

Supply and Demand Report

Summary of 2015 MDE Report

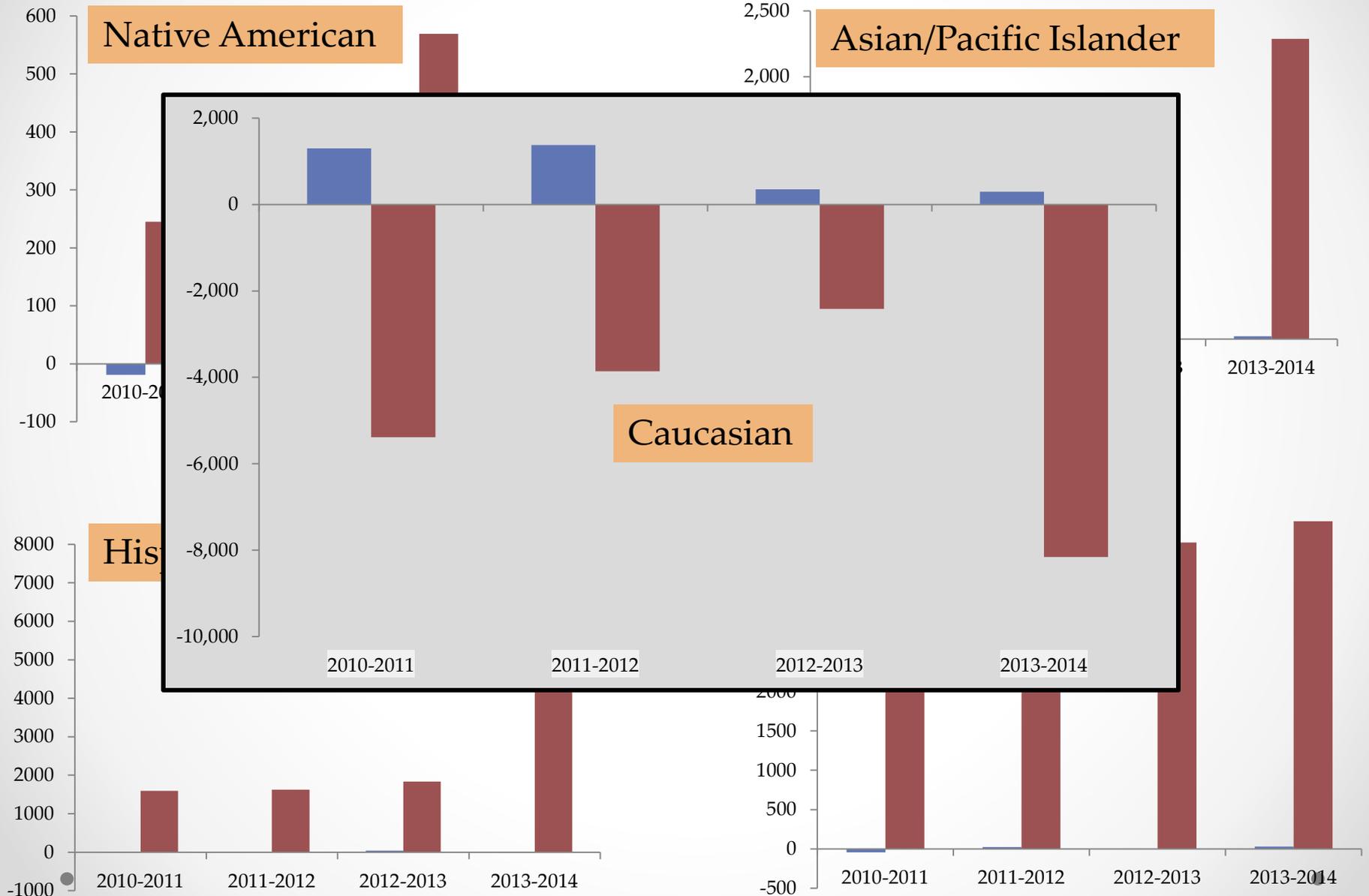
Key Areas

- 1. Teacher Diversity**
- 2. Teacher Shortages: Special Permissions**
- 3. Teacher Shortages: District Reporting**
- 4. Teacher Attrition**

Teacher Ethnic and Racial Diversity: Actual change in number of teachers and students

teacher

students



The Data: Teacher Diversity

1. Teacher Diversity
2. Teacher Shortages: Special Permissions
3. Teacher Shortages: District Reporting
4. Teacher Attrition

