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Where will your child's
(grandchild's) next teacher
come from?



March 2022



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Teacher Retention and Recruitment: Shortages in Iowa/Nation 50-state Comparison of Strategies Policies Iowa Legislature Could Consider

Education Commission of the States

RESOURCE TITLE:

50-State Comparison: Teacher Recruitment and Retention

Districts across the country are facing severe shortages of teachers — especially in certain subjects (math, science, special education, career and technical education, and bilingual education) and in specific schools (those that are underperforming; those that are serving students in urban or rural areas or low-income communities; and those serving high percentages of students of color). This resource compiles state-specific data related to teacher shortages and provides a national comparison of state policies to recruit and retain teachers, especially in shortage subject areas and underserved schools. The resource features state educator preparation program completion data, shortage and equity gap data, in addition to policies found in state statutes, regulations and other documents, as of August 2019. It does not reflect local implementation or practice, including policies or programs at postsecondary institutions.

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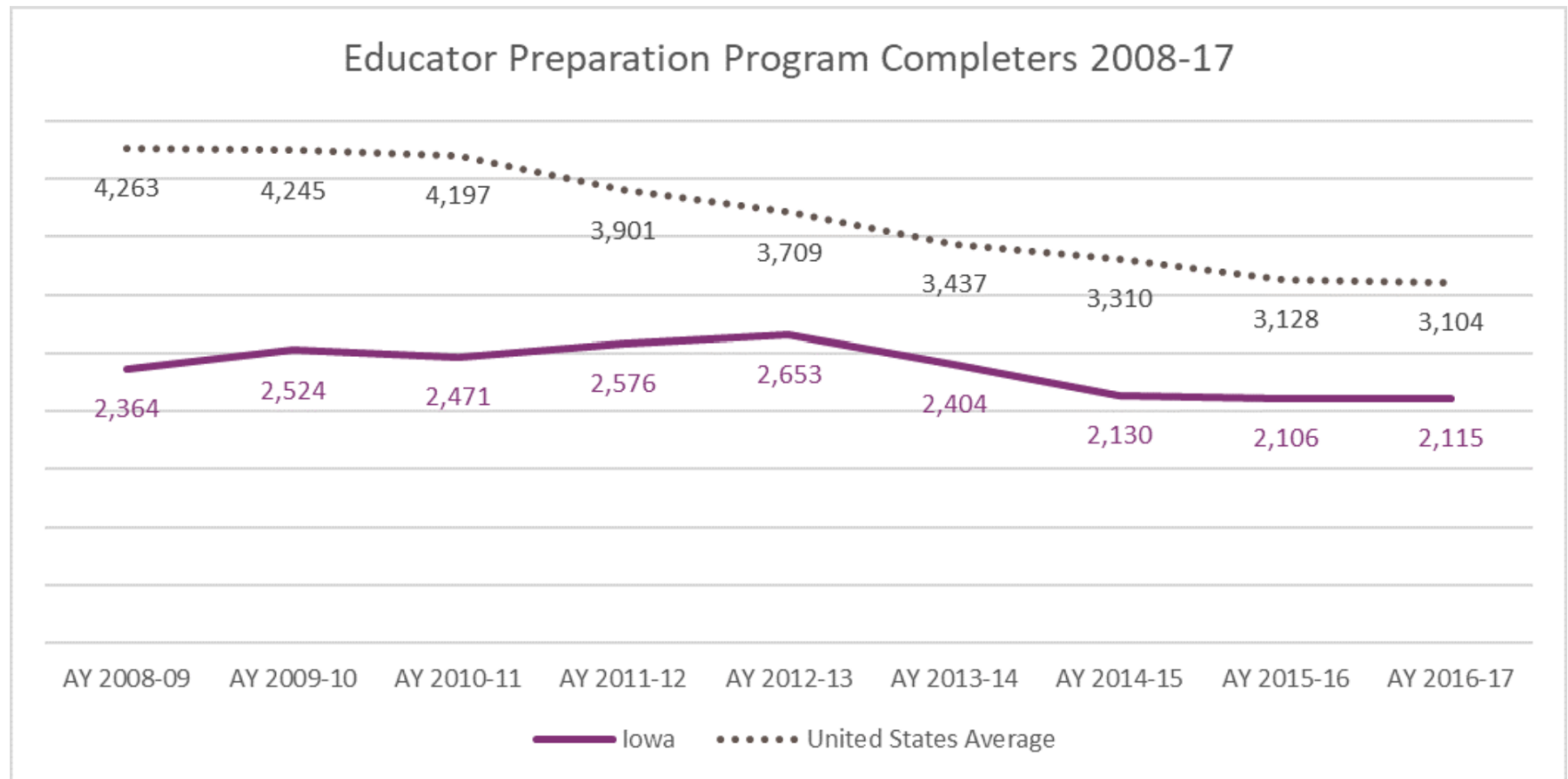
ON



Completers Iowa and the Nation

State Profile - Iowa

October 2019



Source: Title II Reports National Teacher Preparation Data (Washington, D.C.: U.S. Department of Education) <https://title2.ed.gov/Public/DataTools/Tables.aspx>. Data was retrieved on 8/7/2019.

