

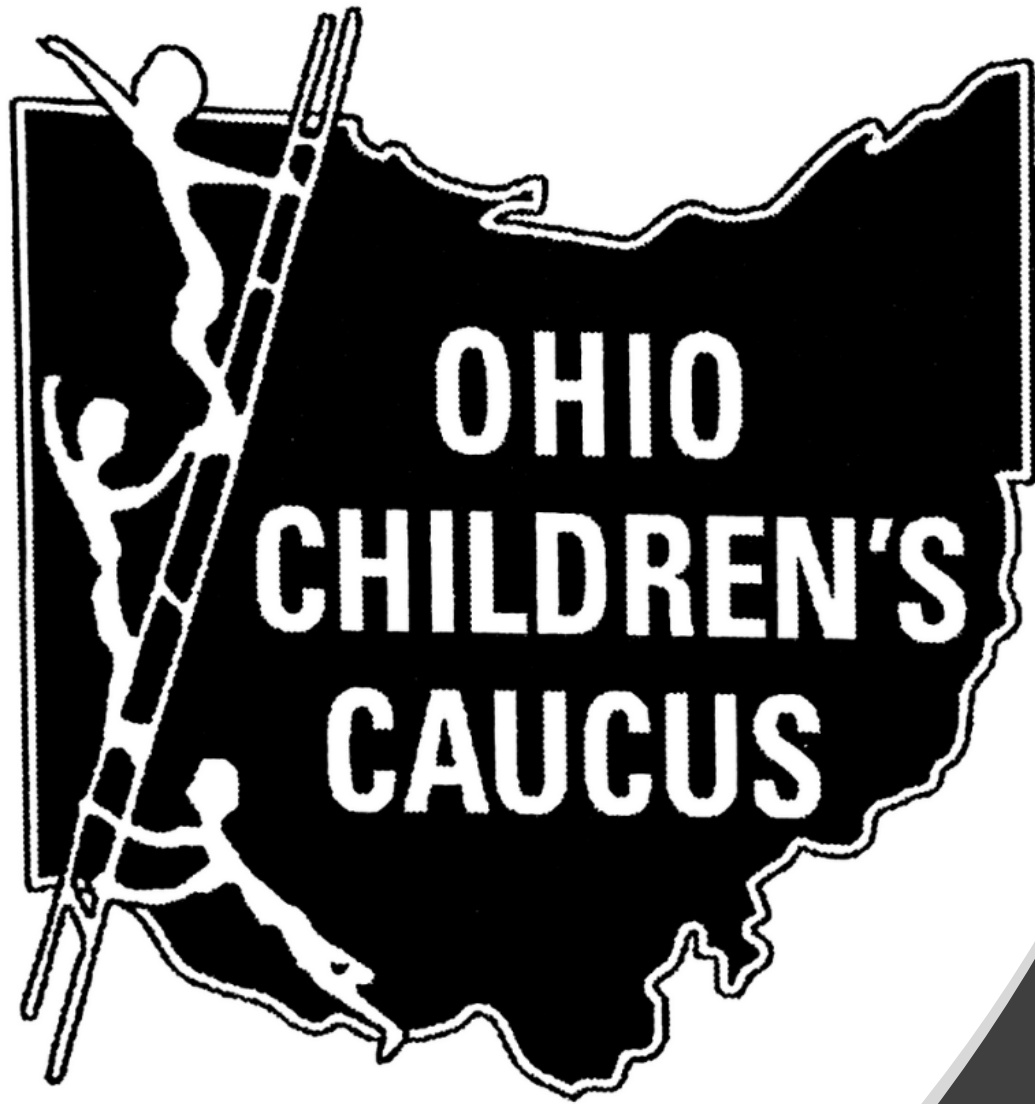


Ohio Legislative Children's Caucus

*Learning, connecting, and problem-solving
together. Our children are counting on us.*

