

Why Schools Have Difficulty Staffing Their Classrooms with Qualified Teachers?

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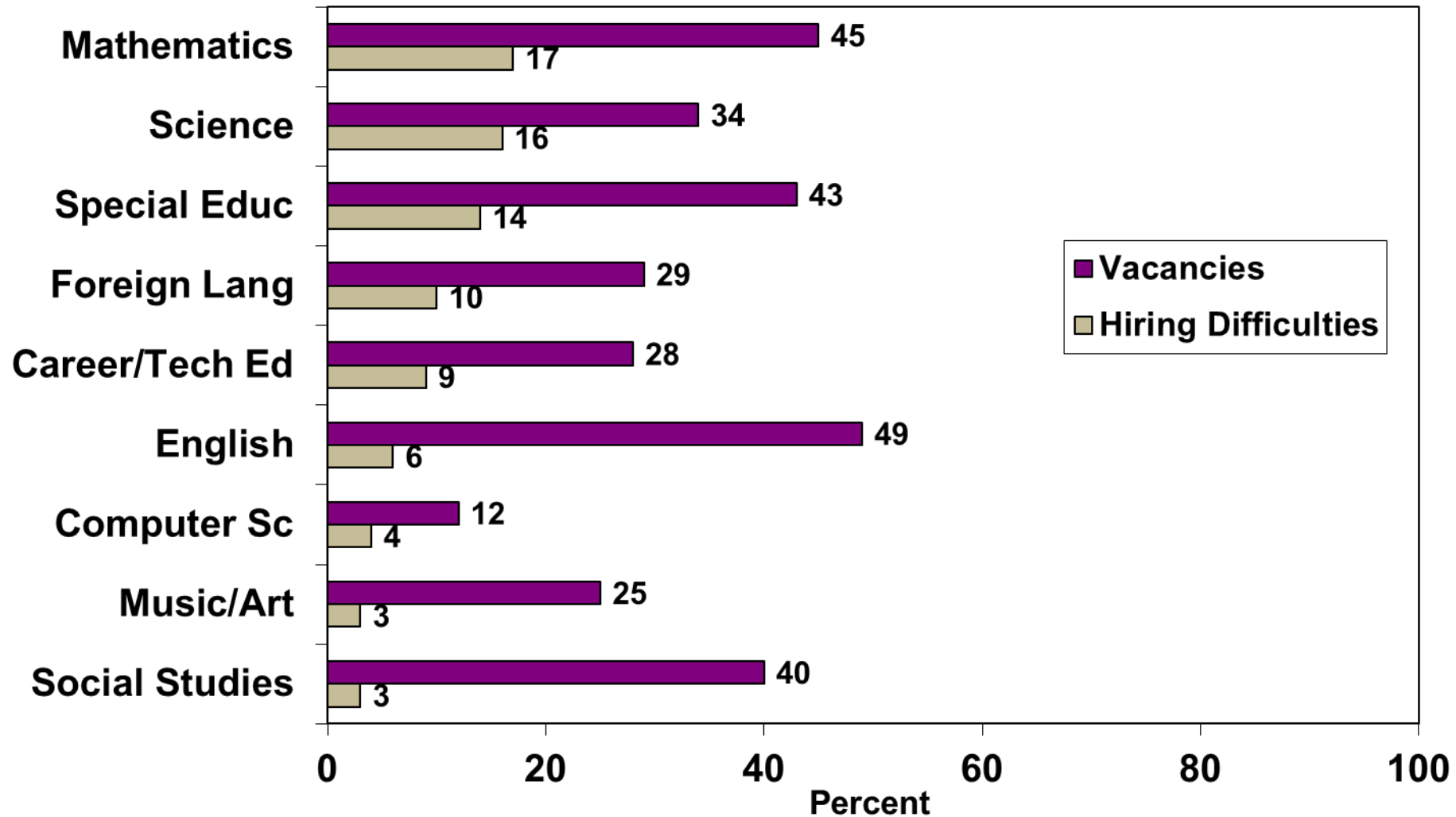
The Source of Data

