

# Recruiting and Retaining Utah Teachers

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# Teacher Retention in Utah

## At First Glance: Teachers in Utah

**THE UNIVERSITY OF UTAH  
UTAH EDUCATION  
POLICY CENTER**

*In collaboration with Office of the Utah State Board of Education, the Utah Education Policy Center is exploring the topic of the teaching labor force in Utah through multiple data and research briefs. This first brief gives a general overview of the topic of teacher shortages and compiles existing data into one document to help policymakers and the public understand the issue.*

Teacher shortages are typically understood to be an insufficient supply of potential teachers to meet the demands of a state, district, or school. Teacher shortages are impacted by demand issues such as growing student enrollment, teacher retirement, and teacher turnover, and supply issues such as the number of newly-trained teachers entering the profession. The causes of teacher shortages are complex, nuanced, and are impacted by factors such as teachers' working conditions, salary, and the perception of the profession.

### Utah K-12 Public School Enrollment

Utah has enjoyed significant population growth as well as a diversification in its population. Between 2010 and 2015, Utah was the 5th fastest growing state. Utah's school age population is expected to continue to increase over the next 20 years, which translates to ever-increasing demand for teachers.

Year	Enrollment
2007	537,663
2008	551,013
2009	563,273
2010	576,335
2011	587,745
2012	600,970
2013	612,261
2014	622,182
2015	633,896
2016	643,625

Source: Superintendents Annual Reports (2016 is a projection)

### Teacher Shortages in Utah

It is difficult to quantify the exact number of a teacher shortage in Utah; teacher shortage data in Utah are not centrally collected currently. Nationally, research suggests that, for the most part, a widespread supply of teachers is not a perennial problem for most districts and schools. Instead, specific districts and schools may discover there are not enough qualified teachers at all subject areas and grade levels.

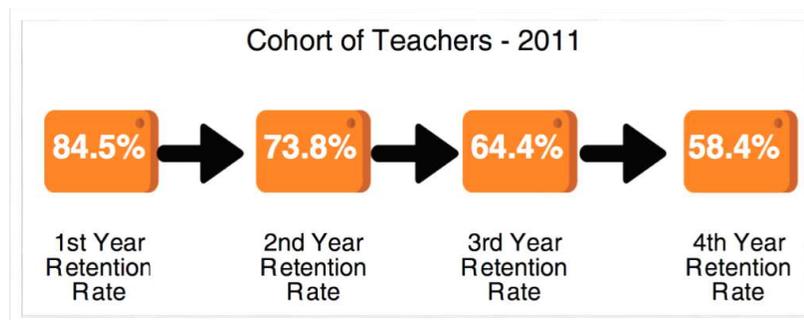
### School District Survey

In Fall 2015, the Utah School Boards Association surveyed all 41 school districts, asking questions related to their teaching workforce. They received responses from 31 districts, representing almost 90% of the total student population in Utah, and almost 90% of the students enrolled in district schools.

Of the 31 districts that responded:

- 48%** The percentage that reported starting the school year without a certified teacher in every classroom.
- 90%** The percentage that reported the pool of qualified applicants has been shrinking.

Source: Utah School Boards Association Survey (2015)



Link to brief: <http://bit.ly/TS2016UEPC>

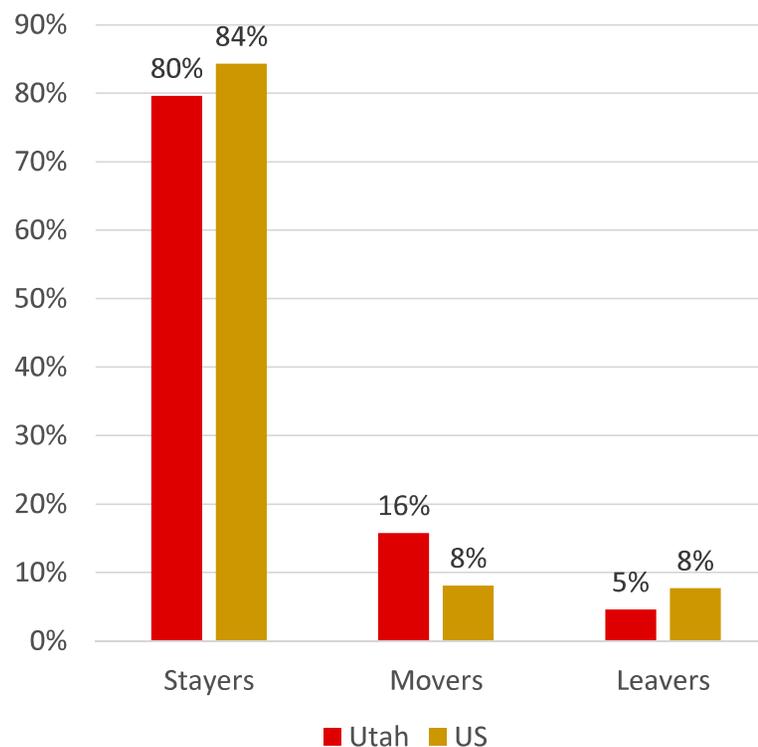
# SASS (2011-12) and TFS (2012-13)

- NCEC conducts a national survey every 4 years called School and Staffing Survey (SASS) on teachers, principals, and schools.
- Additionally, NCEC conducts a Teacher Follow-up Survey (TFS) on teacher turnover from a subset of those in SASS survey.
- UEPC analyzed data from the SASS/TFS survey that are specific to Utah and compared the results with US average.

