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**TAKE ACTION! DON'T LET THE TEACHER  
SHORTAGE GET THE BEST OF YOU**





'...Finish up here, we need you to teach third-period math...'



CRAZED  
FANS?

SCHOOL ADMINISTRATORS  
— TRYING TO SIGN  
A TEACHER.

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“We are experiencing what appears to be the first major shortage since the 1990’s.”

“...teaching is, in some respects, as an occupation, at its lowest point in 20 years.”

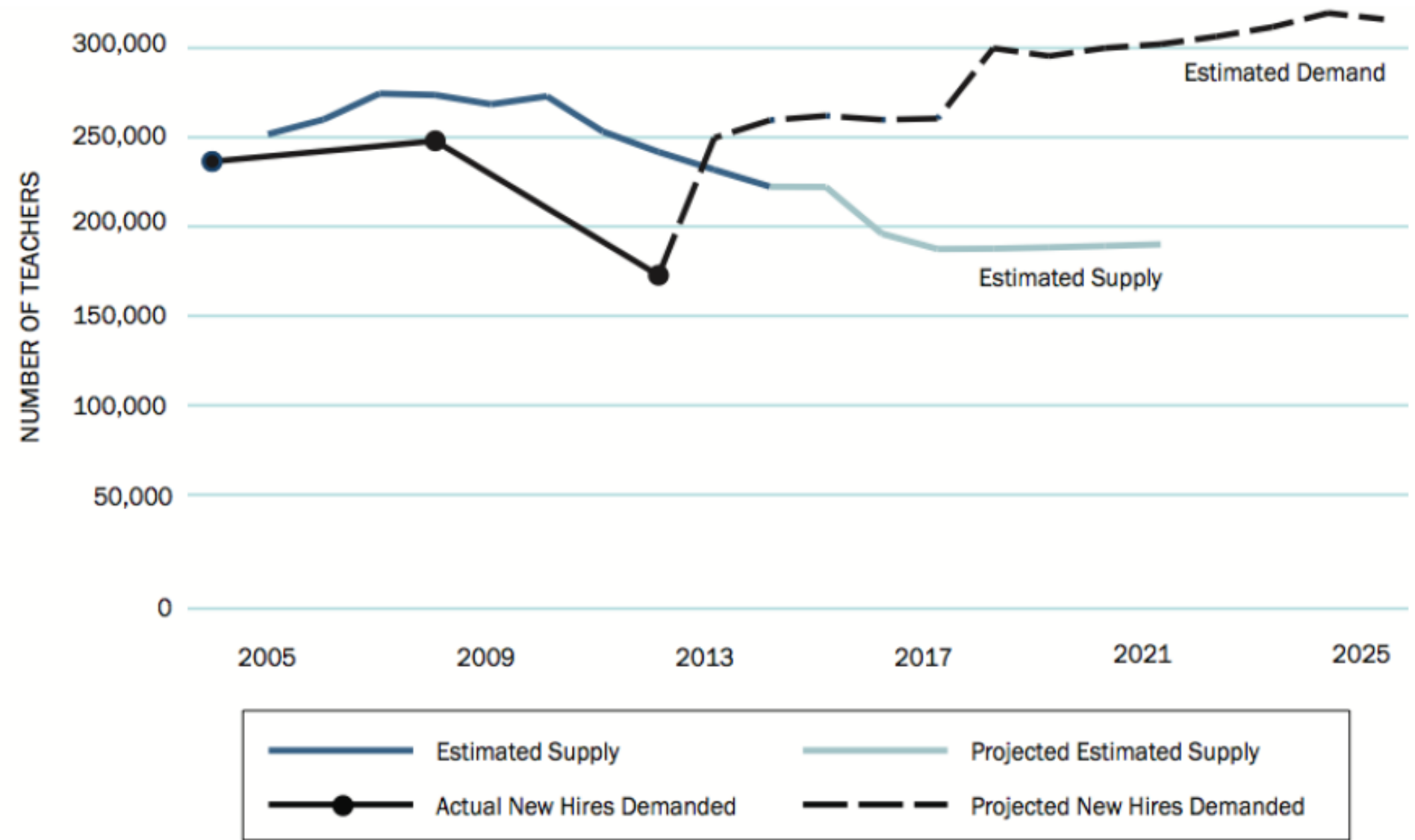
“Demand will continue to increase over the next decade as the school age population increases”

