



## 2020-2021 Teacher Vacancy Data | May 11, 2022

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# BEST FOR ALL

We will set all students on a path to success.

## ACADEMICS

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ALL TENNESSEE STUDENTS WILL HAVE ACCESS TO A HIGH-QUALITY EDUCATION, NO MATTER WHERE THEY LIVE

## STUDENT READINESS

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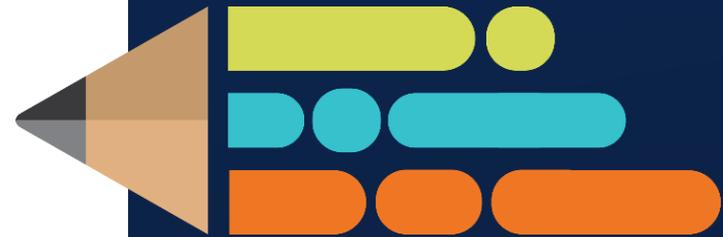
TENNESSEE PUBLIC SCHOOLS WILL BE EQUIPPED TO SERVE THE ACADEMIC AND NON-ACADEMIC NEEDS OF ALL STUDENTS IN THEIR CAREER PATHWAYS

## EDUCATORS

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TENNESSEE WILL SET A NEW PATH FOR THE EDUCATION PROFESSION AND BE THE TOP STATE IN WHICH TO BECOME AND REMAIN A TEACHER AND LEADER FOR ALL

# Overview of Vacancy Data Collection



# Collection Process and Guidance



## Guiding State Board Policy

- As required by Tennessee State Board of Education Strategic Compensation Policy 5.600 Section II part 2(b)3:

*(b) Differentiated pay plan approval shall be contingent upon the following...*

*3. Submission of district vacancy data using a template provided by the Department*

# Collection Process and Guidance



	Year 1 2020-21	Year 2 2021-22
<b>Communication</b>	Commissioner's Update for Directors	Commissioner's Update for Directors, emails to differentiated pay contacts, office hours
<b>Collection date</b>	One week snapshot October 2020, due October 31	One week snapshot January 2022, due February 18
<b>Vacancy definition</b>	Any position unfilled by a licensed teacher <b>including</b> those filled by a permit or endorsement exemption	Any position unfilled by a licensed teacher for 20 or more days <b>excluding</b> permits and endorsement exemption
<b>Information collected</b>	Vacancy by grade band (Pre-K, K-4, 5-8, and 9-12) and content area	Vacancy by grade band (Pre-K, K-5, 6-8, and 9-12) and content area
<b>Type of reporting</b>	Self-reported online form	Self-reported online form

\*Permit and endorsement exemption data collected from internal data source

# Limitations



## Self-reported data

- LEA data by grade band and content area may lack accuracy

## Submitting requirements

- Director of school's signature not required for verification
- Snapshot data- terminations, resignations, and transfers may occur throughout year

## Content areas

- LEAs struggled with defining some content areas such as “general education”
- “Other” served as a catchall for non-tested subjects, such as art, P.E., music, and library
  - Comparisons with permits, endorsement exemptions, and non-tested vacancies impossible without separated endorsement areas

## Longitudinal analysis

- The data package from 2020 was not as reliable as originally thought, which made comparisons from one school year to the next invalid and unreliable

# Considerations for Future Implementation



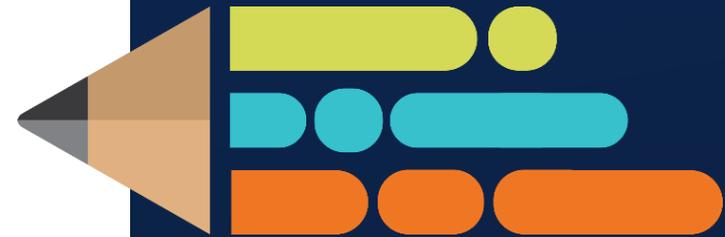
## Website

- Adding a dashboard for collecting and/or displaying data, such as a TNCompass add-on, would streamline the process and make the data more useful and dynamic for districts

