

# The State of the Teacher Workforce

## Current Data and Policy Implications



**What is the state of the  
teacher workforce?**

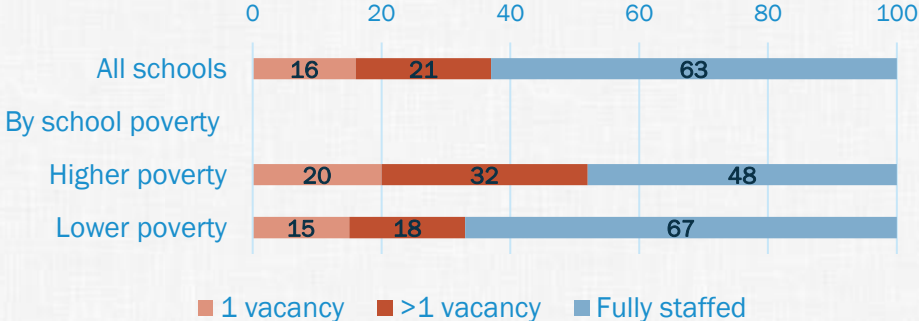
# Not all students nationally have access to fully qualified teachers.



In a [recent scan](#) of state-reported teacher data, LPI found that **314,134 positions were either unfilled or filled by teachers not fully certified for their assignments**, representing about 1 in 10 of all teaching positions nationally.

In October 2023, 37% of schools in [nationally representative survey](#) reported having at least one teaching vacancy, while just over half of schools serving higher poverty communities reporting having at least one teaching vacancy.

### Teaching vacancies in Fall 2023



# State of the teacher workforce

- Uses most recent national data to capture 40 indicators across 3 categories:
  1. Teaching attractiveness
  2. Teacher equity
  3. Supply and demand
- Shows each state's relative position
- Two overall ratings



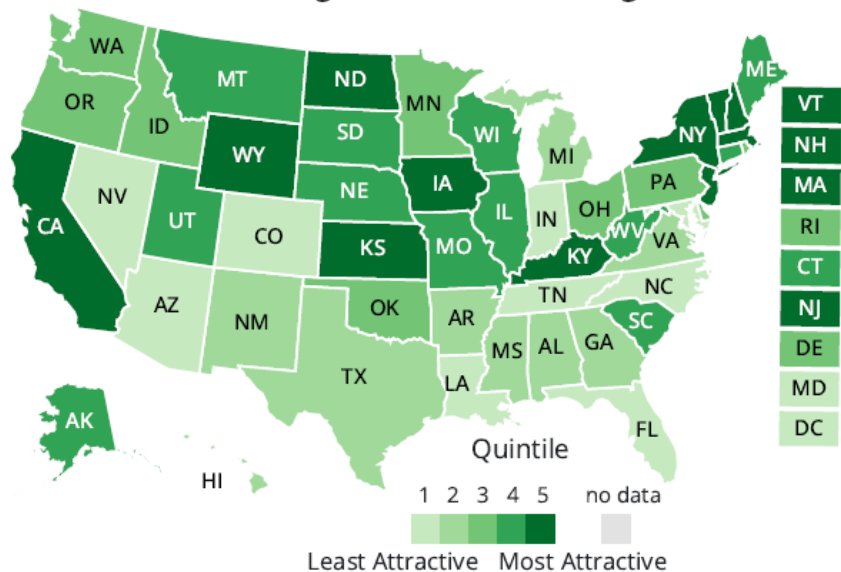
<https://learningpolicyinstitute.org/product/state-of-teacher-workforce-interactive>

# The State of the Teacher Workforce: A State-by-State Analysis of the Factors Influencing Teacher Shortages, Supply, Demand, and Equity