“Shortages aren’t an issue because they’re a headache for the HR department, but rather because they impact students. Districts cancel courses, hire unprepared or substitute teachers.”

**U.S. NEWS & WORLD REPORT**  
**“THE TEACHER SHORTAGE CRISIS IS**  
**HERE” SEPTEMBER 14, 2016**



**Figure 1. Projected Teacher Supply and Demand**



Note: The supply line represents the midpoints of our upper and lower bound teacher supply estimates (see Figure 10 in the report for full analysis).  
 Source: U.S. Department of Education, multiple databases (see Appendix A in full report).  
 ply estimates (see Figure 10 in the

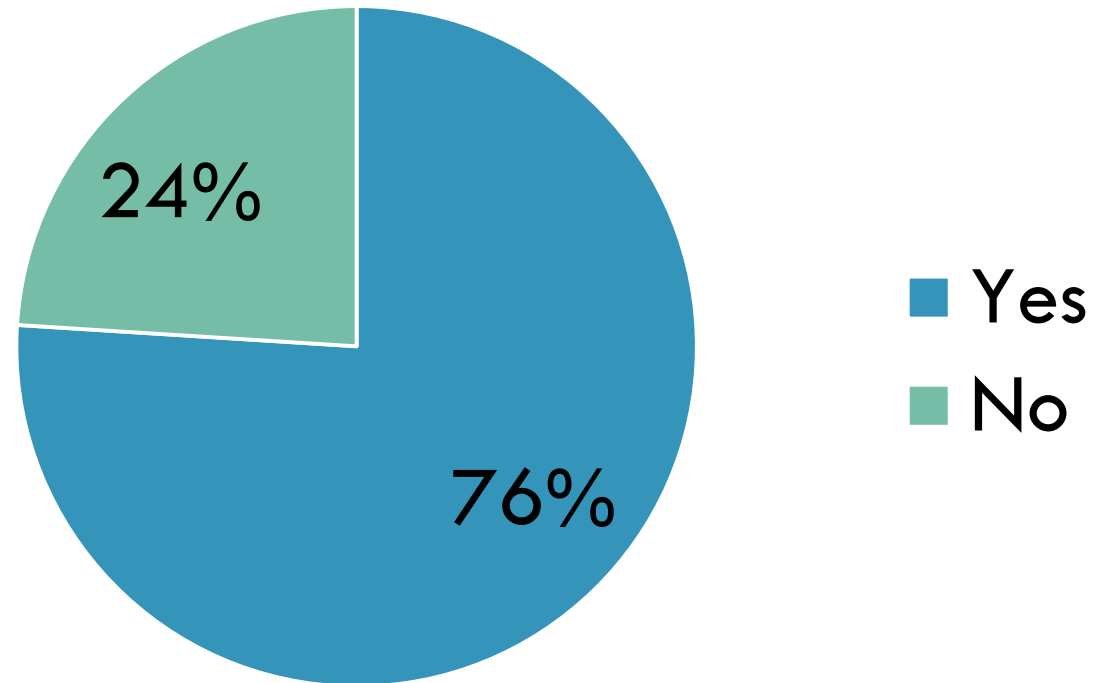
Source: U.S. Department of Education, multiple databases (see Appendix A).