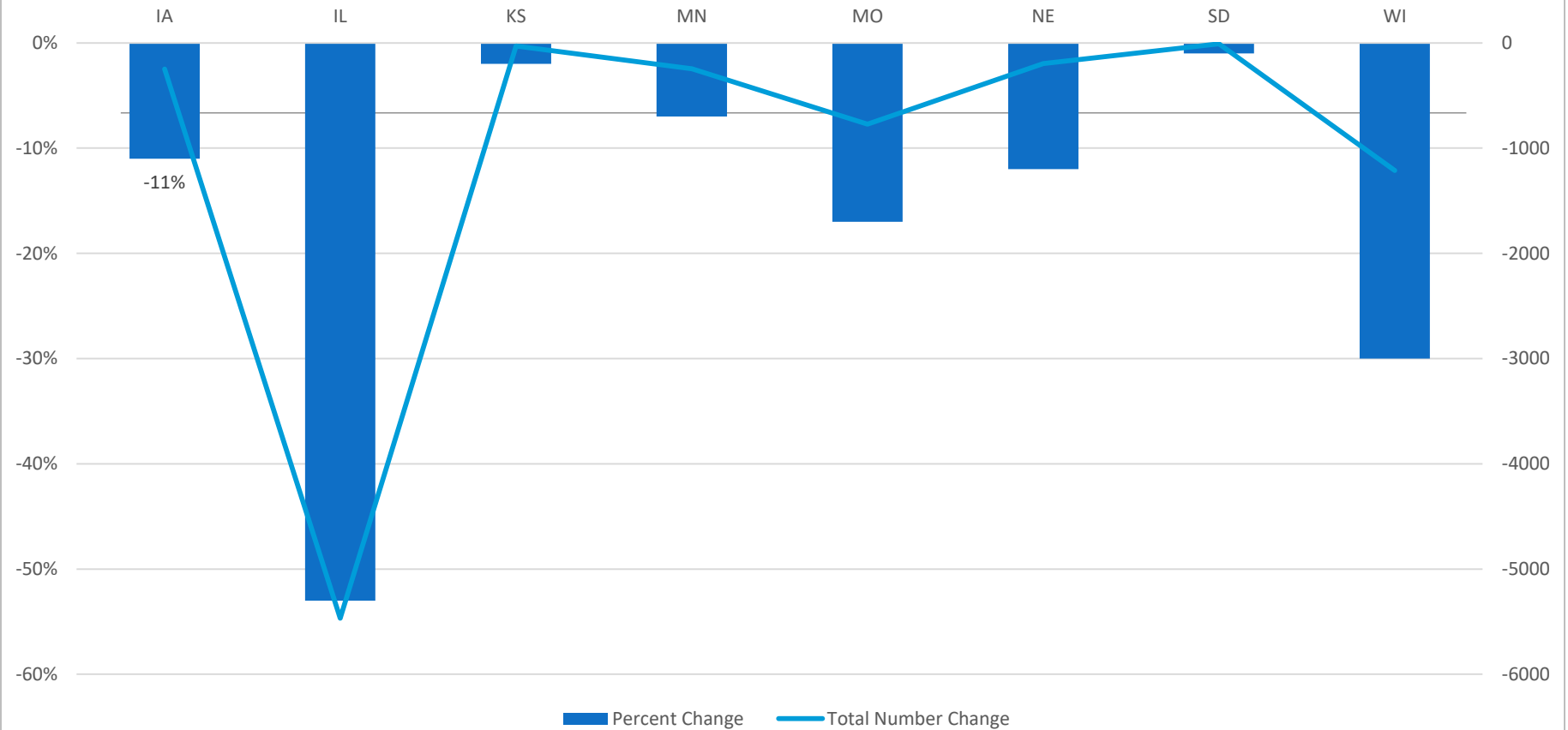
What does this mean?

Teacher production and overall teacher supply in the United States has grown steadily since the mid-1980s. **However, national data trends show an overall decrease in educator preparation program enrollment and completion in recent years.** Although new teacher supply data provide an incomplete* picture of a state's teacher labor market, a decrease in new teacher supply may contribute to new shortages and exacerbate already present shortages within a state. This chart details trends in educator preparation program completion in Iowa, compared with the United States average.