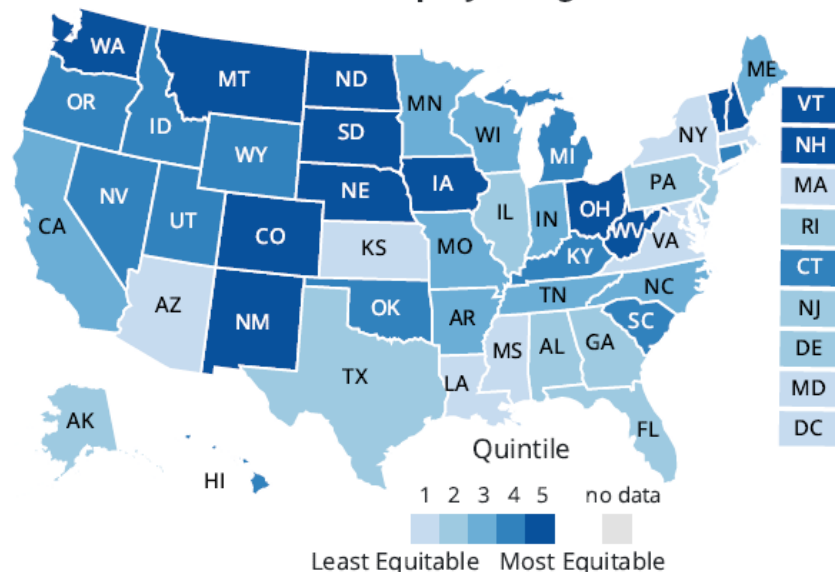
This map highlights key factors available from national data that reflect and influence the supply and demand for teachers in each state, including conditions of teachers' work and equitable access to qualified teachers. Many of these factors describe the appeal of the teaching profession in a given state and help to signal whether states are likely to have an adequate supply of qualified teachers to fill their classrooms. Others describe the extent to which students in different contexts have access to fully-prepared teachers.


## United States

### Teaching attractiveness rating



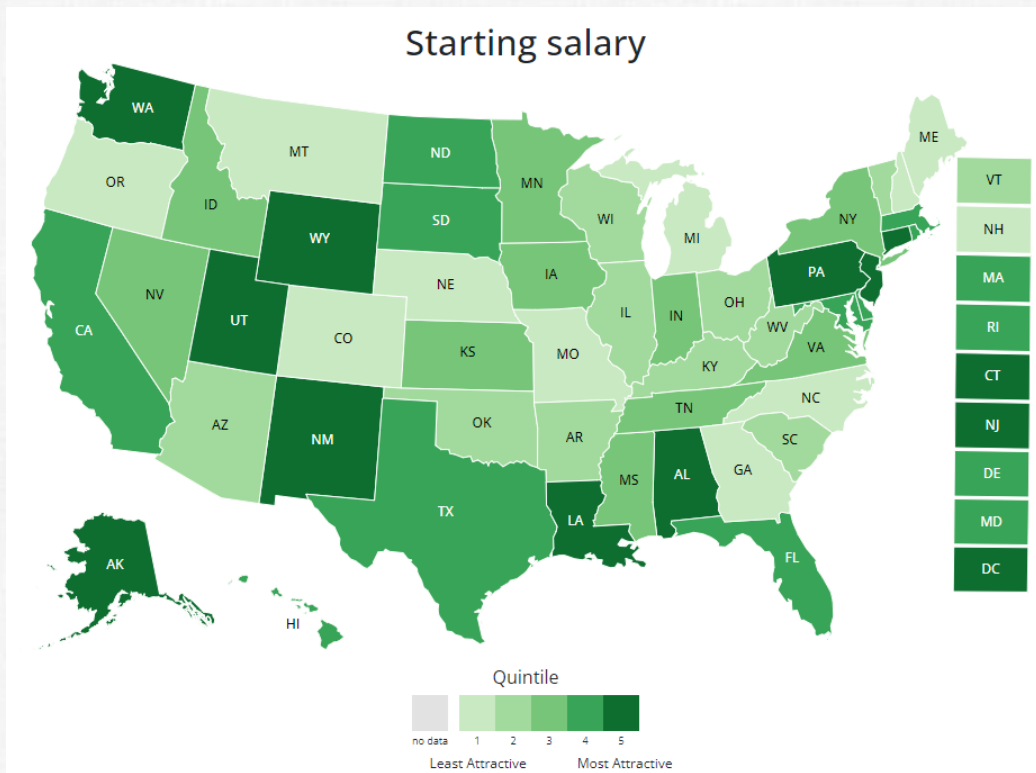
### Teacher equity rating





Important indicators of the  
health of the teacher workforce

# Starting salary



## Starting salary

The average starting teacher salary per state, adjusted for cost-of-living differences.