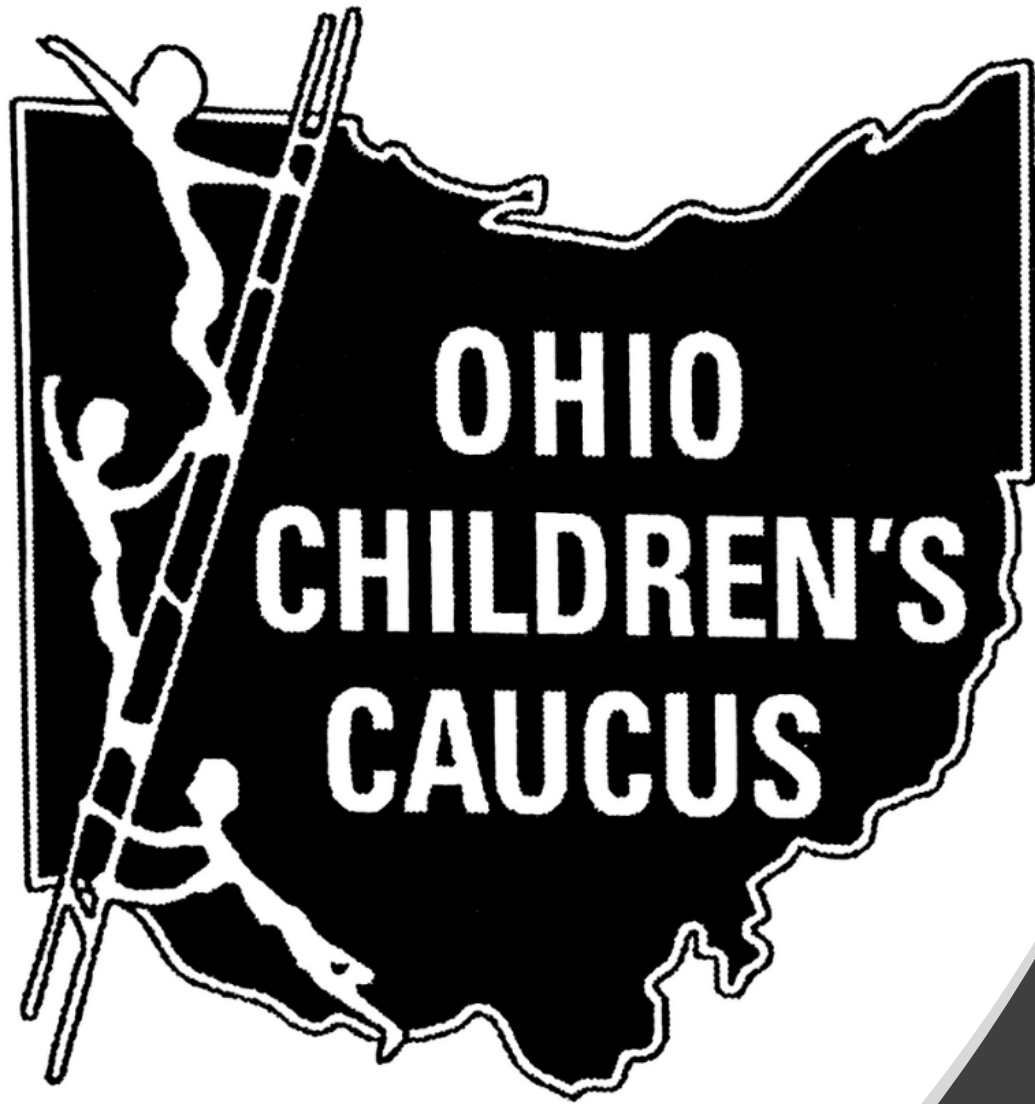
**Promising Practices and Innovative Workforce Strategies for Educator
Retention**

April 24, 2023



The Current Educator Landscape in Ohio

*Scott DiMauro,
President, Ohio
Education Association*



Teacher & Staff Retention Survey

*Melissa Cropper,
President, Ohio
Federation of Teachers*

OFT's K-12 Teacher & Staff Retention Survey

Preliminary results, from 2,142
respondents who teach or work in
Ohio's K-12 schools.



