

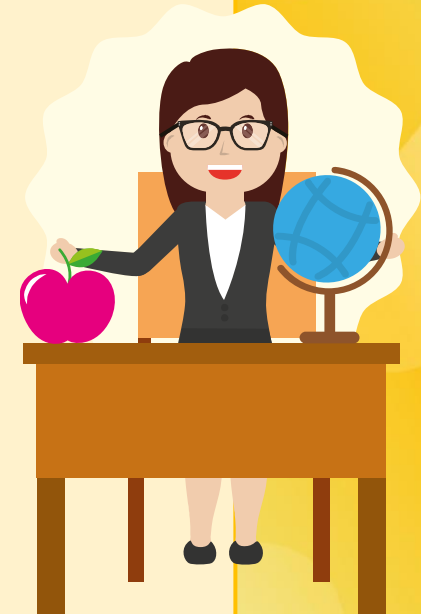
# **EDUC642 – CURRICULUM THEORY AND ISSUES**

## **TEACHER SHORTAGE**

A Pressing Issue for School Districts in the US:  
Present Status, Reasons and Ways Forward

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## OUTLINES



- The Current State of Teacher Shortage
- Reasons for Teacher Shortage
- Impact of COVID-19 on Teacher Shortage
- New Choices: Autonomy and Flexibility
- Solutions to Address Teacher Shortage
- Conclusion



## THE CURRENT STATE OF TEACHER SHORTAGE

National  
Concern

- National Education Association (NEA) Concern
- 10,600,000 in January 2020 to 10 million in February 2022
- Lost about 600,000 teachers in just two years time.
- 55% were considering leaving their jobs earlier than planned (NEA)
- EPI: a demand for approximately 300,000 new teachers nationwide

Global  
Concern

- The UNO: a global shortage of 69 million teachers by 2030.
- The largest shortfalls in Sub-Saharan Africa and Southern Asia.



## REASONS FOR TEACHER SHORTAGE

### ➤ **Aging of the Current Workforce**

- Almost one-third of all public-school teachers in the US are 50 or older
- They are expected to retire in the next decade (NCES, 2022).

### ➤ **Low Interest of College Graduates for Education Degree**

- Fewer students are graduating from college with education degrees
- The number dropped from over 176,000 in 1970-71 to about 85,000 in 2019-20 ( NCES, 2020, as cited in Schaeffer, 2022).



## REASONS FOR TEACHER SHORTAGE CONT.....

### ➤ **Lowering Motivation to Engage in Teaching Profession**

- Teacher's job satisfaction is at the lowest level in five decades.

(Vargas & Oros, 2021; Turner & Cohen, 2023)

- 48% of public-school teachers feel undervalued or not valued at all. (PDK, 2019)

### ➤ **Low Pay and Relatively Low Salaries**

- The pay gap between teachers and other college graduates has been growing since 1979.

- In 1979, teachers made about 23% less than other graduates, and by 2021, that difference grew to almost 33%.

- Teacher weakly wages have not grown since 1996. (Allegreto & Mishel, 2018)

- Teacher remunerations have been deemed inadequate to sustain a standard of living. (Podolsky et al. (2016)