The Schools and Staffing Survey with the Teacher Follow-up Survey

- Conducted by the Census Bureau for the U.S. Department of Education
- 8 Cycles over 3 Decades:
1987-1989, 1990-1992, 1993-1995, 1999-2001,
2003-2005, 2007-2009; 2011-13, 2015-16
- The largest source of information on teachers:
 - Sample: 55,000 teachers
12,000 schools
 - Representing all 50 states

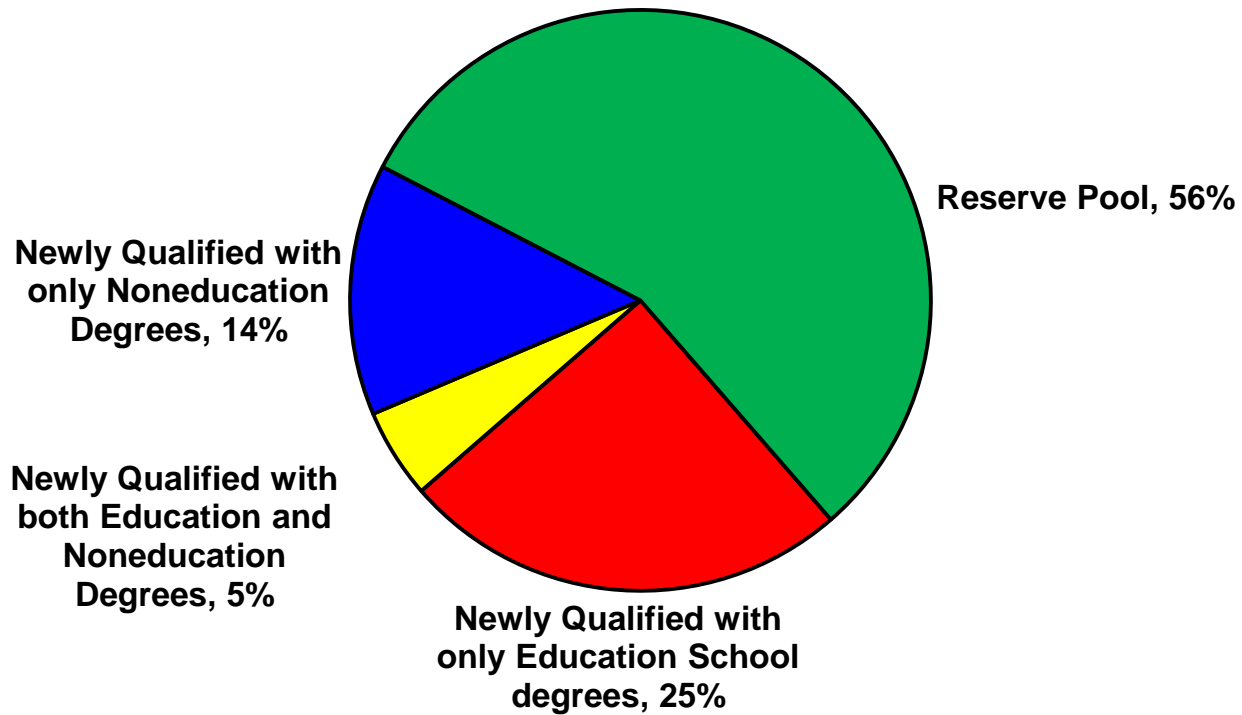
Schools with Serious Teacher Shortages

(Percent Public Secondary Schools with Teaching Vacancies and with Serious Difficulties Filling those Vacancies, by Field, 2015-16)