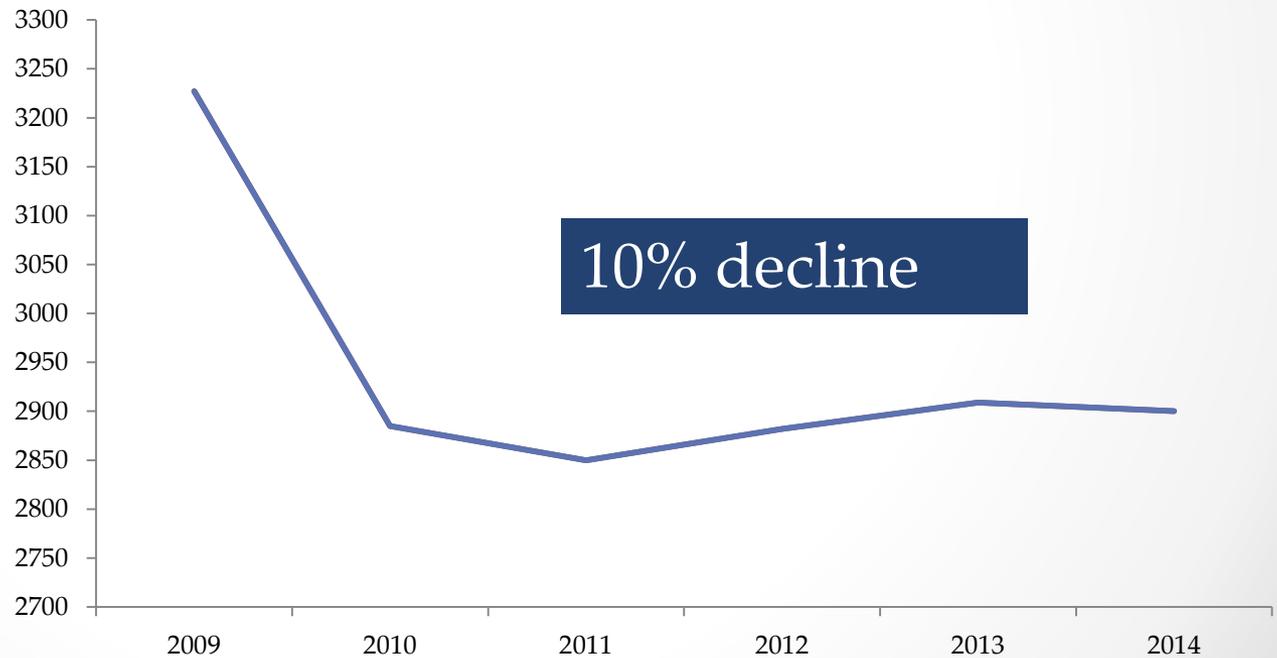
Takeaway: Teacher ethnic and racial diversity increases slightly, but is **not keeping pace** with increases in student ethnic and racial diversity.

The Data: Special Permissions

1. Teacher Diversity
- 2. Teacher Shortages: Special Permissions**
3. Teacher Shortages: District Reporting
4. Teacher Attrition

Takeaway: Special permission data show **decreased teacher shortages** since 2009 (steady since 2010).