**64% are less satisfied in
their work than they
were at the beginning of
their career.**

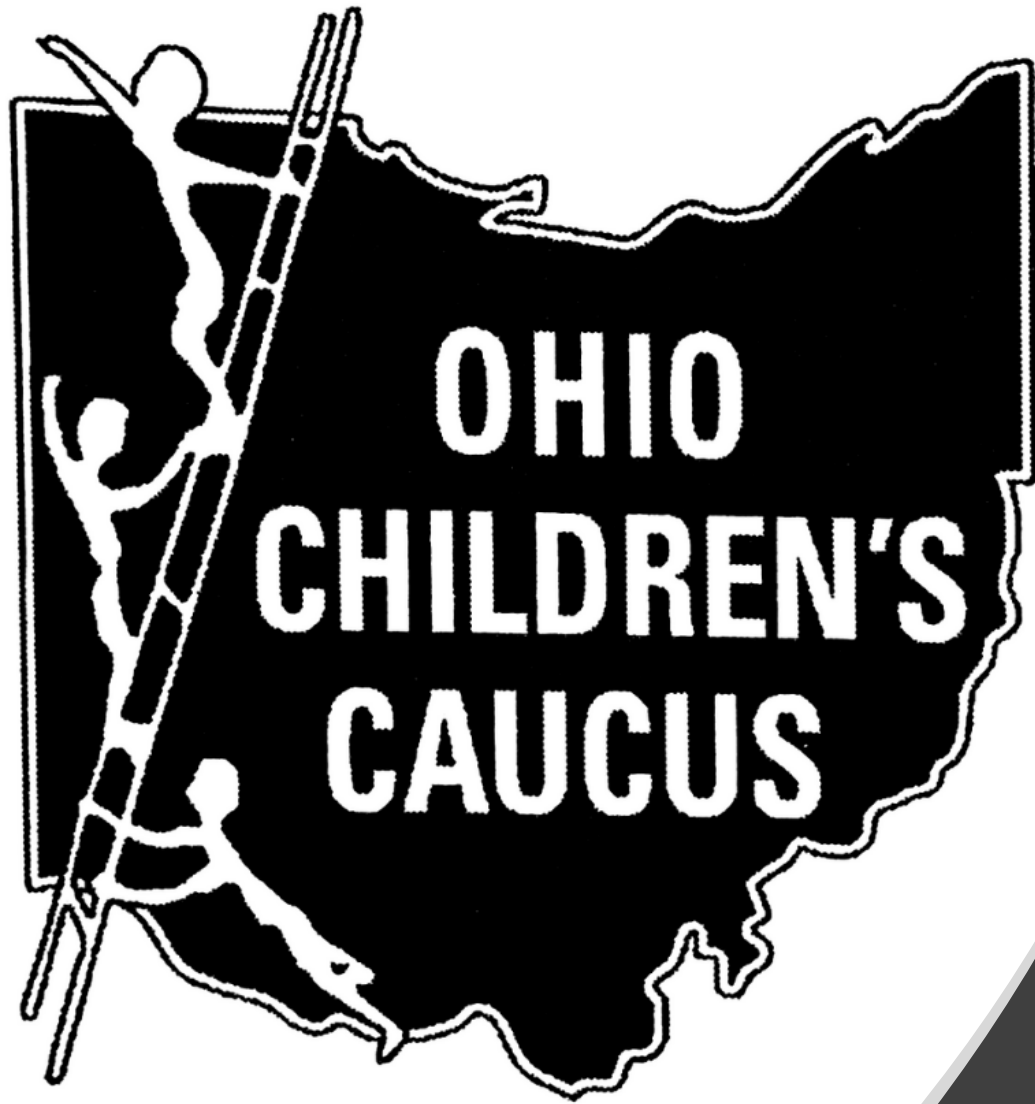
**72% have seriously
considered leaving in
the last few years.**

OFT's K-12 Teacher & Staff Retention Survey

Preliminary results

Issues that are most affecting teacher retention

- Student behavior
- Lack of autonomy or respect
- Mandates and directives from policymakers
- Too much emphasis on standardized tests
- Working hours