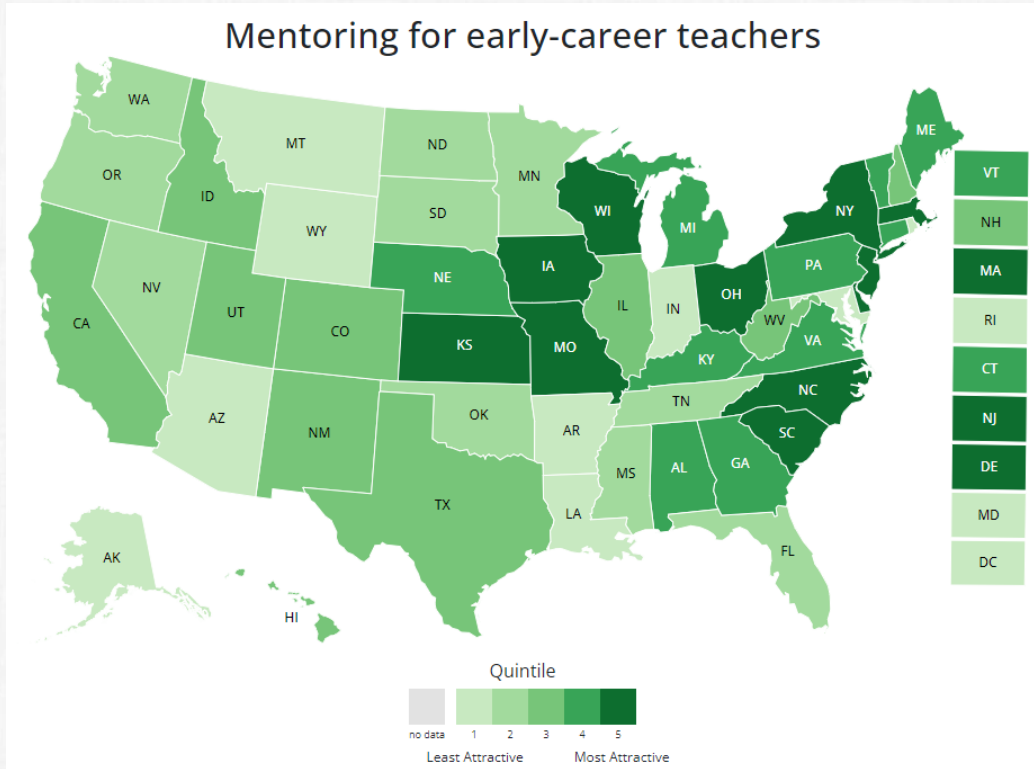
Source: National Education Association  
Year of Data Collection: 2021-22

**United States: \$42,850**

**Lowest: 5 states below \$40,000**  
(CO, MO, MT, NH, OR)

**Highest: 3 states plus D.C. above \$50,000**  
(DC, NJ, NY, WY)

# Mentoring for early career teachers



## Mentoring

Percentage of early-career teachers (i.e., in first five years of teaching) who reported having a mentor assigned by their school or district in their first year of teaching.