Overall Special Permissions

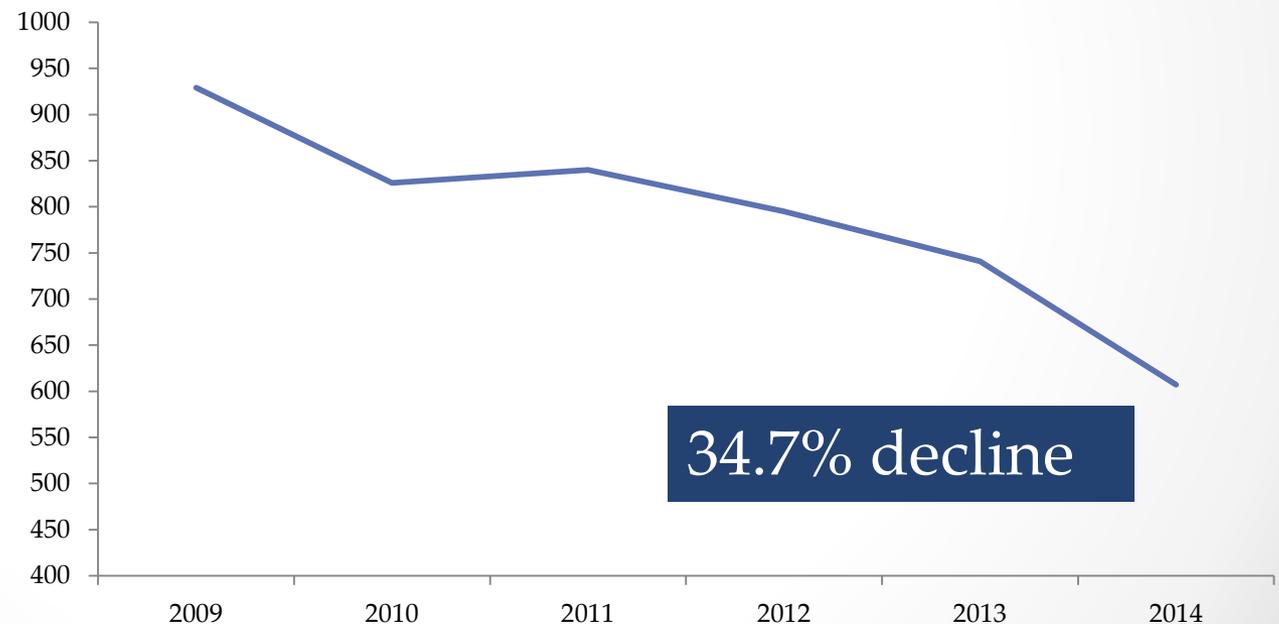


The Data: Special Permissions

1. Teacher Diversity
2. Teacher Shortages: Special Permissions
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Takeaway: Special Education special permission data show large decrease in teacher shortages.

SPED Special Permissions*



34.7% decline

Appears efforts to train new teachers in teacher shortage areas are working.

