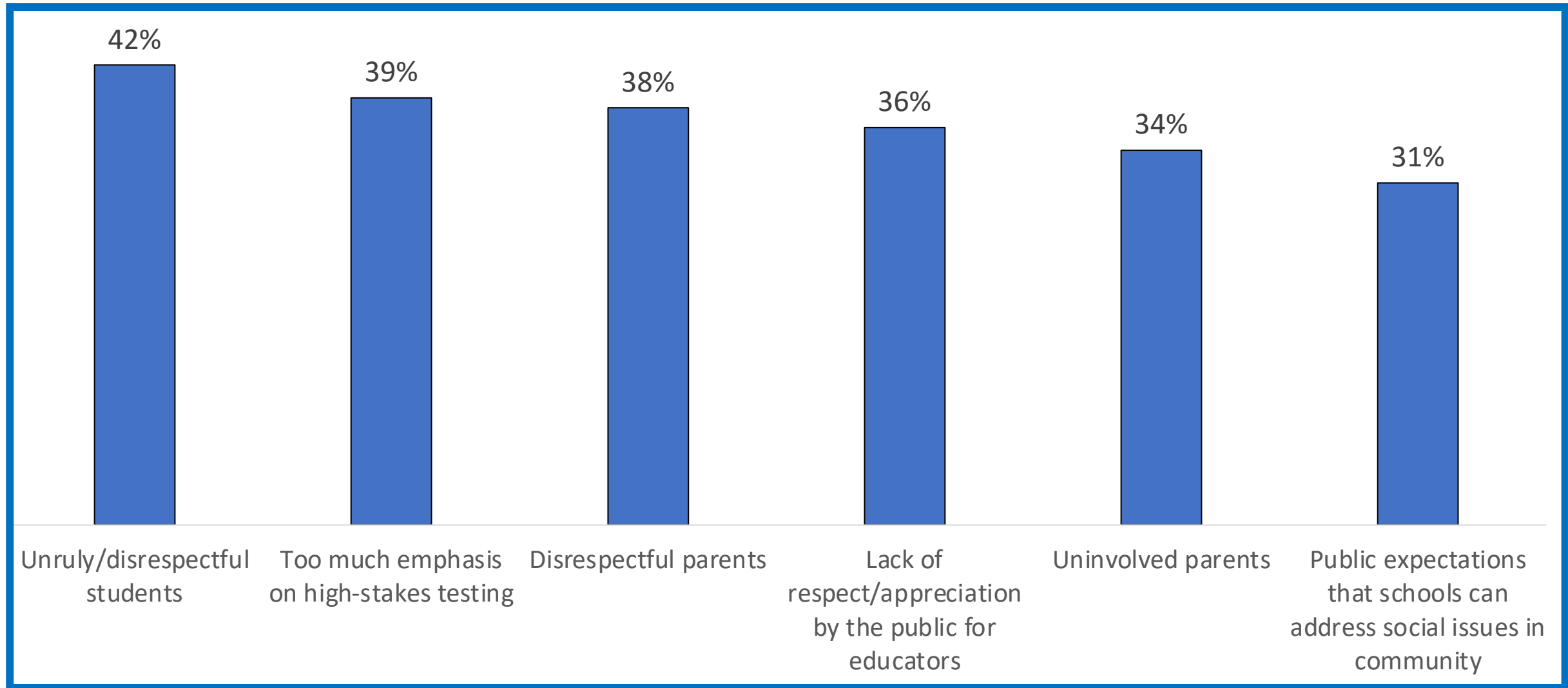
Personal Issues Factors (All Respondents)