Source: National Teacher and Principal Survey  
Year of Data Collection: 2020-21

**United States: 81%**

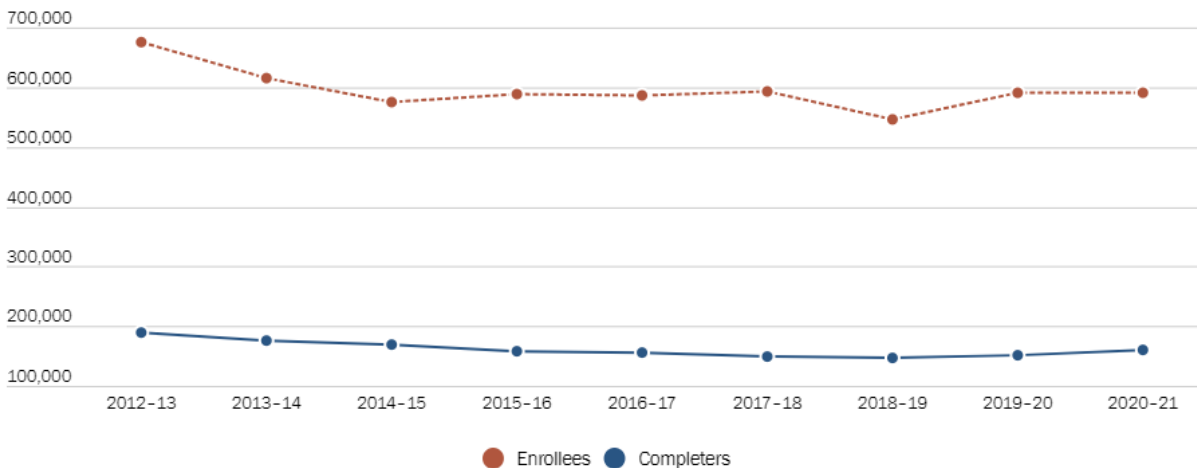
**Lowest: 4 states plus D.C. below 60%**  
(AR, DC, IN, LA, RI)

**Highest: 5 above 95%**  
(DE, IA, KS, MO, SC)



# Building the teacher pipeline

## Teacher Preparation Enrollment and Completion Over Time in the United States



Source: LPI analysis of [Title II Data](#)

Note: This analysis includes all 50 states plus the District of Columbia. Due to a reporting change in 2018-19, Title II published enrollment numbers from the academic years 2018-19 to 2020-21 that included completers (prior years did not). To create a consistent enrollment measure over time (including completers), we updated the enrollment values for these earlier years by adding the reported completer numbers to the reported enrollment numbers.

Additional factors influencing teacher supply and demand: Numerous factors influence teaching, learning, and teacher supply and demand in each state. Policymakers may want to consider these indicators when assessing their labor market for teachers.

Indicator	US	Indicator	US
<b>Teacher Pipeline</b>		<b>Workforce Characteristics</b>	
Total number of teacher preparation program (TPP) enrollees	591,353	Total number of teachers	—
Change in TPP enrollees over past five years	0.0%	Teachers of color	20.1%
Total number of TPP completers	162,087	Ratio of adults of color to teachers of color	3.1:1
Change in TPP completers over past five years	2.4%	Teachers over 60 years old	6.4%
<b>Student Enrollment</b>		Change in number of teachers over past 5 years	—
Total number of students	49,342,118	<b>Teacher Financial Strain</b>	
Change in student enrollment over past 5 years	2.7%	Money outside the school system	17.1%
Change in projected student enrollment over next decade	-4.8%	Money spent on classroom supplies	\$470
		Outstanding student loans	36.6%



Over the past 5 years, there are diverging trends across states:



17 states had enrollment increases of more than +5%



7 states had relatively flat enrollment



27 states had enrollment declines of more than -5%

# Quality of teacher preparation matters

- ▶ Teachers who participate in comprehensive preparation:
  - Tend to be more effective, as measured by classroom observations and their students' learning
  - Are more likely to stay in the profession

## Elements of comprehensive preparation:



# Racial diversity of teaching workforce

**Additional factors influencing teacher supply and demand:** Numerous factors influence teaching, learning, and teacher supply and demand in each state. Policymakers may want to consider these indicators when assessing their labor market for teachers.

Indicator	US	Indicator	US
<b>Teacher Pipeline</b>		<b>Workforce Characteristics</b>	
Total number of teacher preparation program (TPP) enrollees	591,303	Total number of teachers	—
Change in TPP enrollees over past five years	0.07%	Teachers of color	20.1%
Total number of TPP completers	160,087	Ratio of adults of color to teachers of color	2.1 : 1
Change in TPP completers over past five years	2.4%	Teachers over 60 years old	6.4%
<b>Student Enrollment</b>		Change in number of teachers over past 5 years	
Total number of students	49,342,118	Teacher financial stress	—
Change in student enrollment over past 5 years	-2.7%	Work outside the school system	17.1%
Change in projected student enrollment over next decade	-4.8%	Money spent on classroom supplies	\$470
		Outstanding student loans	36.6%