A National Perspective on Educator Shortages

*Molly Gold, Senior
Policy Specialist- NCSL*

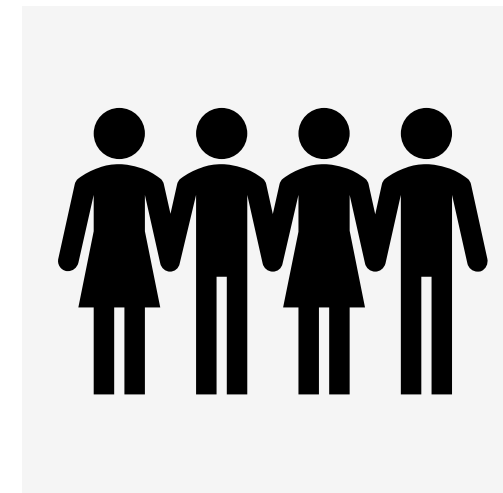
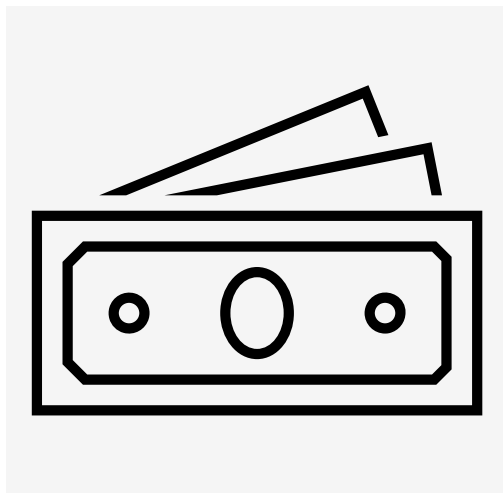


A National Perspective on Educator Shortages

April 24, 2023



Legislative Trends Addressing the Educator Shortage



Teacher Compensation

Expanded Pathways

Diversifying the Profession



Teacher Compensation

Example Legislative Efforts

Pay Increases

- [Mississippi HB 530](#) (2022) – Increases the minimum salary to \$43,000 for a teacher with a bachelor's degree and 0 years of experience.
- [Indiana SB 409](#) (*pending*) – Requires districts to submit a report to the state if it cannot establish a minimum salary of \$50,000 for each full-time teacher.

Tax Credits or Exemptions

- [Colorado HB 1208](#) (*pending*) – Provides teachers an income tax credit of \$1,000.
- [Arkansas HB 1152](#) (*pending*) – Creates an income tax exemption for the first \$50,000 of wages received for employment as a teacher.

Loan Forgiveness & Scholarships

- [South Carolina SB 289](#) (*pending*) – Provides for the development of a scholarship program for those planning on teaching in areas of need.
- [Missouri SB 107](#) (*pending*) – Provides for a student loan forgiveness program for students who become teachers in high needs schools.



Teacher Compensation

Other Types of Initiatives

- Housing Assistance
 - [California Assembly Bill 1169](#) (*pending*)- Requires the Department of Housing and Community Development to administer a program to provide financing assistance for the creation of affordable rental housing for employees of a qualified school district.
- Childcare Assistance
 - [Texas Senate Bill 2322](#) (*pending*) – Provides a subsidy to classroom teachers for their child-care expenses and expands eligibility for prekindergarten enrollment to include being a child of a classroom teacher.
- Targeted Salary Increases
 - [South Carolina House Bill 4000](#) (2019) – Provides across-the-board 4 percent pay raise for all teachers and up to a 10 percent raise for teachers with fewer than 5 years of experience.
 - [Utah Senate Bill 222](#) (*enacted*) – Updates provisions for the effective teachers in high poverty schools incentive program, which provides for annual salary bonuses to eligible teachers.
- Recruitment Incentives
 - [Alaska House Bill 106](#) (*pending*) – Authorizes lump sum payments to teachers in certain school districts as retention and recruitment incentives.

Expanded Pathways into the Profession

Example Legislative Efforts

Teacher Residencies

- [New Mexico HB 13 \(2022\)](#) – Directs the Department of Education to establish and maintain teacher residency programs.

Teacher Apprenticeships

- [Oregon HB 2682 \(pending\)](#) - Directs State Apprenticeship and Training Council to develop and implement registered apprenticeship program to create pathway to licensure for teacher candidates.

Grow Your Own Programs

- [Delaware HB 430 \(2021\)](#) - Creates a statewide Grow Your Own Educator Program to improve recruitment, retention, and diversity of educators in public schools; establishes a competitive grant process to be administered by the Department of Education.