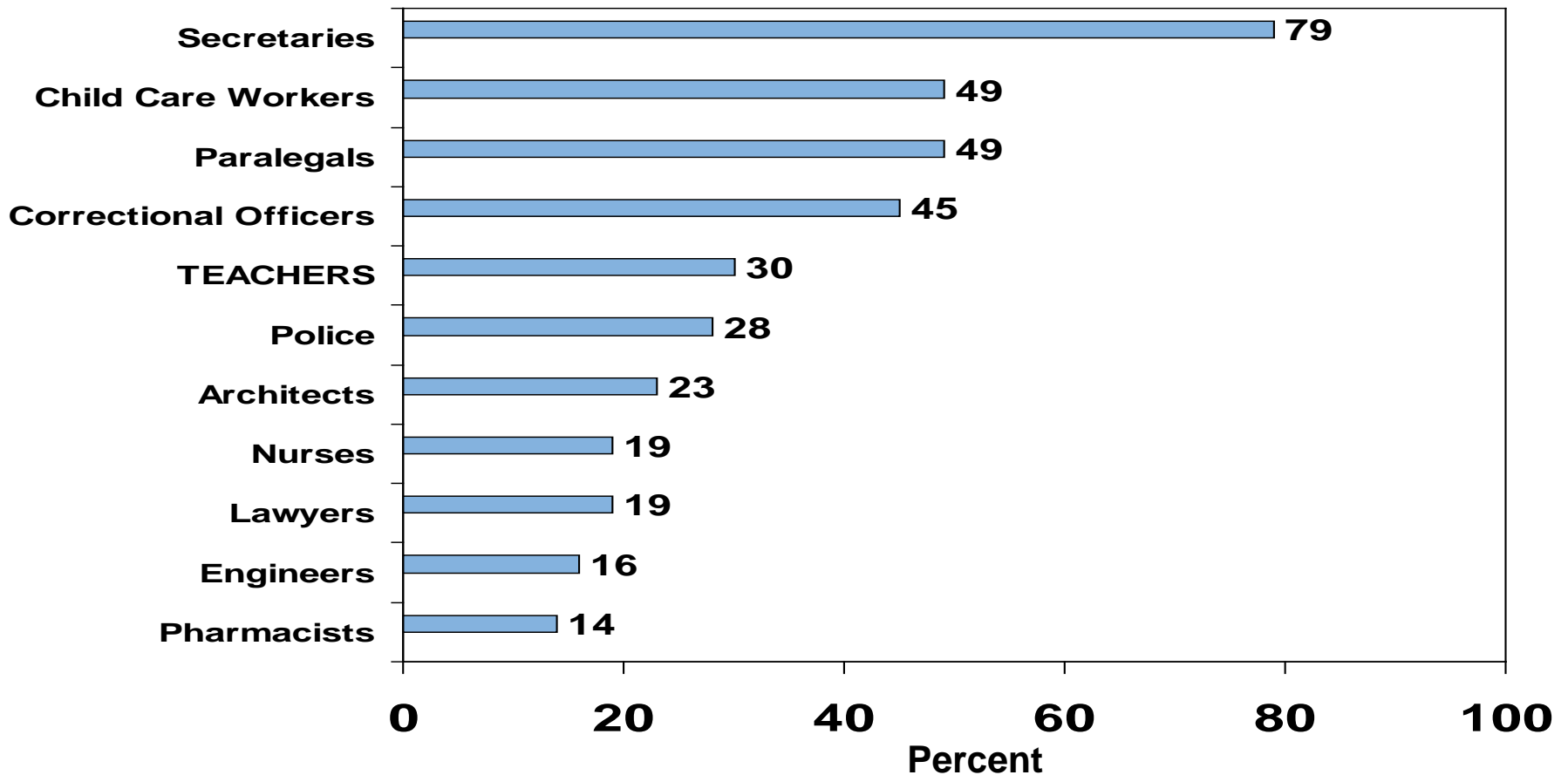
The Surprising Sources of Teacher Supply

(Percent of Newly Hired Teachers in the Public School System,
by Supply Source, 2015-16)