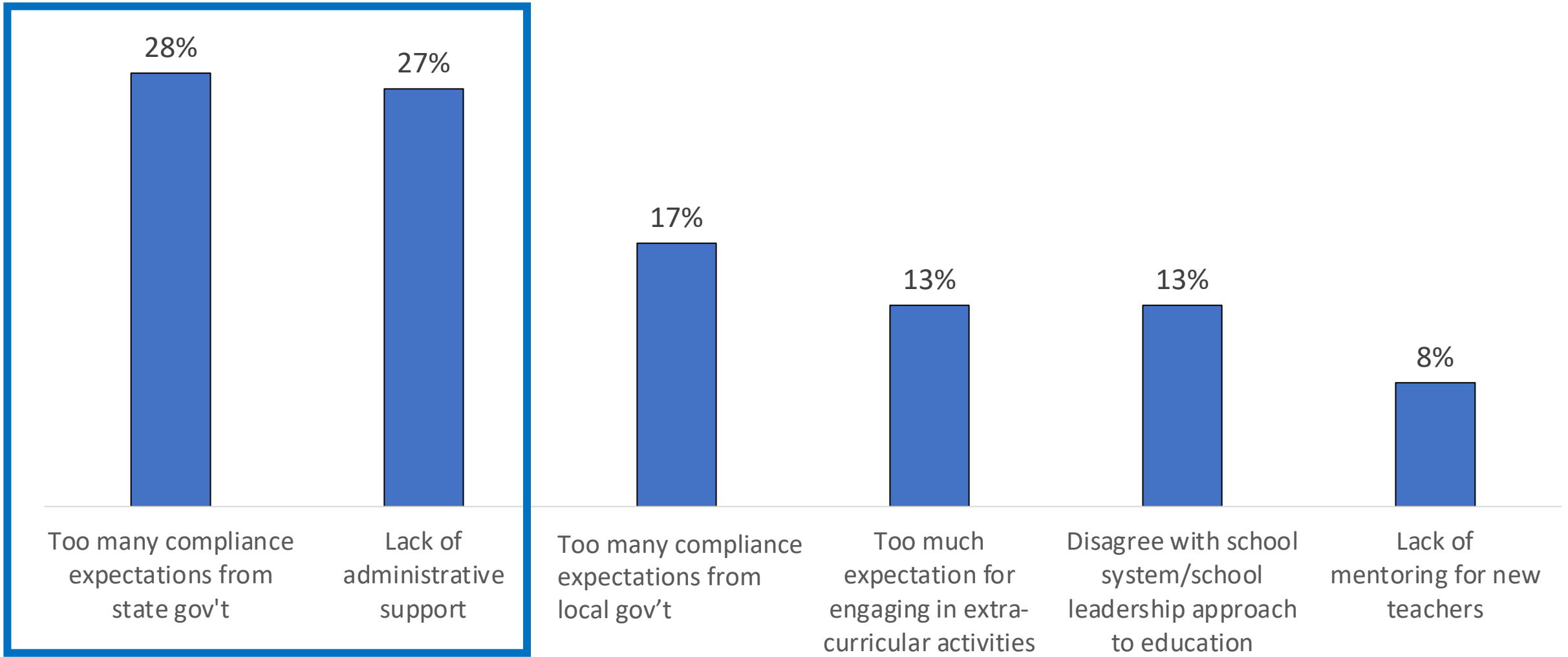
Salary Factors (All Respondents)