Expanding Pathways into the Profession

Other Types of Initiatives

- Student Teacher Pay
 - [Iowa House Bill 97](#) (*pending*) - Authorizes the board of directors of a school district to adopt a program for compensating students who are fulfilling the requirements associated with the student teaching experience at the school district.
- Reimbursement of Licensure Exam Fees
 - [Tennessee House Bill 784](#) (*pending*) - Requires the Department of Education to establish a fund to reimburse educators in an amount equal to the cost of an assessment required for licensure if the educator receives a qualifying score on the required assessment and receives a license to teach in this state or an endorsement while currently employed by a local education agency or public charter school.



Diversifying the Profession

Example Legislative Efforts

Targeted Compensation

- [Connecticut SB 1199](#) (*pending*) – Provides for an Aspiring Educators Diversity Scholarship Program.
- [Arkansas SB 75](#) (*enacted*) – Provides for the Critical Needs Minority Teacher Scholarship Program.

Pathways Support

- [New Jersey SB 2023](#) (*enacted*) – Continues funding of the High Poverty School District Minority Teacher Recruitment competitive grant program, which awards funding to organizations that recruit, train, and place new teachers.

Goal Setting

- [Minnesota HB 320](#) (*pending*) – sets short- and long-term attainment goals for increasing the percentage of teachers of color to better reflect the diversity of students; provides for monitoring of programs and reporting.



Other Initiatives to Address Educator Shortages



- Advancing the Profession
 - [California Assembly Bill 934](#) (*pending*) – Requires the Commission on Teacher Credentialing to contract with a public relations organization to develop a public awareness campaign that highlights the values and benefits of educational careers in California’s public schools.
- Facilitating licensure of out of state candidates
 - [Interstate Teacher Mobility Compact](#)
- Elevating Teacher Voice
 - [Georgia Senate Bill 170](#) (*pending*) – Provides for the Georgia Teacher of the Year to be invited to advise the State Board of Education.
 - [Virginia Senate Bill 1052](#) (*enacted*) – Establishes Advisory Board on Teacher Education and Licensure to make recommendations on qualifications, examinations, licensure, and regulation of school personnel and requires that ten members must be classroom teachers.
- Supporting Early Educators
 - [Washington House Bill 1565](#) (*pending*) – Establishes the beginning educator support team program to improve beginning educator quality and increase beginning educator retention.
 - [Arizona House Bill 2159](#) (*pending*) - Appropriates \$3,000,000 for fiscal year 2023-2024 to the department of education to distribute to school districts that have a low teacher experience index for hiring professional development and support personnel.



Additional Resources

- Education Trends in States Webinar: [K-12 Education Funding and Teacher Policy](#)
- [Recruiting, Preparing and Retaining Effective Educators: A Legislators' Guide](#)

Recruiting, Preparing and Retaining Effective Educators

A Legislators' Guide



Introduction

While interest in becoming an educator has waned, research continues to highlight the importance of teachers and principals in improving student outcomes. Without highly effective teachers and principals, policies addressing other aspects of students' educational experiences cannot be fully realized. The good news is that educators can learn how to be highly effective. They just need the preparation, professional learning opportunities and support to get there.

Policymakers play a pivotal role in developing highly effective educators by providing direction and support for the different aspects of teacher and principal pipelines. Creating cohesive and aligned initiatives promotes a clear vision of effectiveness and supports the field in achieving that vision.

This guide considers the entire educator pipeline, providing a comprehensive set of policy options based on research and best practices for recruiting, preparing and retaining teachers and principals. In the face of current workforce challenges, state legislators and legislative staff can use this guide to think holistically about their educator pipelines and how best to address existing challenges.