**136 Survey Responses out of 888 Surveys Sent**

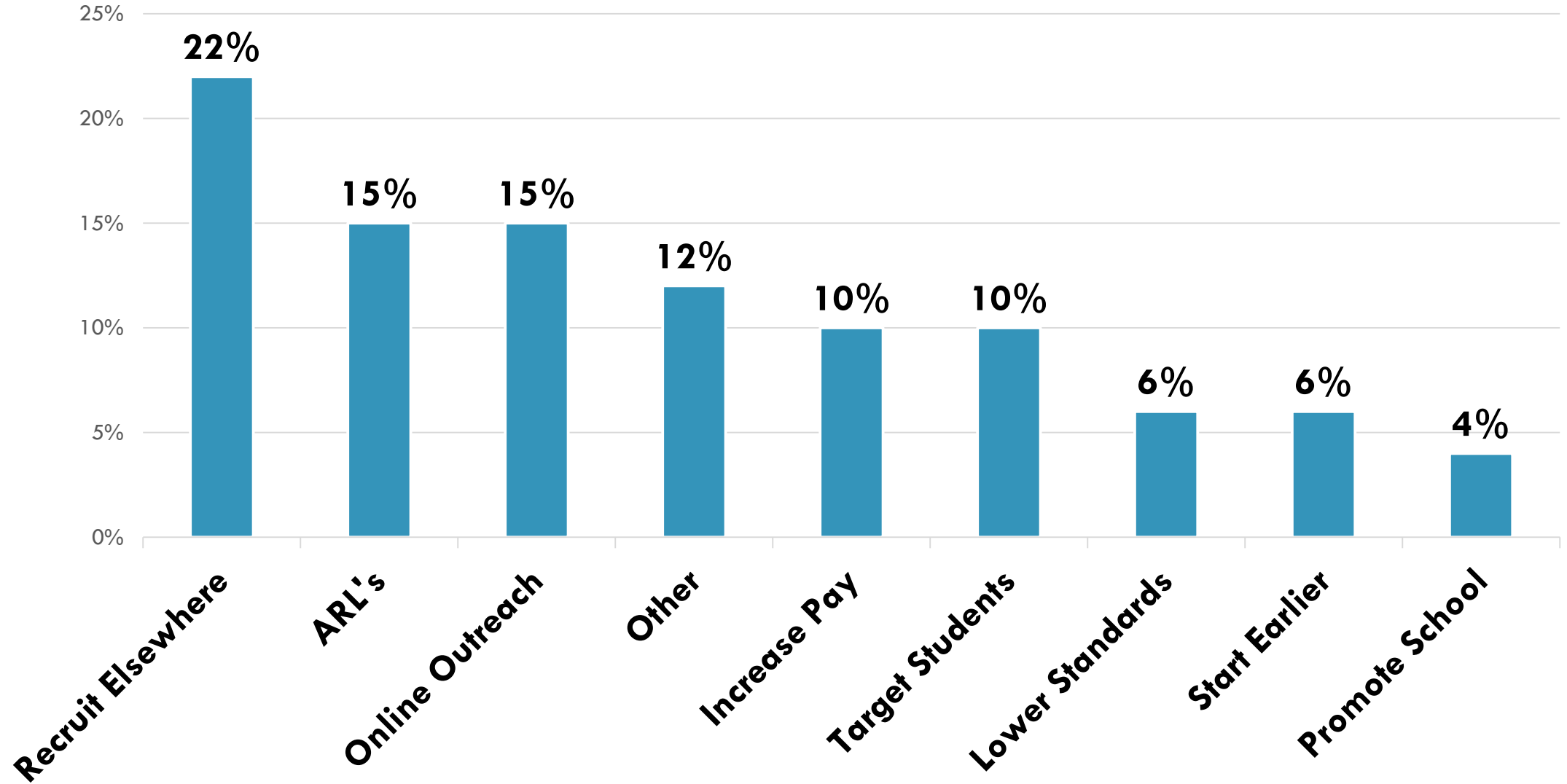
**SCHOOL/DISTRICT RESPONSE TO  
TEACHER SHORTAGE**



