

Nevada Commission on Recruitment and Retention



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The essential, indispensable member of any team addressing education policy.



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We believe in the power of learning from experience, and we know informed policymakers create better education policy.

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Research



Report



Convene



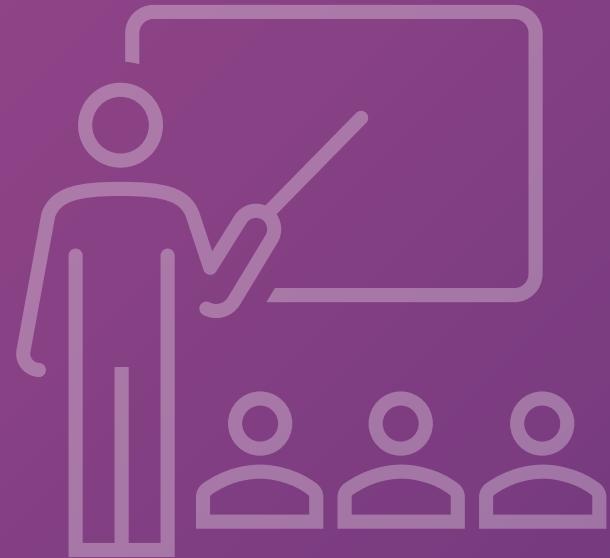
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Education Commission of the States



Teacher Recruitment and Retention

50 State Comparison

50-State Comparison: Teacher Recruitment and Retention



Schools continue to face specific and persistent teacher shortages in certain subjects, such as upper-level math and special education, and in certain schools, including historically under-resourced schools and rural schools. These shortages are more likely to impact schools that serve students in rural and urban areas, linguistically diverse students, students identified for special education and students of color. Shortages contribute to students being taught by inexperienced or out-of-field teachers, and they can be financially costly for schools and districts. Declining participation in teacher preparation programs, coupled with high turnover in the profession, suggests that a comprehensive approach that accounts for each stage of the teacher pipeline is necessary to recruit and retain effective teachers.

Teacher Pipeline



This resource compiles state-specific data related to teacher shortages and provides a national comparison of state policies to recruit and retain teachers across the teacher pipeline. The 50-State Comparison includes state policies relevant to each stage of the pipeline with separate sections on state teacher workforce data and financial incentives, which are important state policy levers at every stage of the pipeline.



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Agenda

- **Minimum Educator Salary**
- **Induction and Mentoring**
- **Mentoring Requirements**
- **Recruitment for Shortage Areas**
- **Incentives to Entering the Profession**



Minimum Salary

New Mexico H.B. 156: Increased Teacher Compensation across three levels

South Carolina: salary schedule set minimum teacher salary

South Dakota S.B. 127: Minimum Salary Established



Induction and Mentoring

- Idaho:** 2 year induction and professional development requirement
- Michigan:** 3 year induction and mentoring requirement
- Utah:** 3 year induction and mentoring requirement



Mentoring Requirements and Supports

Requirements

- **Kentucky-** mentors must have three years experience and complete training
- **New Mexico-** teachers must be on a level two or level three license

Supports

- **Georgia-** allows for professional learning funds to be used for release time for mentors
- **Texas-** requires LEAs to schedule release time or reduced teaching loads



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Recruitment for Shortage Areas

Arkansas: Merit Teacher Incentive Fund Program

Florida: salary supplement

Hawaii: special education salary supplement

Virginia: Strategic Compensation Competitive Grant Initiative



Incentives to Entering the Profession

Delaware: Educator Scholarships

Iowa: Teach Iowa Scholar Program

Tennessee: [H.B. 0504](#) Future Teacher Scholarship.



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Loan Forgiveness

Colorado: Educator Loan Forgiveness program

New Jersey: Teacher Loan Redemption Program

North Carolina: Forgivable Education Loans for Service



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Q&A



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**EDUCATION
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Your education policy team.

THANK YOU!

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