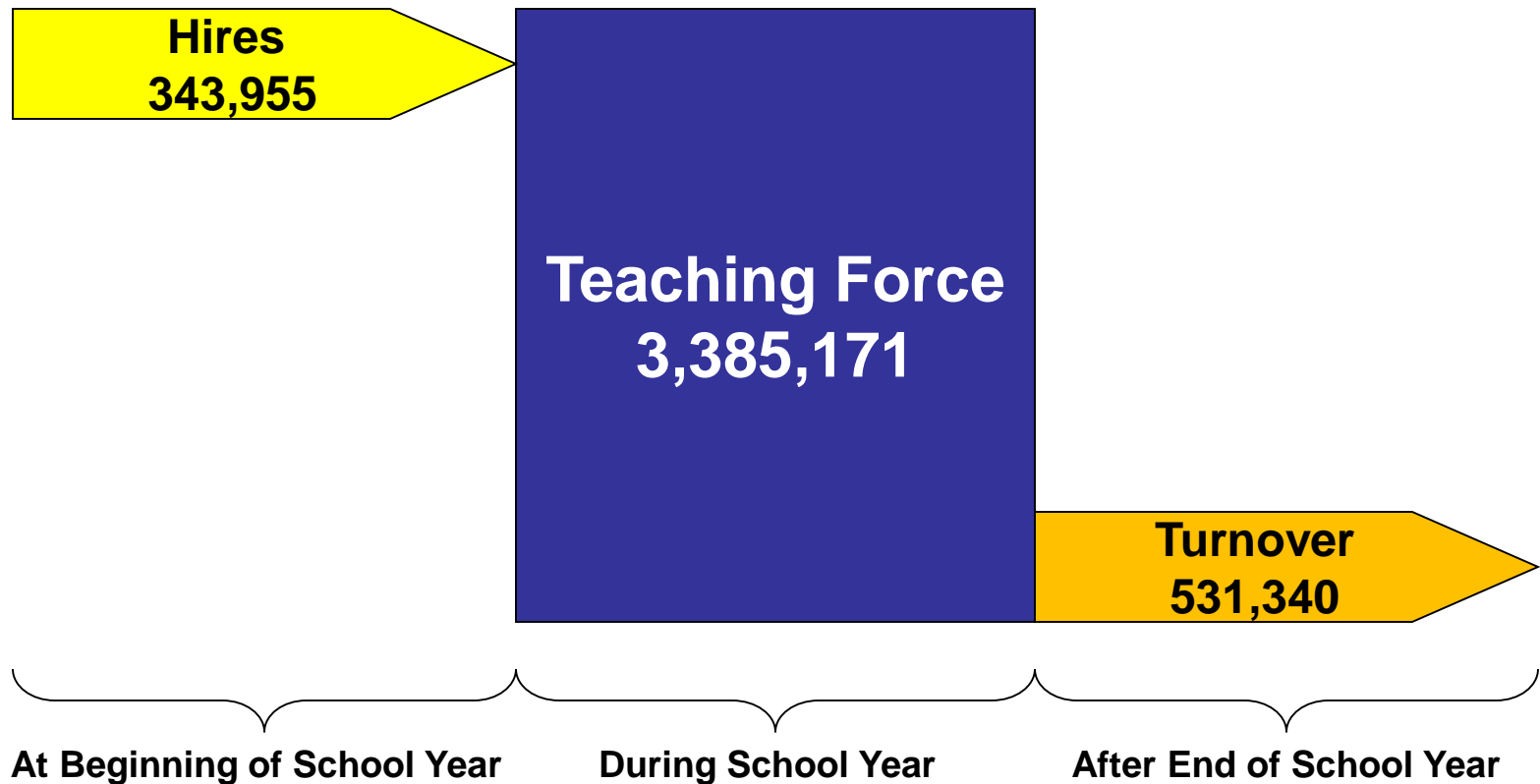
Attrition in Teaching is Higher Than in Many Occupations/Professions

(Among 1993 College Grads Who Entered Selected Occupations by 1997, Percent Gone From Occupation by 2003)