# HAS YOUR SCHOOL MADE ANY CHANGES TO YOUR RECRUITING METHODS IN RESPONSE TO THE TEACHER SHORTAGE?

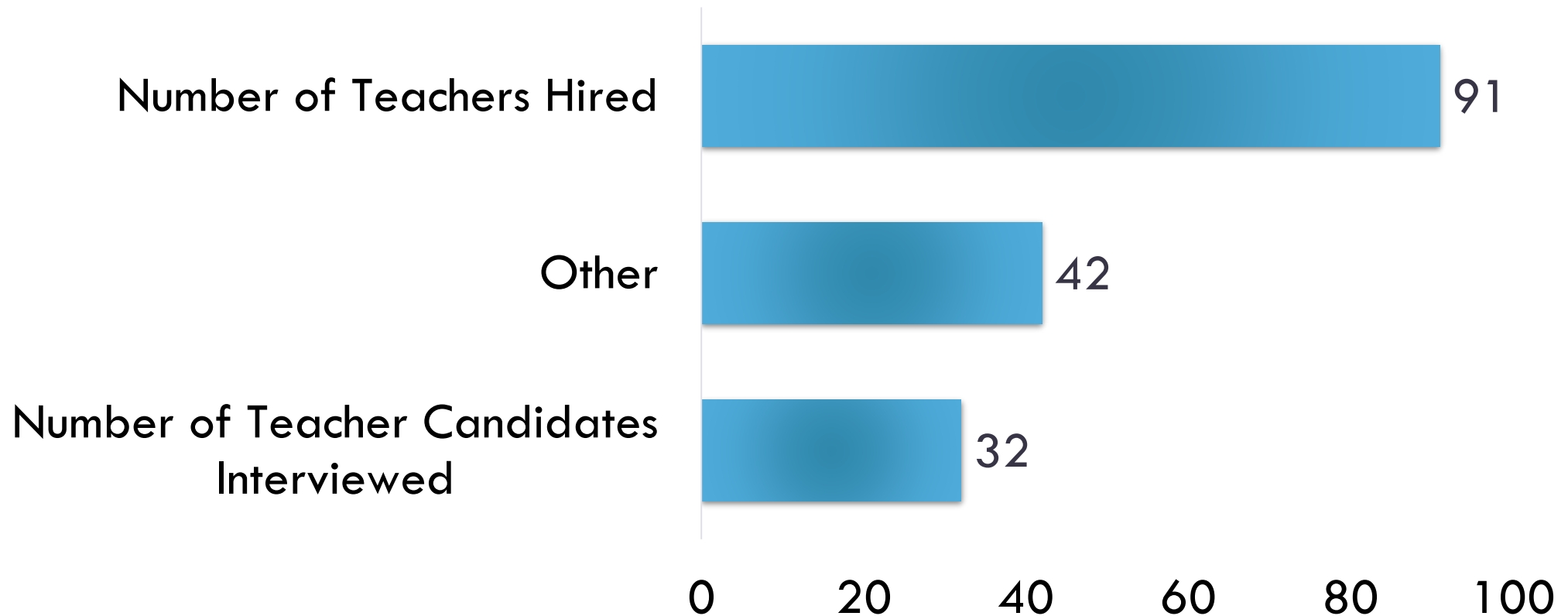


# “YES” RECRUITING METHODS/STRATEGIES

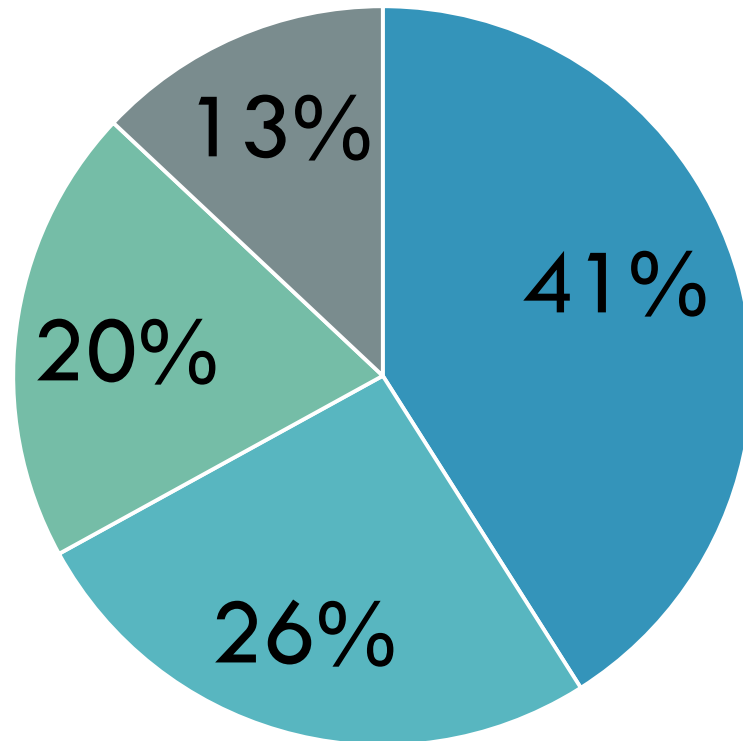




# HOW DOES YOUR SCHOOL MEASURE THE EFFECTIVENESS OF ITS TEACHER RECRUITING METHODS? CHECK ALL THAT APPLY.

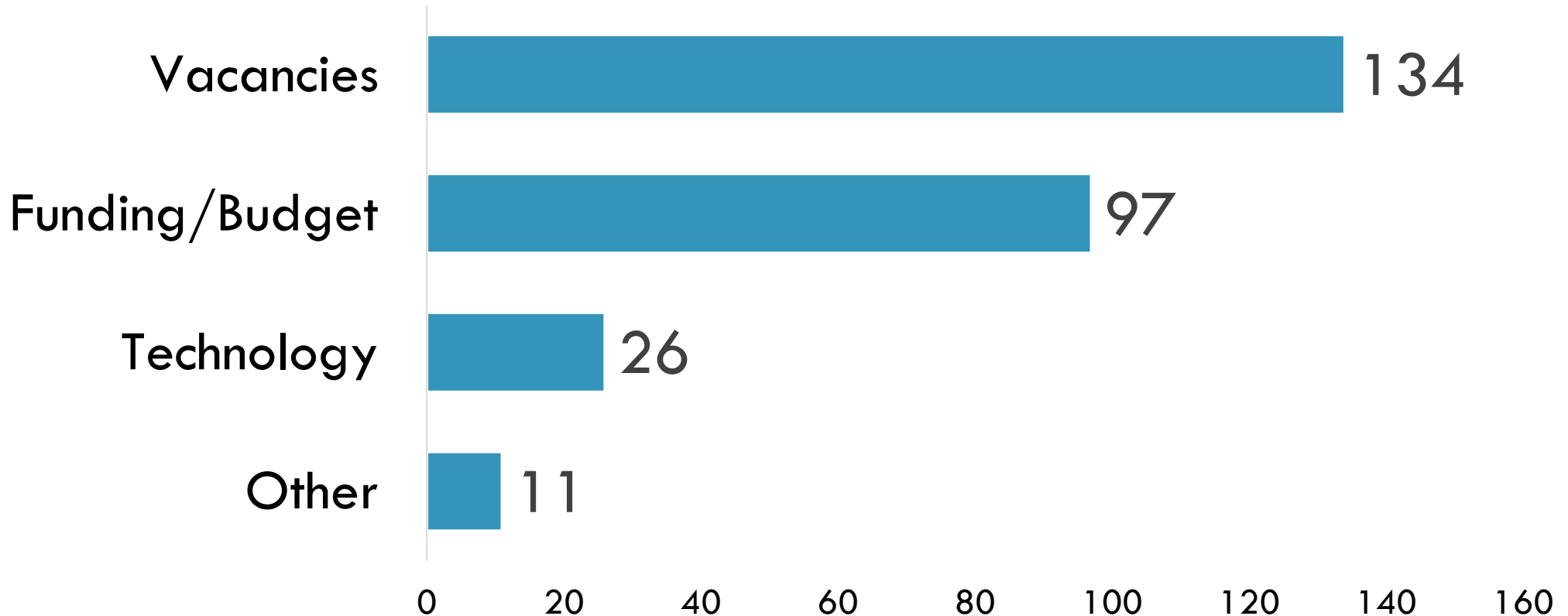


# “OTHER” RESPONSES FOR MEASURING EFFECTIVENESS TEACHER RECRUITING METHODS?



- Number/Quality of Applicants
- Quality of Teaching/Retention
- Other
- Filled Positions

# WHAT CONTRIBUTING FACTIONS INFLUENCE YOUR CURRENT RECRUITING METHODS? CHECK ALL THAT APPLY.



# “OTHER” CONTRIBUTING FACTIONS THAT INFLUENCE CURRENT RECRUITING METHODS?

- Candidate availability for specific positions
- Qualifications for specialized teaching positions
- Return to universities that previously have supplied teachers
- Curriculum maps
- Increased use of technology



## Survey of 7 Universities

To share changing practices in efforts to improve recruitment of Teacher Education candidates