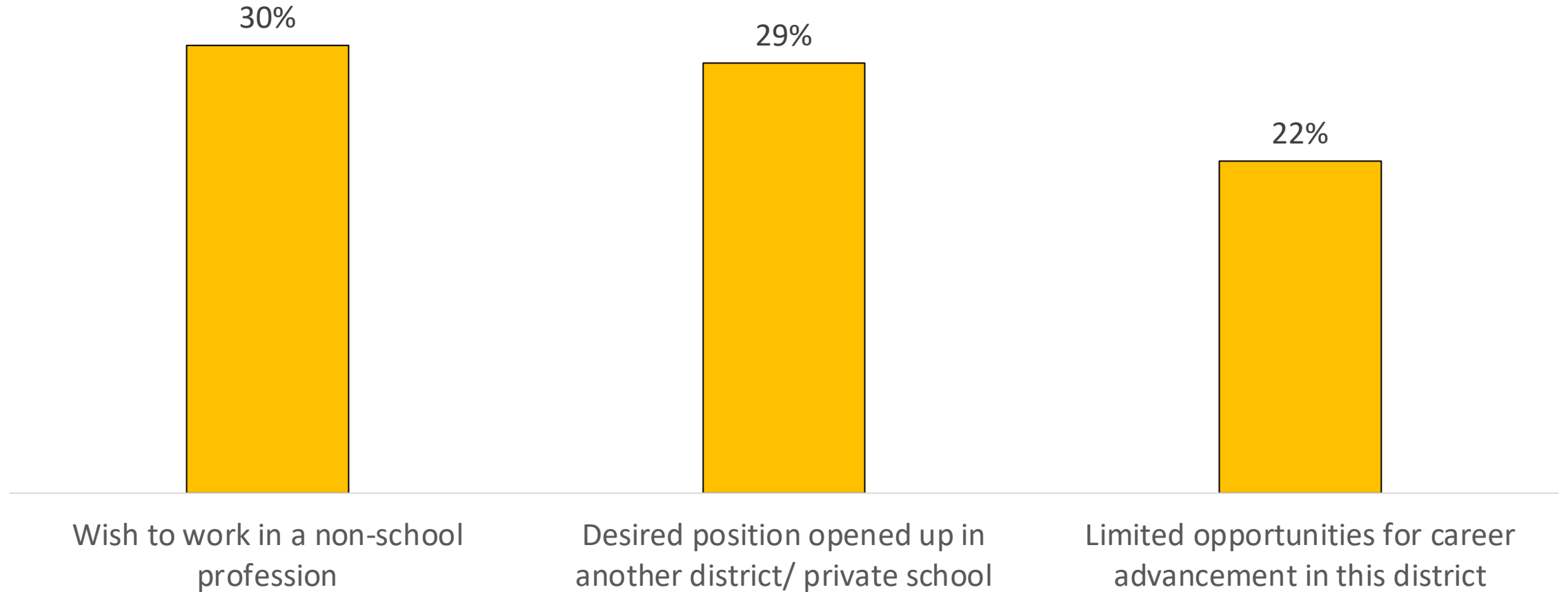
Work Environment Factors (All Respondents)



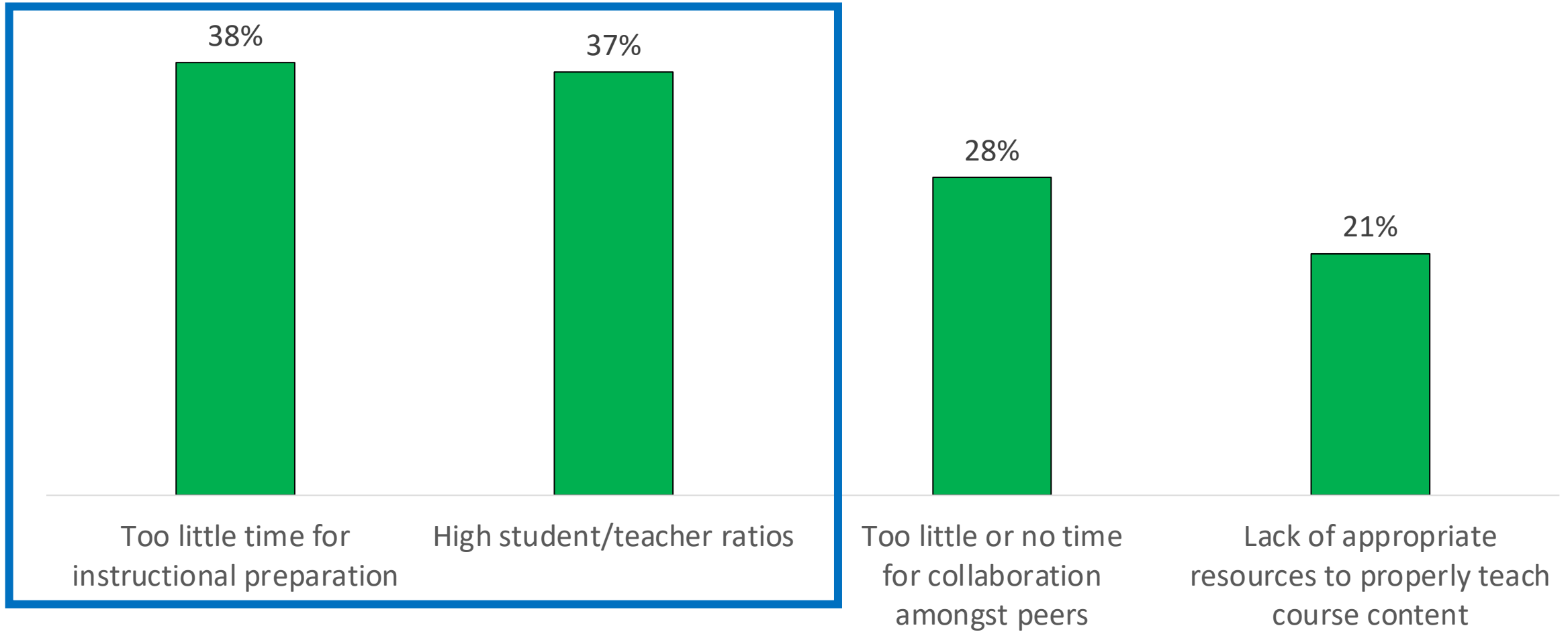
Work Environment Factors (cont.)



