

Fast Facts

Emerging Trends in Teacher Recruitment and Retention in the No Child Left Behind Era

What —

The latest CEEP policy brief, authored by Terry Spradlin and Kelly Prendergast, “Emerging Trends in Teacher Recruitment and Retention in the No Child Left Behind Era,” explores the factors and circumstances behind the national struggle to meet the highly qualified teacher requirement under NCLB, focusing on recruitment and retention issues for both subject-area and geographic shortages. The CEEP policy brief outlines several key recommendations to help schools improve teacher recruitment and retention efforts.

Why —

Teacher quality is one of the most important predictors of a child's academic achievement, but schools in Indiana and across the nation are struggling to employ a full cadre of teachers who are qualified to instruct the subjects they are teaching. Several factors negatively impact states' efforts to employ 100% highly qualified teachers, such as high teacher turnover rates, increasing student enrollment, and a large number of teachers nearing retirement age. Innovative and effective teacher recruitment and retention strategies are necessary to address the challenge in Indiana and nationwide.

How —

States are using a wide range of strategies to address teacher recruitment and retention; for instance, 32 states currently offer targeted teacher scholarships, 47 have alternate route training programs in place, and 18 have diversified compensation programs.

Recommendations to address teacher recruitment and retention —

- Require school corporations to post up-to-date teacher vacancies on the Professional Education Employee Referral (PEER) System found on the IDOE website.
- Encourage school corporations with hard-to-staff schools to use Title II Part A funds for grow-your-own teacher programs and other locally developed initiatives, such as sign-on bonuses or differentiated career paths and compensation.
- Provide enhanced incentives for retired teachers who are not at an age of normal Social Security retirement to return to the classroom to fill vacancies in shortage areas.
- Increase the appropriation of the Minority Teacher/Special Education Scholarship to expand the number of scholarships awarded as well as to finance a more attractive loan forgiveness program for recipients who accept a placement in a hard-to-staff school.

To read this Education Policy Brief, go to:
<http://ceep.indiana.edu/>