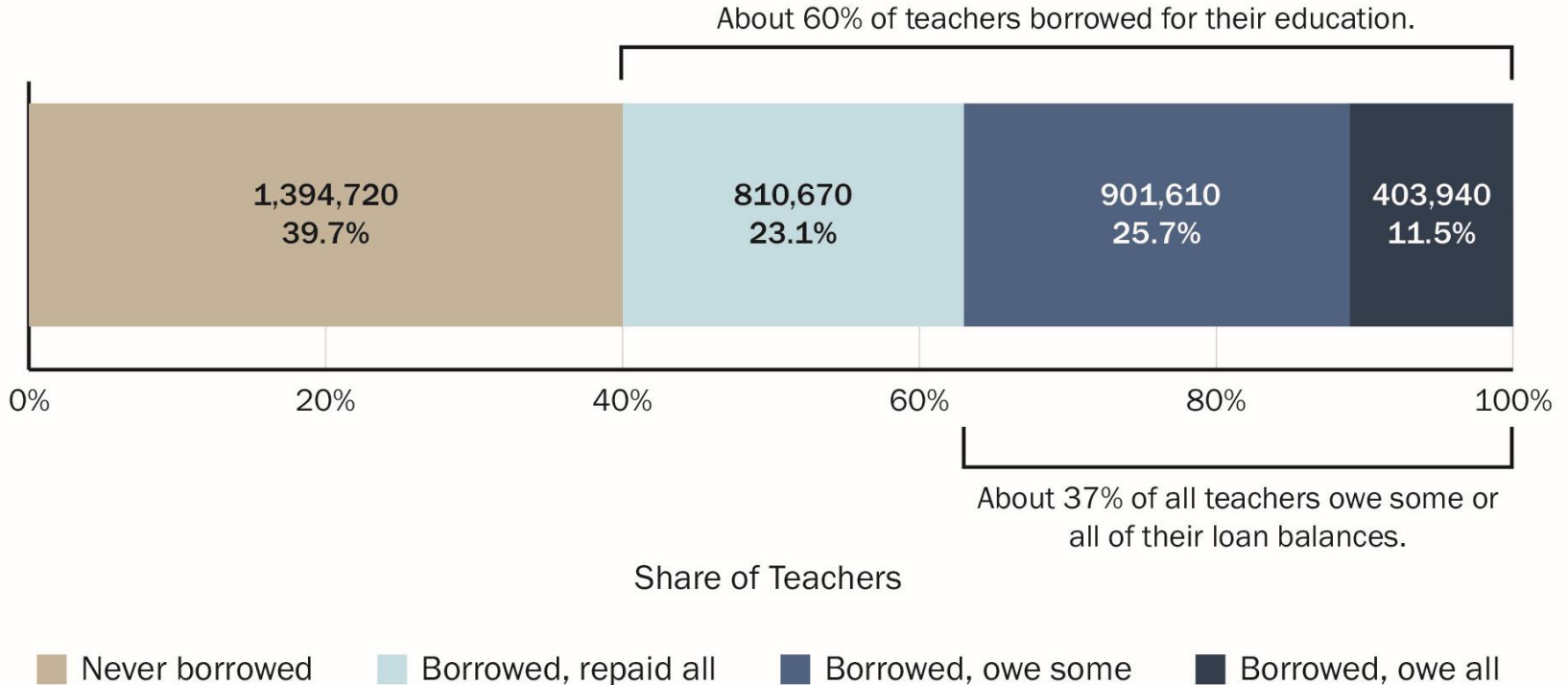
- ▶ The teacher workforce is much less racially diverse than the working age population of the United States
  - 20.1% of all public school teachers are teachers of color
  - 41% of working age adults are people of color
- ▶ Some states and districts have been much more successful in diversifying their teacher workforce

State	% Teachers of color	Ratio of adults of color to TOC
United States	20.1%	2.1 : 1
New Mexico	46.2%	1.4 : 1
Nevada	27.3%	2.0 : 1
Maine	5.6%	1.5 : 1
Massachusetts	5.9%	5.3 : 1

# Student loans among teachers

Additional factors influencing teacher supply and demand: Numerous factors influence teaching, learning, and teacher supply and demand in each state. Policymakers may want to consider these indicators when assessing their labor market for teachers.