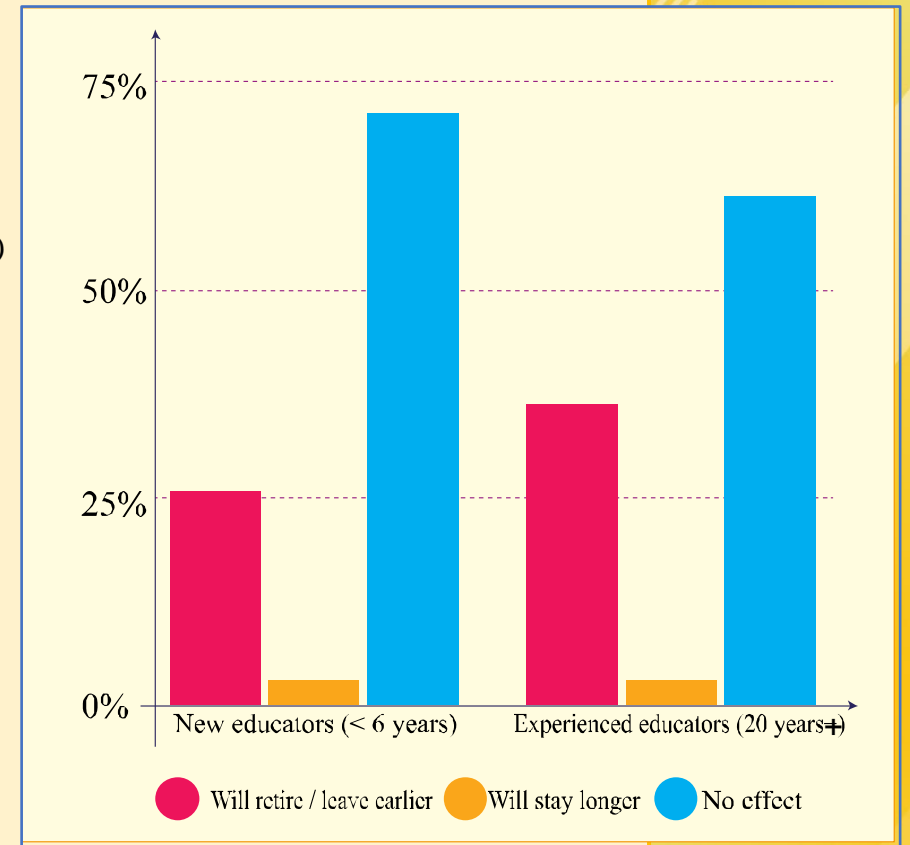


## IMPACT OF COVID-19 ON TEACHER SHORTAGE

- 3 in 10 NEA members say that pandemic made them more likely to leave the profession earlier than planned.

(Online survey of 2690 NEA members GBAO Strategies, May 19-26, 2021)

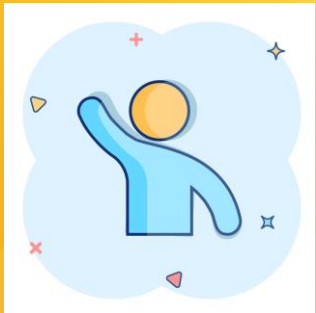
- Schools adopting new safety measures leading to additional workload for teachers.
- Virtual or hybrid learning requiring additional training and resources.
- Challenging working conditions, stress levels, long hours, and lack of support from administrators leading to teacher burnout.



## NEW CHOICES: AUTONOMY AND FLEXIBILITY

- Many baby boomer teachers are reaching retirement age.
- As they retire, the demand for new teachers increases.
- However, the profession has not been a good choice for new generation adults.
- Compared to other professions, autonomy and flexibility lacks in teaching.
- **The concern now is:**
- How to bring autonomy and flexibility in teaching profession?

Vargas & Oros (2021); Turner & Cohen (2023)



## SOLUTIONS TO ADDRESS TEACHER SHORTAGE...

### **A Need for Multifaceted Approach..**

- Make sure that teachers have access to consistent and high-quality lifelong support systems involve them in the design of these systems.
- Consider programs that alleviate significant financial obstacles that prevent individuals from entering or remaining in the teaching profession.
- Make provision for intrinsic and extrinsic motivational supports to students aspired for education degree.
- Design professional supports that strengthen teachers' sense of purpose, career development, and effectiveness.





## CONCLUSION

### The Need for Action

- The shortage of teachers and staff in schools is a pressing issue.
- The decline of interest in education degrees and low pay are major contributing factors.
- The wellbeing concerns has been more now than ever before.
- Addressing the issue requires a multifaceted approach.



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**THANK YOU**

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