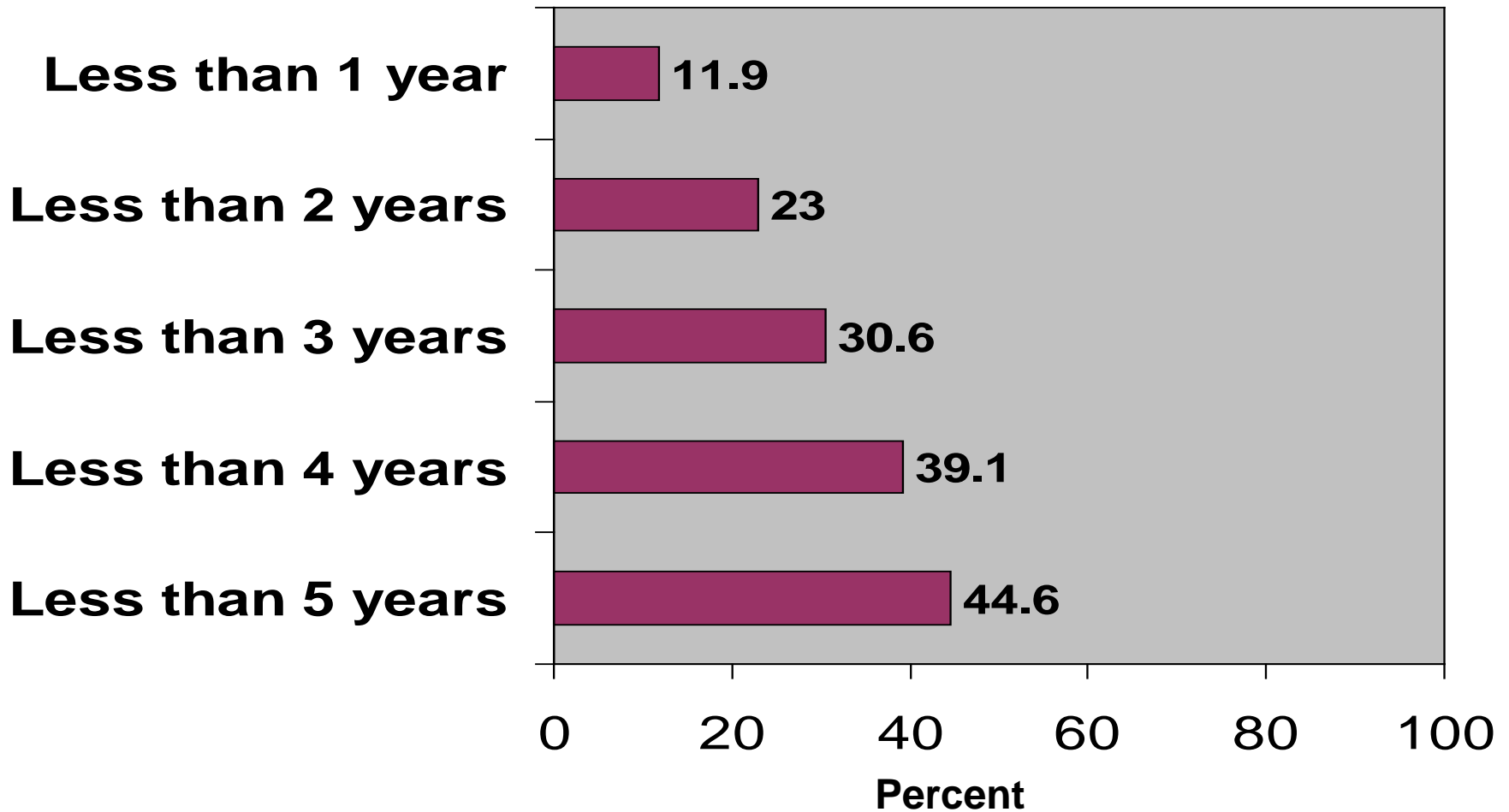
Schools Suffer from a Revolving Door

(Numbers of Public School Teachers in Transition Into and Out of Schools Before and After 2011-12 School Year)