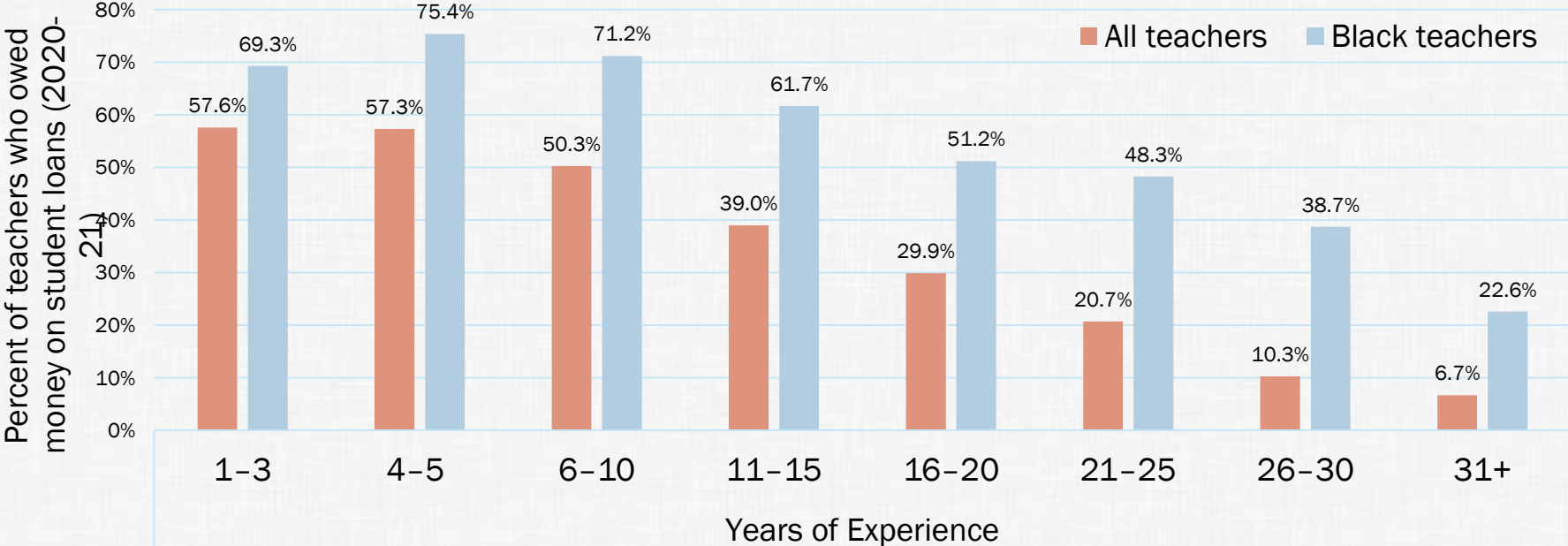
Indicator	US	Indicator	US
<b>Teacher Pipeline</b>			
Total number of teacher preparation program (TPP) enrollees	141,252	Teachers of color	20.1%
Change in TPP enrollees over past five years	0.01%	Ratio of adults of color to teachers of color	2.1:1
Total number of TPP completers	142,007	Teachers over 60 years old	6.4%
Change in TPP completers over past five years	2.4%	Change in number of teachers over past 5 years	—
<b>Student Enrollment</b>			
Total number of students	49,342,118	Teacher financial distress	17.1%
Change in student enrollment over past 5 years	-0.7%	Money spent on classroom supplies	\$470
Change in projected student enrollment over next 10 years	-4.4%	Outstanding student loans	36.0%



Source: García, E., Wei, W., Patrick, S. K., Leung-Gagné, M., & DiNapoli, M. A., Jr. (2023).

[In debt: Student loan burdens among teachers.](#) Learning Policy Institute

# More than half of early career teachers still owe money on student loans, and these rates are highest among Black teachers and special education teachers.