# TFS: Definition of Stayers, Movers, and Leavers

## TFS Definitions

- **Stayers** = teaching in the same school as when they were surveyed the previous year
- **Movers** = teaching in a different school (could be a different public school in the same or different district, a charter, or a private school)
- **Leavers** = people who are no longer teaching, but could be working inside or outside of education

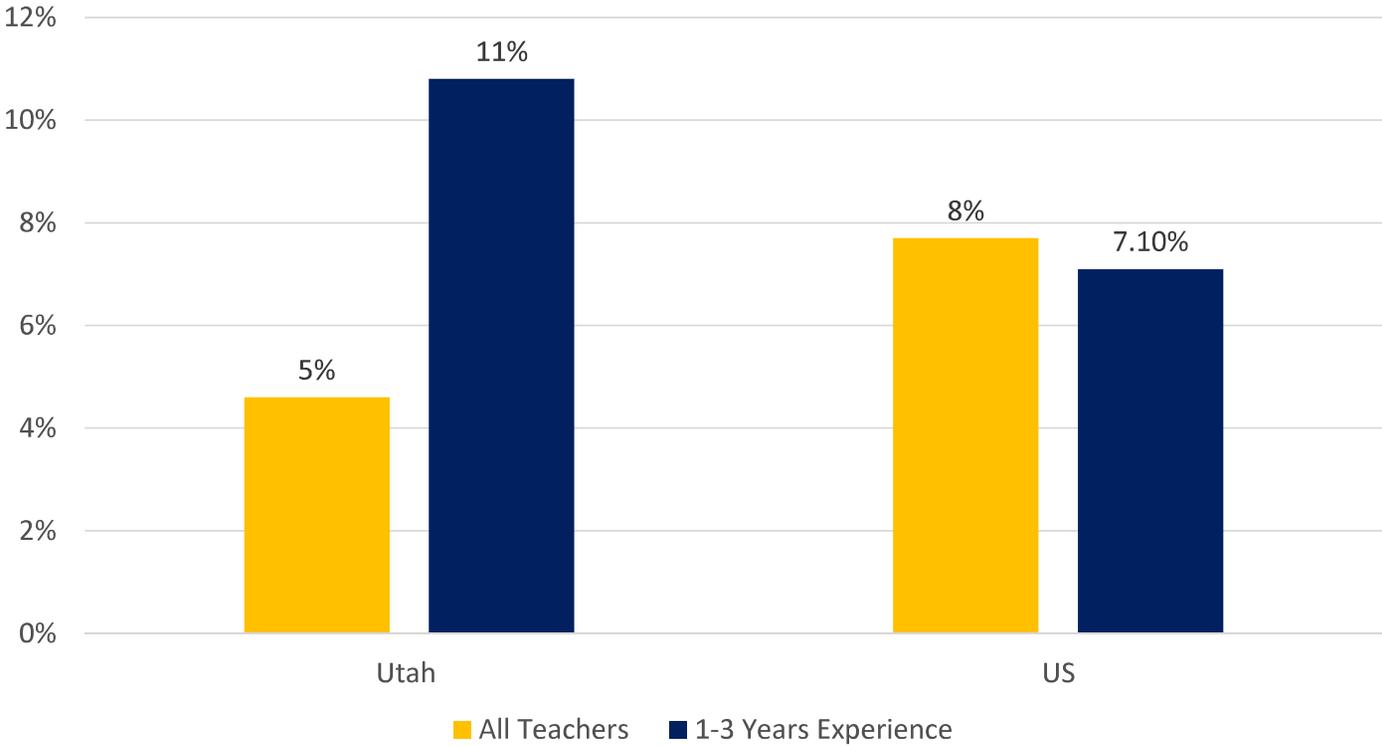


# TFS: Observations on Leavers

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- Charter schools compared to traditional schools
- Male compared to Female
- Suburban compared to urban and rural
- Voluntarily leavers compared to involuntary leavers

# Percent of Public School Teacher Leavers in Utah and the US, Total and 1-3 Year of Experience



# Shortages in Utah Schools

- For all Utah schools, Special Education and Music/Art were relatively difficult to fill
  - However, most positions were reported as less difficult to fill in Utah than those positions were reported nationally
- In Utah secondary schools, Special Education, Math, Biology/Life Science, and Physical Sciences were reported as more difficult to fill than other subjects.

# Future Opportunities

- Utah Educator Survey
  - Teachers, Administrators, and District HR Directors
    - What are the vacancies, who is filling the vacancies, and impact
    - Reasons for staying, moving, and leaving
- Establishing comprehensive and continuous data collection (e.g., recruitment, retention, working conditions, satisfaction, and compensation)
- Investing in educator preparation
  - Recruitment and pathways (e.g., tuition)
  - Induction
  - Programs
  - Personnel for programs
- Studying training programs, career pathways (e.g., employment, induction, turnover, and retention)