2023 Indy Legislative Summit



 **NCSL** LEGISLATIVE
SUMMIT
INDY 2023

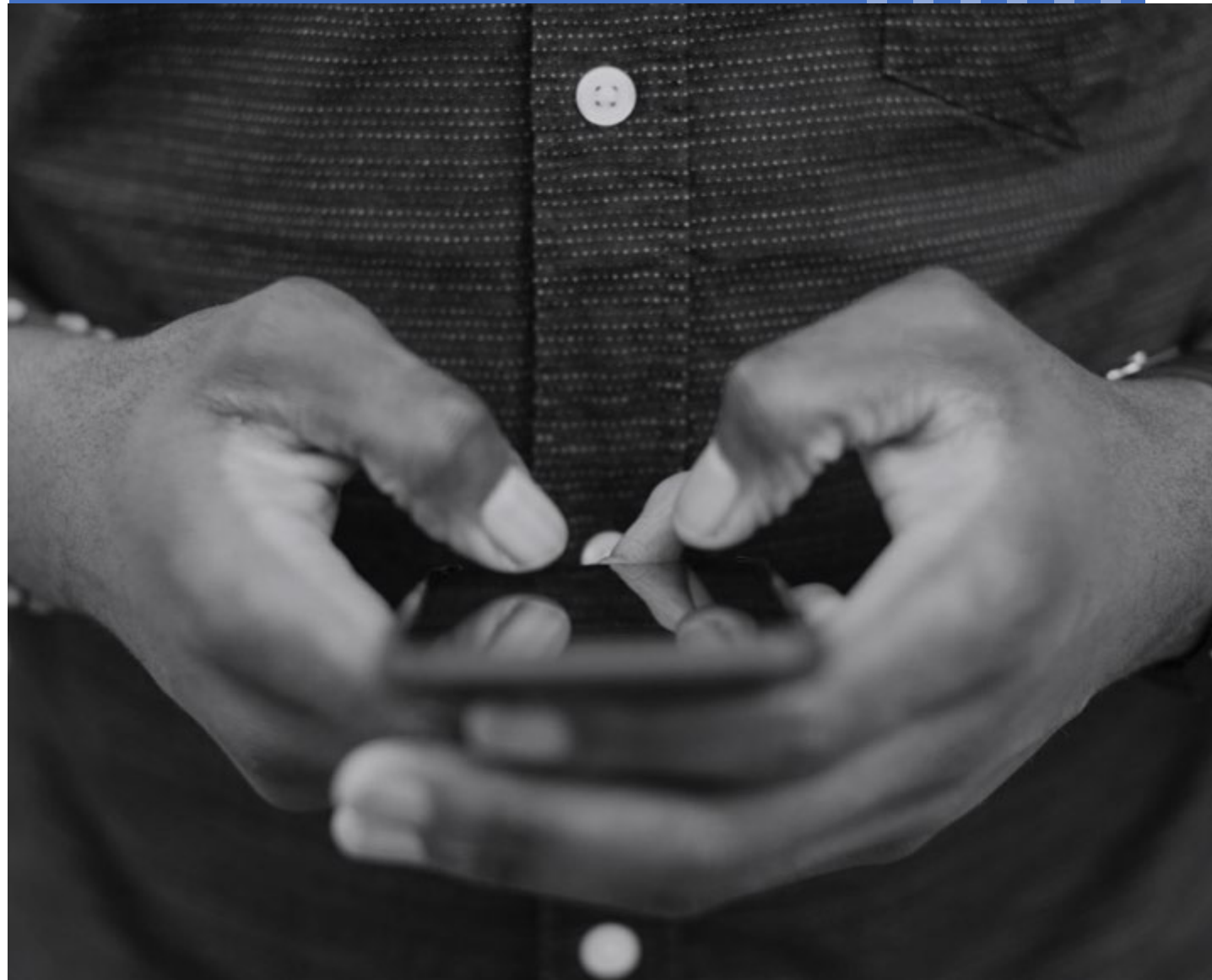
The logo features the text 'NCSL LEGISLATIVE SUMMIT INDY 2023'. 'NCSL' is in black with a dome icon to its left. 'LEGISLATIVE' is in a smaller, spaced-out black font. 'SUMMIT' is in large, bold, teal letters. 'INDY 2023' is in orange. The background of the logo area is white with a teal and white checkered pattern on the right side.

Aug. 14-16, 2023



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Molly Gold

Senior Policy Specialist

Reach Out Anytime!

EMAIL

molly.gold@ncsl.org

PHONE

303.856.1472

WEB

www.ncsl.org

Questions & Answers

For legislators and legislative staff, please feel free to unmute yourselves to ask questions or share feedback.

For all other participants, please use the chat or Q&A feature, and we will do our best to answer in the time allotted.



*Thank you for joining
today's webinar!*

For more information on upcoming
Ohio Legislative Children's Caucus
webinars and meetings, please
contact:

Kelly Vyzral

kvyzral@childrensdefense.org