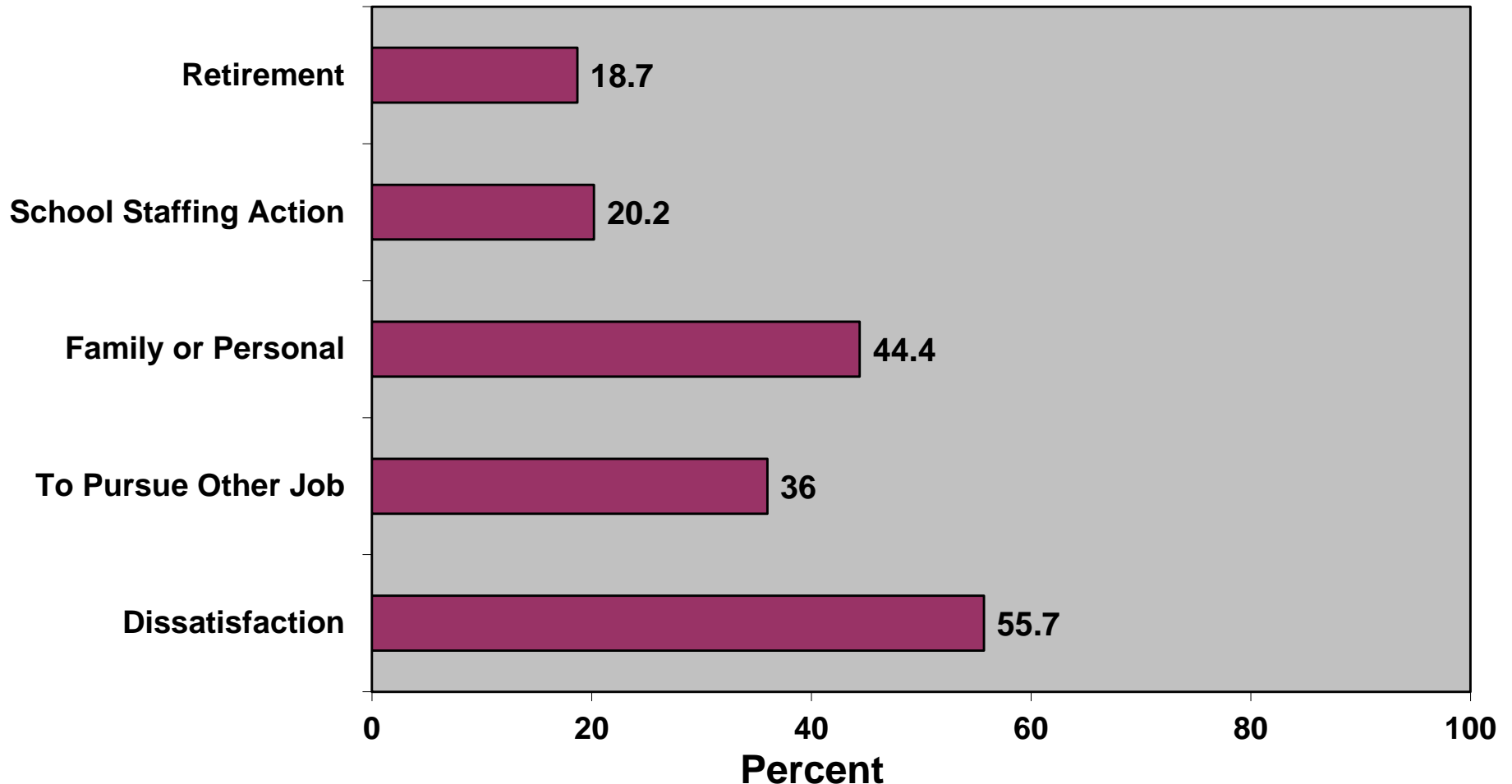
Beginning Teachers Leave Teaching at Highest Rates

(Cumulative Percent Teacher Attrition, by Years of Experience: 1993-2003)