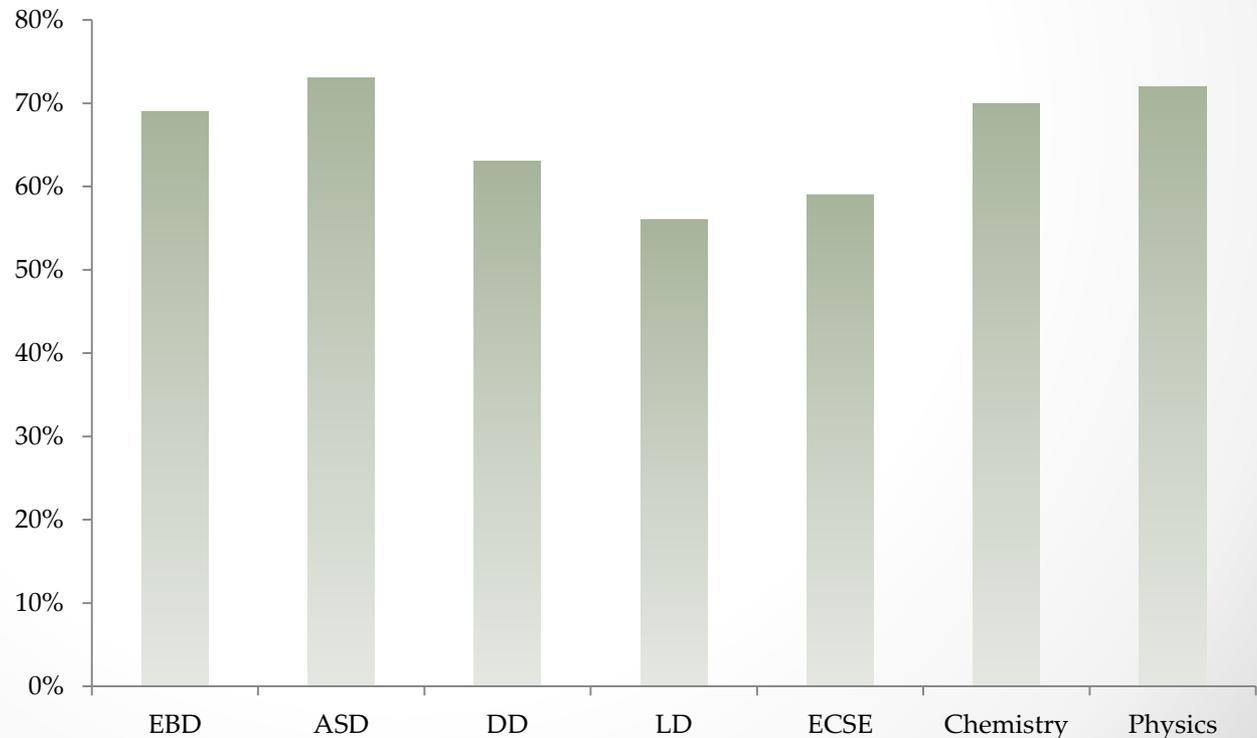
*Includes: EBD, LD, DD, and ECSE

The Data: District Surveys

Takeaway: District surveys show **huge teacher shortage problems** and belief that it will get worse.

1. Teacher Diversity
2. Teacher Shortages: Special Permissions
3. **Teacher Shortages: District Reporting**
4. Teacher Attrition

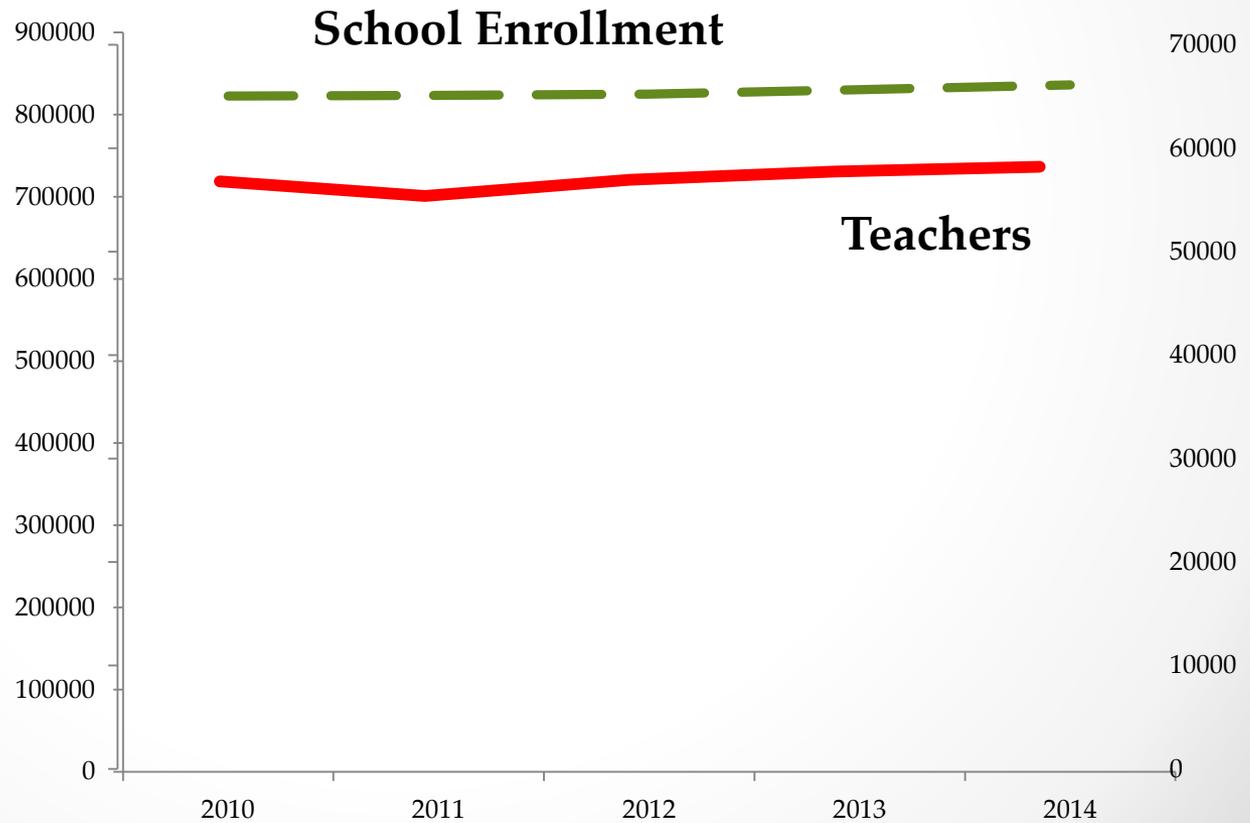
Of districts with position to fill (2014):