**New teacher supply data do not capture whether graduates are prepared to teach in high-demand subject areas or willing to teach in underserved schools. They do not capture whether graduates meet the requirements for licensure and go on to teach within the state or at all. They also do not capture teachers who are prepared out-of-state or teachers who temporarily leave the profession and then re-enter. Finally, they do not capture the quality of the individuals seeking employment. Supply and demand considerations vary considerably within states. State leaders can consider multiple factors — including, for example, district and school staffing, vacancy data and educator equity gaps — when evaluating their teacher labor market and considering policy solutions.*

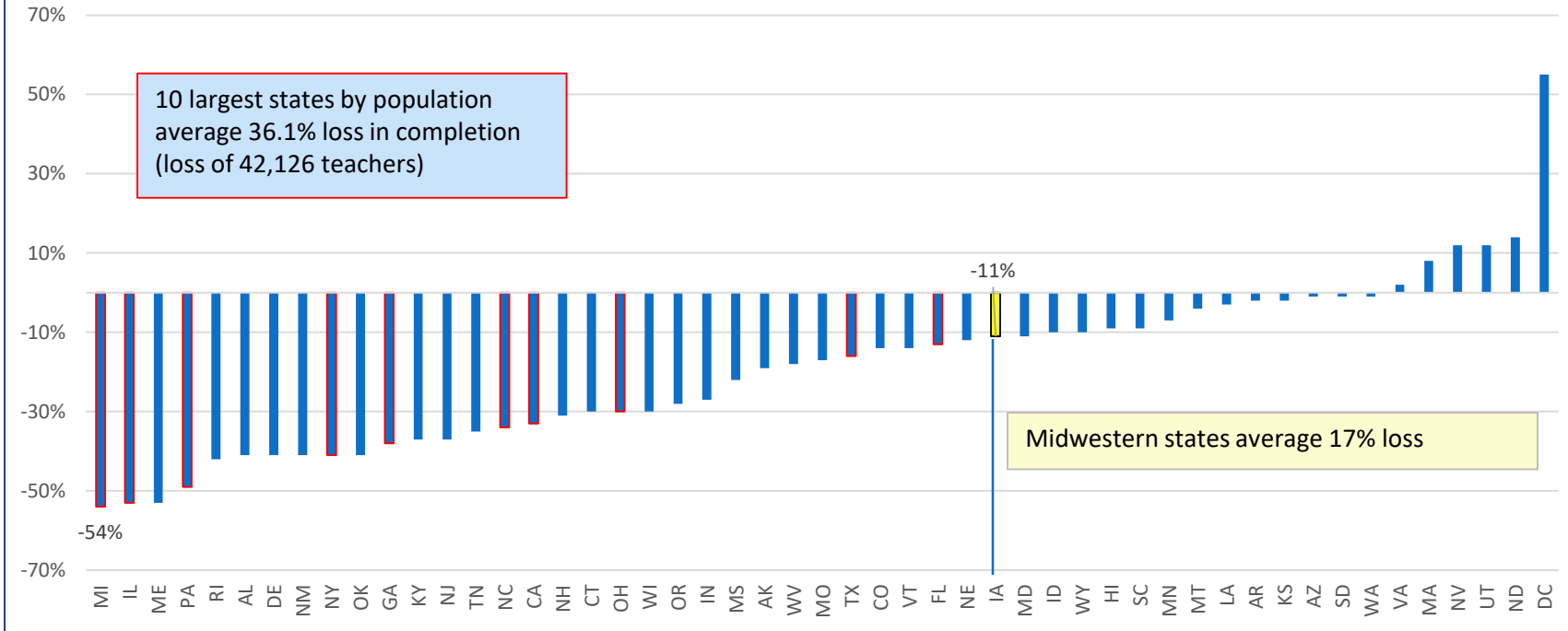
Last updated: August 2019. To view 50-State Comparisons, click [here](#).

Change in Teacher Prep Completion Midwest 2007-08 to 2016-17



- Midwest total reduction in teacher prep completions was 8,183 over 10-year period (average loss of 17%.)
- Public School Enrollment increased by 1.5 million students during this time.
- Assuming 25 students average class size, the nation required 60,000 more teachers to educate these students.

Percent Change Teacher Prep Completion
2007-08 to 2016-17 by State



Direct impact: states with growing enrollment are producing significantly less teachers. Iowa is producing slightly less teachers while demand increases (other-state recruiting strategies are competing for our completers)

Indirect impact: low unemployment generally means private sector business also competes for teachers to fill their labor-pool needs

Rural shortages are extreme: need to find great teachers committed to rural schools. Building from within the community is more likely to encourage retention.

Call and leave a message.

Governor Kim Reynolds' office 515-281-5211, Monday through Friday from 8 a.m. to 4:30 p.m

House Clayton County Anne Osmundson Anne.Osmundson@legis.iowa.gov cell 563-880-8227

Senate Clayton County Mike Klimesh mike.klimesh@legis.iowa.gov cell 563-380-4224
capitol 515-281-3371

House Delaware County Lee Hein lee.hein@legis.iowa.gov cell 319-480-1997 capitol 515-281-3221

Senate Delaware County Dan Zumbach dan.zumbach@legis.iowa.gov cell 563-920-5094 capitol 515-281-3371

Call switchboard and leave a message – 515.281.3371 Senate and 515.281.3221 House

Questions?

We look forward to your additional questions as our search for our next generation of educators unfolds.

❖ Margaret Buckton, margaret@iowaschoolfinance.com

❖ Rob Busch, Edgewood-Colesburg Superintendent, rbusch@edge-cole.k12.ia.us

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