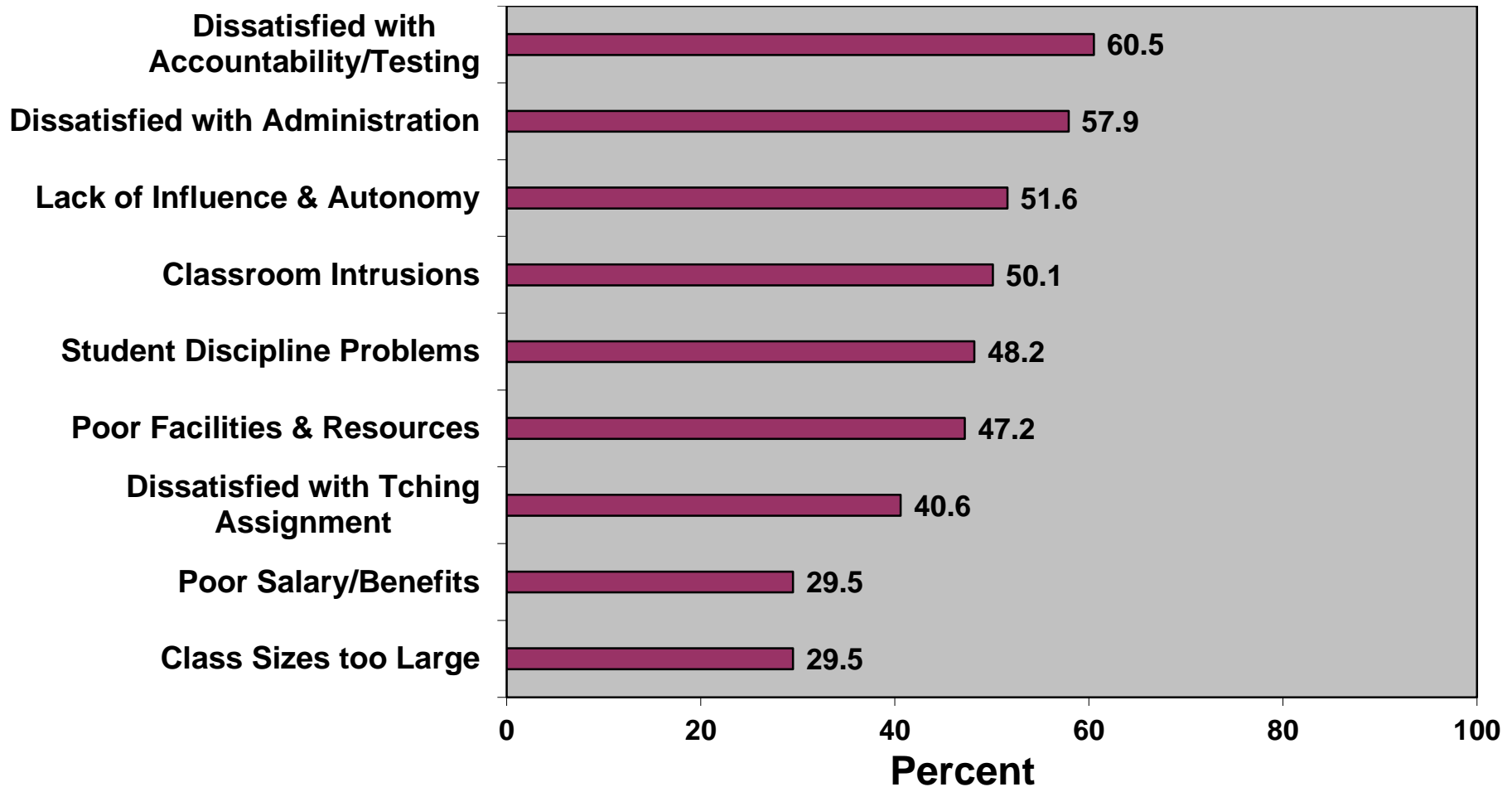
Job Dissatisfaction a Leading Factor Behind Teacher Turnover

(Percent Public School Teachers Reporting that Various Reasons Were Important for their Turnover, 2012-13)



Teachers' Working Conditions are Important for Turnover

(Of Those Public School Teachers Who Moved From or Left Their School Because of Dissatisfaction, Percent Reporting Particular Sources of Dissatisfaction, 2012-13)