The Data: Teacher Attrition

1. Teacher Diversity
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4. **Teacher Attrition**

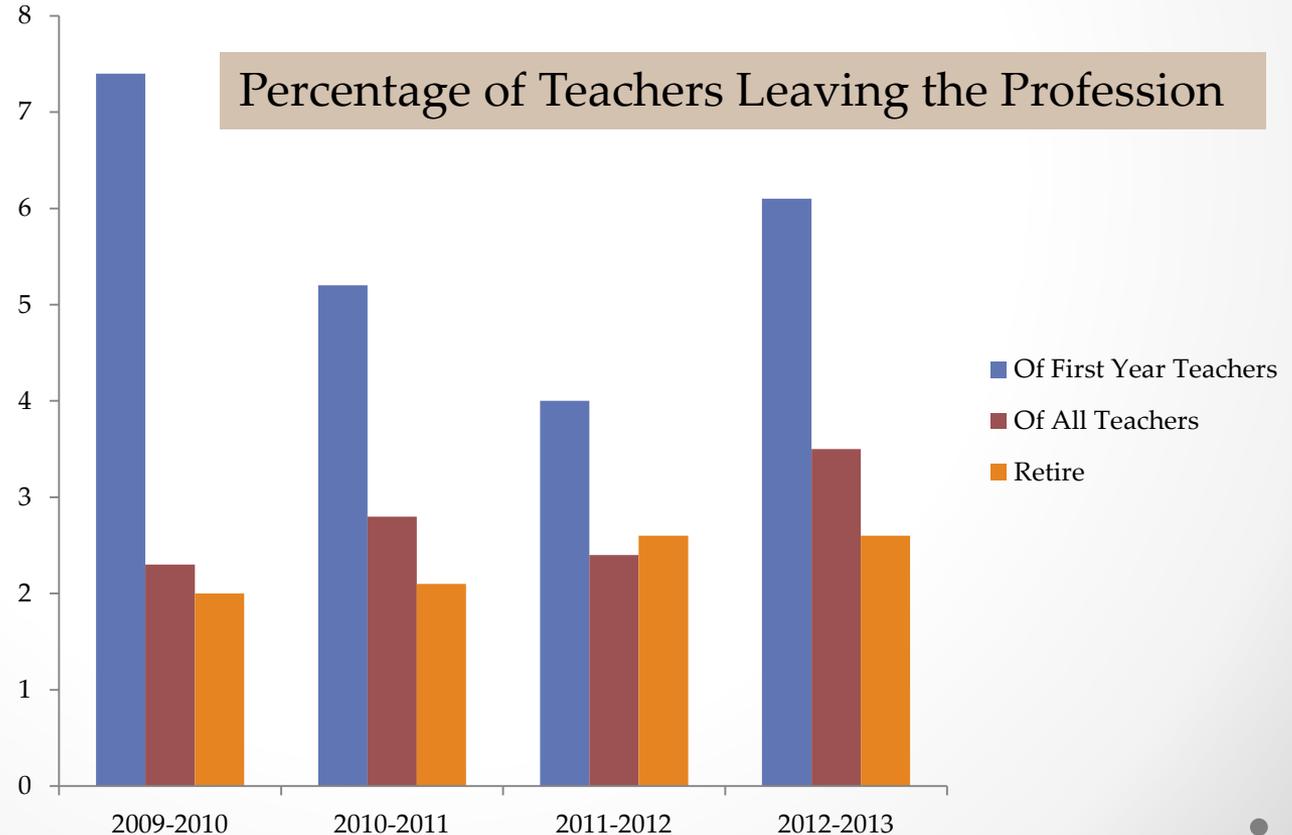
Takeaway: Teacher numbers remain steady and mirror school enrollment, but...



The Data: Teacher Attrition

1. Teacher Diversity
2. Teacher Shortages: Special Permissions
3. Teacher Shortages: District Reporting
4. **Teacher Attrition**

Takeaway: Teacher numbers remain steady and mirror school enrollment, but **new teacher attrition remains** problematic.



The Questions

1. Teacher Diversity

1. Why are efforts to increase teacher racial and ethnic diversity producing minimal results?

2. Teacher Shortages: Special Permissions

2. Why are reports of shortages inconsistent with special permission data?

3. Teacher Shortages: District Reporting

3. Why are so many teachers leaving in the first three years?

4. Teacher Attrition

4. What role does the Board of Teaching have in implementing and promoting policies and actions to impact these areas?

The Answers