Career Opportunity Factors (All Respondents)

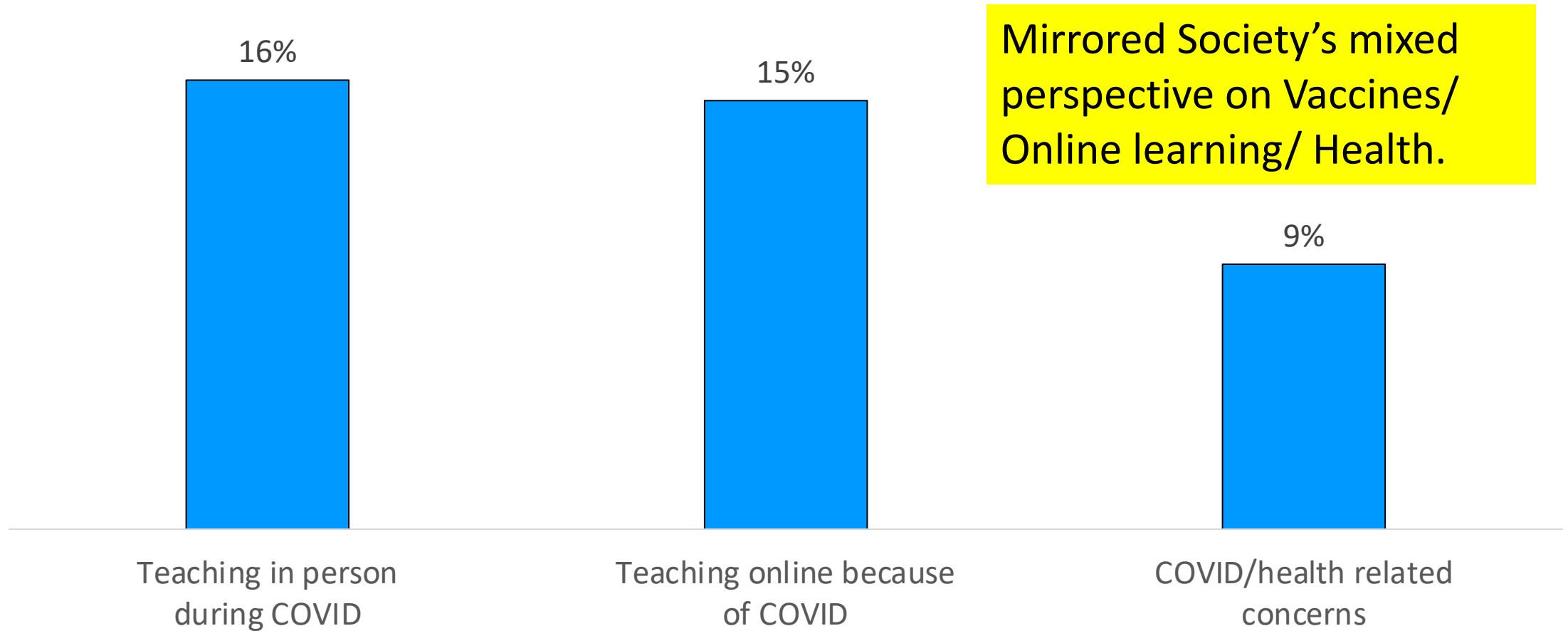


Work Resources Factors (All Respondents)



