ALABAMA TEACHER SHORTAGE TASK FORCE
OVERVIEW OF THE TASK FORCE

- 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

- 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

To develop short-term and long-term recommendations to increase the quantity and quality of teacher applicants in our state.
MEETING DATES AND TOPICS

• 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

• 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

• 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

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