Source: García, E., Wei, W., Patrick, S. K., Leung-Gagné, M., & DiNapoli, M. A., Jr. (2023).

[In debt: Student loan burdens among teachers.](#) Learning Policy Institute



How can state policy strengthen  
the teacher workforce?

# Policy Recommendations & Actions

- ▶ Expand the affordability and availability of **high-retention preparation pathways**
- ▶ Provide **high-quality mentoring** for all beginning teachers.
- ▶ Increase teachers' **salaries** and **net compensation.**

# High-retention pathways into teaching

## State Actions

- Teacher residencies (WV, TX, CA, MS, NM, PA)
- Grow-your-own programs (TN, HI, MN, NM, CA, WA)
- Service scholarships (ex: NC Teaching Fellows)

## Federal Actions

- Ensuring funding for federal programs like Title II-A ESEA, Teacher Quality Partnership Grants, Hawkins, and IDEA-D Personnel Program
- Supporting legislation like the Prep Act and Educators for America Act



# High-quality mentoring for all beginning teachers

- ▶ Increase federal funding that can be used for mentoring programs (Title II-A ESEA, TQP, Hawkins, and IDEA-D personnel programs)
- ▶ Federal matching grants for new teacher induction and mentoring programs
- ▶ State-level standards and investments in early career induction and mentoring programs (CA, KS, AL, WV, and IA)

# State strategies to ensure competitive compensation

- ▶ Overall increases (e.g., AL, MS, NM)
- ▶ Increases for leadership roles/expertise (e.g., NBCTs)
- ▶ Increases for high-need fields/schools (e.g., DC, UT)
- ▶ Other forms of compensation (e.g., SC, CT)
  - Housing incentives
  - Child care incentives
- ▶ Loan forgiveness and service scholarships (next slide!)

For more on this topic, see LPI's resources on how [states](#) and the [federal government](#) can address teacher shortages.

# Loan forgiveness and service scholarships

## Federal Actions

- ▷ DIVERSIFY Act
- ▷ Loan Forgiveness for Educators Act

## State Actions

- Service scholarships and loan forgiveness (NC, IN, OR, CA, IL,MD)



# Resources

<https://learningpolicyinstitute.org/topic/teacher-recruitment-retention-and-shortages>

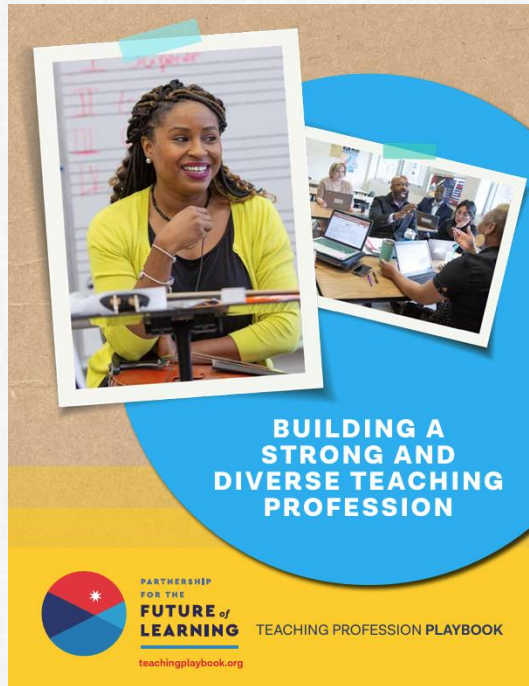


## Taking the Long View: State Efforts to Solve Teacher Shortages by Strengthening the Profession

Daniel Espinoza, Ryan Saunders, Tara Kini, and Linda Darling-Hammond



AUGUST 2018



## BUILDING A STRONG AND DIVERSE TEACHING PROFESSION



PARTNERSHIP  
FOR THE  
**FUTURE of  
LEARNING**

TEACHING PROFESSION PLAYBOOK

[teachingplaybook.org](http://teachingplaybook.org)



## Diversifying the Teaching Profession: How to Recruit and Retain Teachers of Color

Desiree Carver-Thomas



APRIL 2018



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