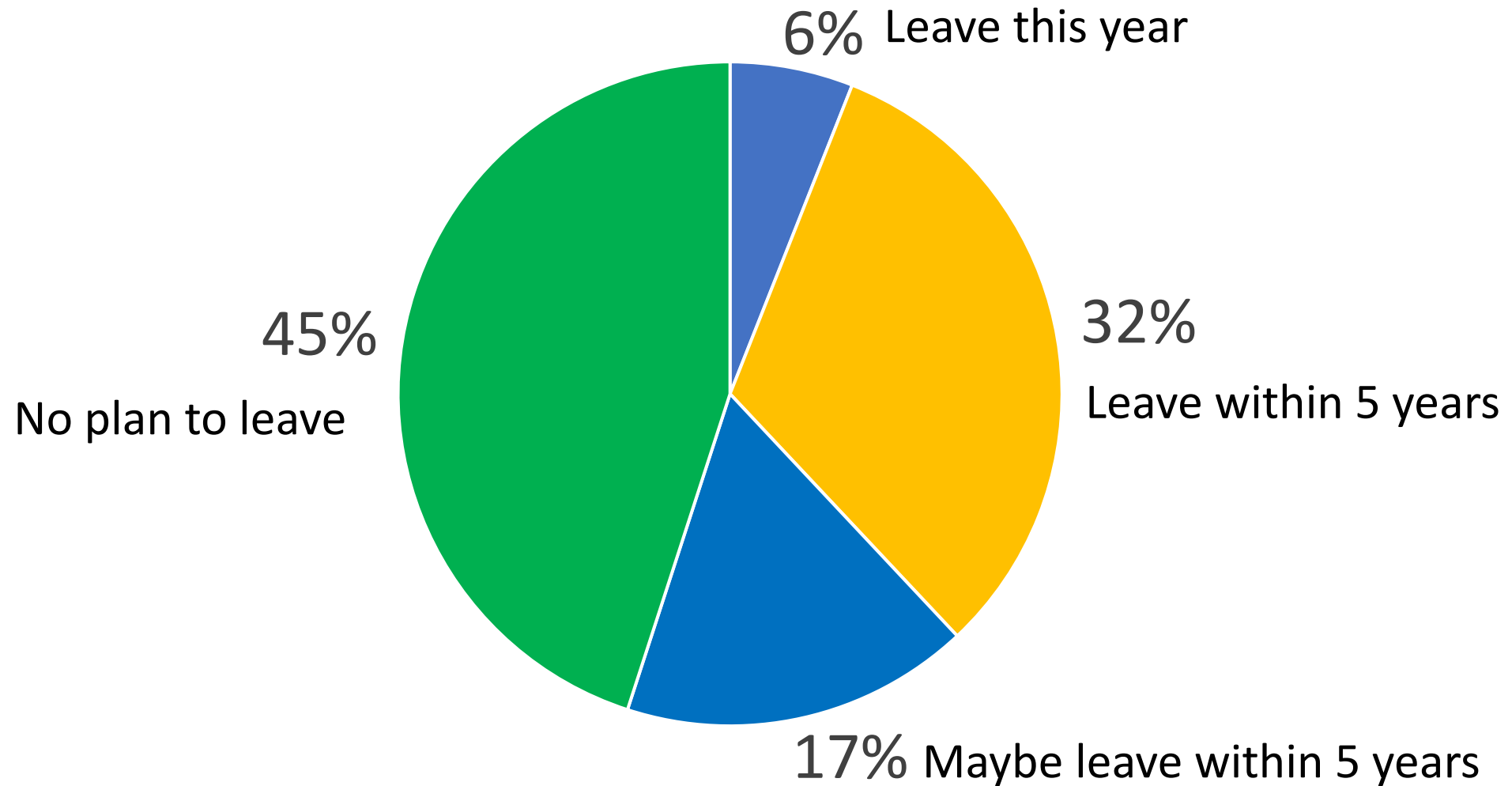
COVID Factors* (n=951)

*Respondents with intention to leave this year (2021) were only ones asked to respond to this question.



