



Voice For Greater Minnesota Education

The Quiet Crisis of Shortages

Virtual Meeting

October 7, 2015

Welcome

Teacher Shortages Virtual Meeting

The meeting will begin shortly.

- Please mute yourself when not speaking.
- Use a headset for better audio.
- You also may ask questions using the chat feature on the lower right.

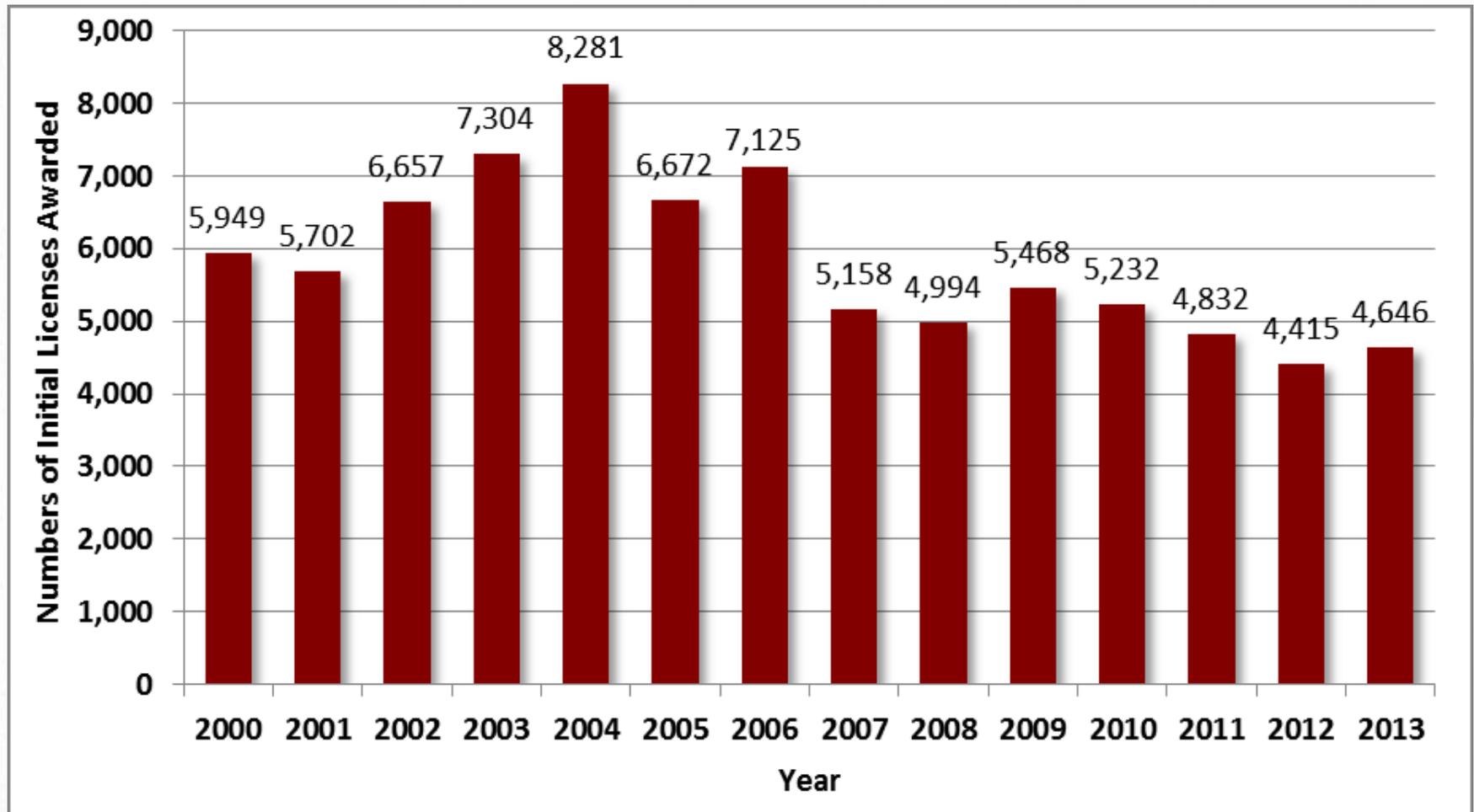
What to Expect

- Background on the issue.
- Feedback and dialogue.

Teacher Shortage Crisis

- MDE Supply Demand Report - 2015:
 - Double percentage of districts reporting hiring difficulties
 - 63% of districts report Basic Skills Exams as a barrier
 - Fewer Minnesota graduates being licensed
- MREA Survey of 22 Northwest Minnesota school districts with a total of 125 professional openings:
 - 0-2 applicants for any High School Science position
 - 0-2 applicants for any Special Education position
- What are your hiring experiences in 2015?
 - Shortage areas?
 - Adequate supply areas?