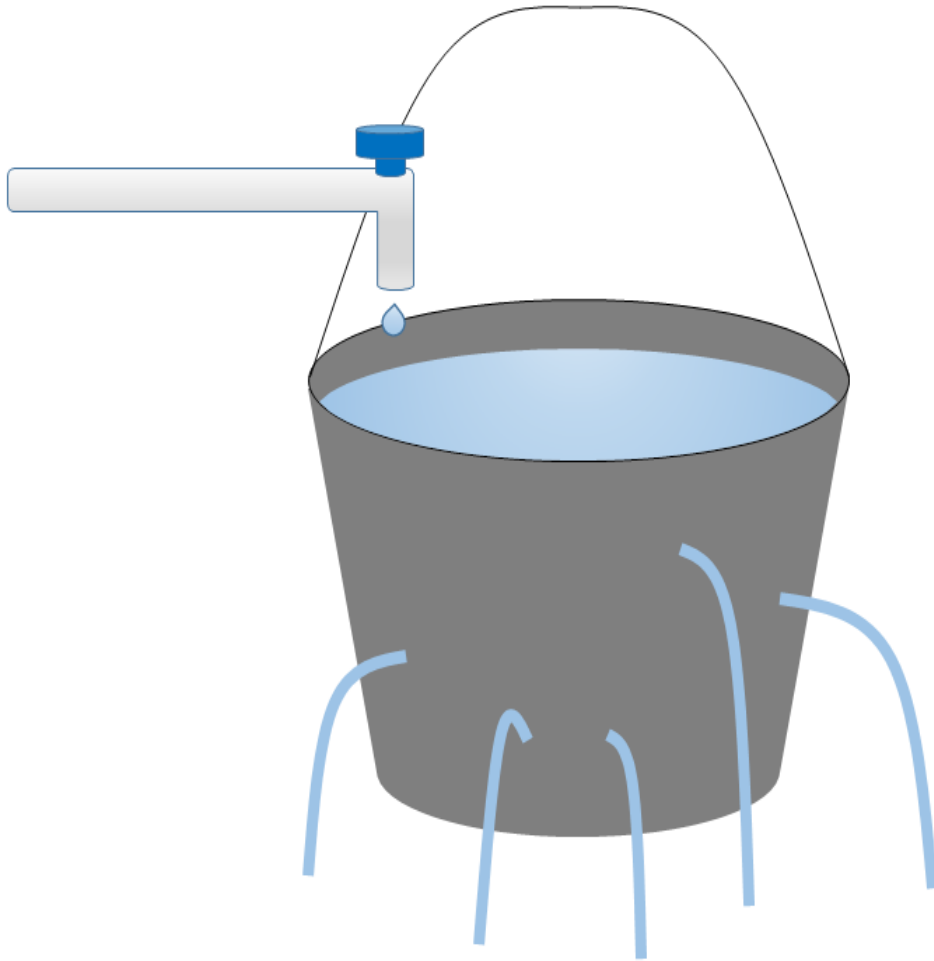
Teacher Recruitment Alone Does Not Work

In 2010 the federal “100k in 10” initiative was launched:
Recruitment of 10,000 New Math/Science Teachers per year for 10 years.

But, between 2012 and 2013 alone.....

- 40,600 Math/Science Teachers Left Teaching Altogether
 - Of them:
 - 8,900 Retired
 - 15,200 reported Dissatisfaction as a major reason for leaving
- 37,000 Math/Science Teachers Moved to Other Schools
 - Of them:
 - Four times as many moved to affluent as to poor schools

The Leaky Bucket



Research Shows Positive Effects of Induction & Support Program for Beginning Teachers

- We examined 15 best empirical studies, since the 1980s
- three sets of outcomes:
 - teacher commitment and retention
 - teacher classroom instructional practices
 - student achievement
- Most of the studies reviewed showed positive impacts

For Further Information, Copies of
Articles, Reports, etc.:

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