Top Reasons/Factors Influencing Intention to Leave

Educator Intentions to Stay in Current District



Leave this year

(6% of all respondents)

- More than a third looking elsewhere
- Another third retiring
- Another third dislike aspects of the job

Concerns	% Respondents
Seeking employment in another Alabama school district - Reason	37%
Retiring (eligible to collect retirement benefits) - Reason	36%
Burned out – Personal	35%
Unruly/disrespectful students – Work Environment	34%
Too little time for instructional preparation – Work Resources	34%

Leave within 5 years

(32% of all respondents)

- The proportion of people retiring should concern us all.
- Nearly half dislike aspects of the job

Concerns	% Respondents
Retiring (eligible to collect retirement benefits) – Reason	59%
Burned out - Personal	47%
Lack of respect/appreciation by the public for Pre-K - 12 educators – Work Environment	41%
Current salary is too low - Salary	41%
Too much of an emphasis on high-stakes testing – Work Environment	40%

Maybe leave within 5 years

(17% of all respondents)

- Feel unappreciated and not valued
- Dislike aspects of the job
- Will be in your schools for up to five years

Concerns	% Respondents
Burned out - Personal	44%
Current salary is too low - Salary	41%
Retiring (eligible to collect retirement benefits) - Reason	38%
Too little time for instructional preparation – Work Resources	38%
Lack of respect/appreciation by the public for Pre-K - 12 educators Too much of an emphasis on high-stakes testing Leaving profession and seeking non-education employment Unruly/disrespectful students – Work Environment	37%

No plan to leave

(45% of all respondents)

- Feel unappreciated and not valued
- Frustrated with aspects of the job
- Taking a personal toll
- May be in your schools a long time

Stressors	% Respondents
Unruly/disrespectful students – Work Environment	46%
High student/teacher ratios – Work Resources	44%
Burned out - Personal	44%
Current salary is too low - Salary	42%
Disrespectful parents – Work Environment	41%

Who will be leaving?

- **38% of all respondents plan to leave within 5 years**
 - **56%** of educators ≥ 50 years old
 - **62%** of educators with ≥ 20 years of work
 - Administrators, librarians and those with doctoral degrees
 - Respondents from urban districts more likely to leave within 5 years
 - Longer commute, more likely to consider leaving

Who will be staying?

- Completed high school in Alabama
- Job is closer to the college they attended
- Bachelor's degree

Recommendations for Districts and ALSDE #1

- Identify irritants of current teachers and seek to address
 - Conduct satisfaction surveys and focus groups
 - Provide more time for course preparation
 - Develop stronger discipline protocols
- Conduct more classroom management training
- Consider licensure changes that can increase teacher licensure
- Increase educator pay and benefits

Recommendations for Districts and ALSDE #2

- Establish district-based incentives for recruiting and retaining teachers
- Recruit from out-of-state and accept out-of-state license without additional coursework or assessments
- Enhance professional development for district and school leaders
- Develop Future Teachers of America (NEA) or similar initiative
- Extend alternative licensure opportunities

Recommendations for the state's universities

- Consider curricular changes that can expedite teacher production (ALSDE would have to help with this)
- Better prepare students for the licensure requirements
- Increase production of teachers in critical-needed areas
- Expand scholarships/ loan repayment programs for education majors
- Expand classroom management training in curriculum

The Life and Times of Recent Education Graduates

Jim Purcell, Ed.D.
Executive Director
Alabama Commission on Higher Education