New Licenses Granted to Completers of Minnesota Institutions Peaked in 2004: 44% Decrease in 9 Years



Quiet Crisis—Teacher Shortages

MTLE Basic Skills Test Passage Rates

2010-2013

	Total Number of Testers	Initial Passage Percentage	Cumulative Passage Rate (5 or more times)	Number Who Never Passed
Reading	12,725	69%	79%	2,672
Writing	12,651	69%	79%	2,656
Math	12,424	68%	78%	2,733

Teacher Licensure Task Force, 2013

Challenges Identified by 26 MACTE Institutions

- Testing requirements 19
- Higher education costs/need for scholarships 17
- Program accountability requirements 11
- Budgetary constraints for Schools of Education/programs 7
- Too few teaching positions, student teaching opportunities 6
- Costs to obtain license (excluding higher education costs) 5
- Shortages of teacher educators, teacher educators of color 5
- Low teacher salaries 4
- Lack of interest among youth/competition for other jobs 4
- Public support for the teaching profession 2
- Other factor 7

2015 Legislative Actions:

- CTE part-time teachers do not need licenses to be considered teachers.
- BOT to issue licenses for similar out-of-state teachers, must pass college level skills exam
- BOT may issue restricted license for field and district
- BOT may issue 2 year provisional licenses in shortage areas and 4 one-year temporary licenses to candidates who have not yet passed the MTLE
- Began small loan forgiveness programs, now in rule making
 - \$400,000 loan forgiveness for shortage subjects and regions
 - \$500,000 Ag teacher loan forgiveness
 - \$300,000 AMI Scholarship Program

- Offer competitive wage and benefit packages in rural school districts
- Recognize the medical field options for specialized special education fields
- Continue to provide incentives and support for teachers who choose to teach in subject and/or geographical shortage areas through loan forgiveness and signing bonuses.
- Continue to develop options for practicing teachers to add additional endorsements.
- Develop options and support for mid-career professionals, veterans and educational support professionals to enter the teaching profession
- Identify exams and inventories that predict teacher quality and set appropriate cut scores, and discard those that have no predictive value.
- Reimagine the purpose of the Board of Teaching to include responsibility for teacher supply issues similar to Federal Reserve Board
- Restructure Board of Teaching to ensure geographic representation
- Initiate a statewide effort to attract teachers reaching out to middle and high school students

Teacher Shortage Crisis

Key Considerations

- What incentives should Minnesota consider to attract teachers to rural school districts?
- How effective is Minnesota in accessing the skills of entry-level teachers?
 - Over assessing?
 - Assessing necessary skills?
- What marketing should Minnesota consider to attract young people into teaching?

Other Observations and Suggestions?

MREA Board Openings 2016

Four-Year Terms, unless otherwise specified.

South

- **Teacher** (incumbent eligible for a second term)
- **Admin** (incumbent eligible for a second term)

South Central

- **At Large** (incumbent eligible for a second term)

North Central

- **Admin** (incumbent eligible for a second term)
- **Teacher: Final 3-yrs of term** (currently open)

North

- **School Board** (incumbent eligible for a second term)

Nominations open Sept. 21-Oct. 23

All positions effective Jan. 1, 2016

MREA Annual Conference

MREA 2015 Annual Conference

MREA
Voice For Greater Minnesota Education

Great Beginnings: When Learning Starts Early, Inspires and Applies

NOVEMBER 15-17, 2015

CRAGUN'S RESORT

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Learn more and register at MnREA.org

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Value-Added Services

Available MREA Member Discounts

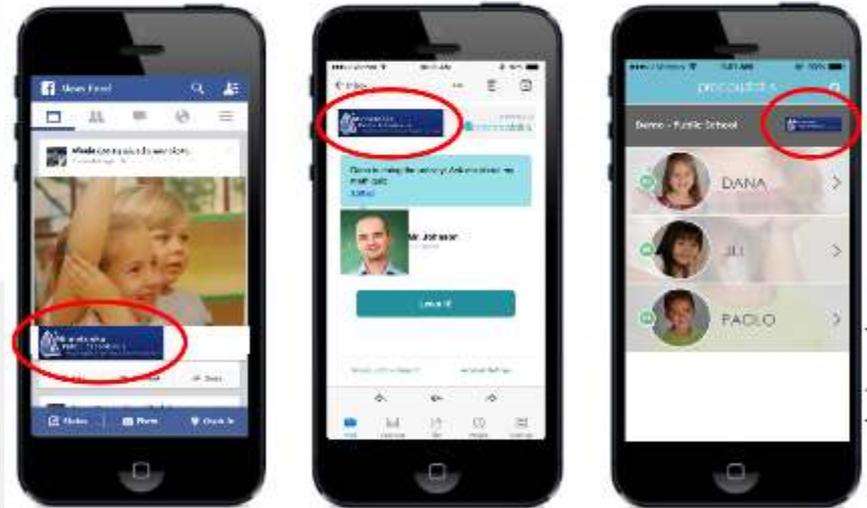
- ACT Test Prep
 - John Baylor Test Prep
- Cross Cultural Communications
 - Marnita's Table
- Increased rigor and relevance in secondary instruction
 - Center for Authentic Intellectual Work

Learn more at MnREA.org/Partners

PreciouStatus

Exclusive MREA Partnership

- Proven Parent-teacher engagement tool.
 - Driven by teachers
 - Bank/Military level security
 - Significant outcomes



- Gain tool, branded Parent App and logo on all pictures shared through social media for \$500 per school (up to 1,000 students)
- All training, set up and technical support provided by PreciouStatus

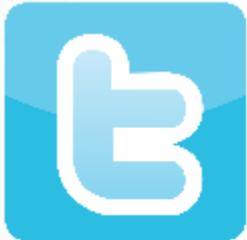
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