# UTAH UNIVERSITY RESPONSE TO TEACHER SHORTAGE



# EDUCATION PROGRAM COMPLETION TRENDS

**7/11 institutions with Teacher Education programs participated in survey**

## **Completions trends from 2009-2015**

- All universities report a decline in all areas (Except Dixie State University)

## **Average decline for 3 of the largest producers in Utah**

- Elementary Education - **30%** (BYU – 33%; USU – 20%; UVU – 37%)
- Secondary Education - **35%** (BYU – 41%; USU – 21%; UVU – 42%)

# EDUCATION PROGRAM COMPLETION TRENDS (CONT.)

**What are externally imposed pressures with negative impacts?**

## **Utah State Board Rule**

- Minimum overall GPA of 3.0
- Minimum Basic Skills Test
  - ACT – Composite 21; Math 19; and English 20
  - SAT – Combined 1000; Math 450; and Verbal 450

**Academic Pathway to Teaching (APT) = Alternative pathway/UT Educator License**

- Bachelor's Degree
- Content Knowledge Test
- FBI background check

# ACADEMIC PATHWAY TO TEACHING (APT)

## **University Reaction**

- Evidence that students are considering APT option
- Mixed signals on standards

## **School District Reaction**

- Alpine School District memo (BYU & UVU partnership district)



# RECRUITMENT METHODS

- ✓ On Campus
- ✓ Junior College
- ✓ High School
- ✓ Within Department
- ✓ Inter-department (Collaboration)
- ✓ Multimedia

# RECRUITMENT METHODS (CONT.)

## **Summer Of Academic Refinement (SOAR) - BYU**

- ✓ 5 day summer camp
- ✓ High School Juniors
- ✓ Multi-cultural Focus
- ✓ McKay School of Education hosts a catered activity night & participates in Major Fair

# RECRUITMENT METHODS (CONT.)

## **Teacher Recruitment Scholarship Program**

- ✓ Ethnically diverse HS Graduates from all school districts located in Salt Lake County
- ✓ Salt Lake Community College – \$500 per semester for 4 semesters
- ✓ University of Utah – \$5000 per year for 2 years

# RECRUITMENT METHODS (CONT.)

## **Careers in Education Series**

- ✓ BYU Career Services & McKay School Education Student Services
- ✓ 6 – 1 hour lunchtime sessions
- ✓ Representatives from University & School Districts
- ✓ Education Content Area & BYU Public School Partnership Commitment



WHAT STRATEGIES WORK FOR YOU?