## Multiple Data Points

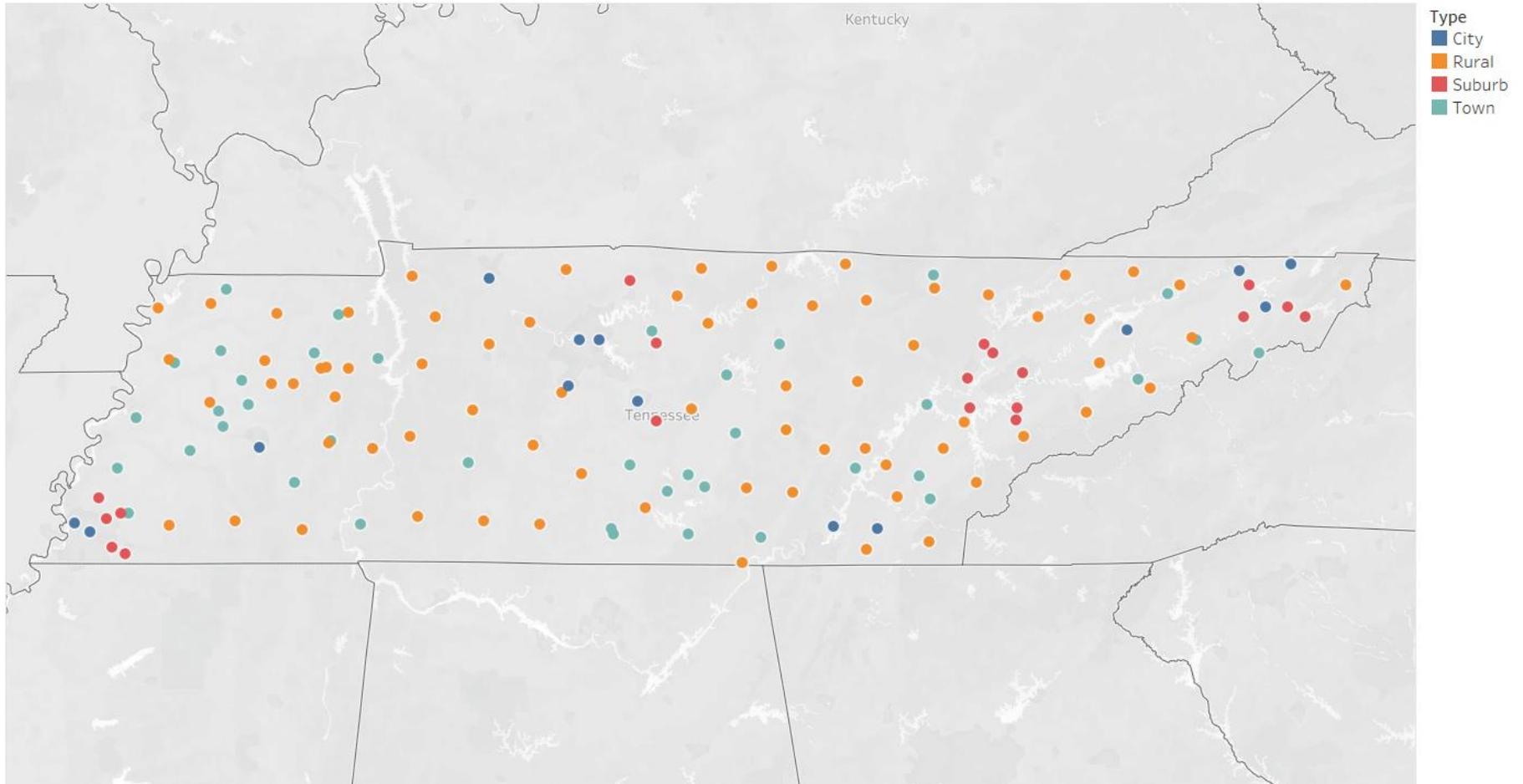
- Collection during one week of a school year may not be an accurate view of a district's vacancy data
- Adding multiple collection dates throughout the year would help analyze trends

# Overview of Tennessee's Districts



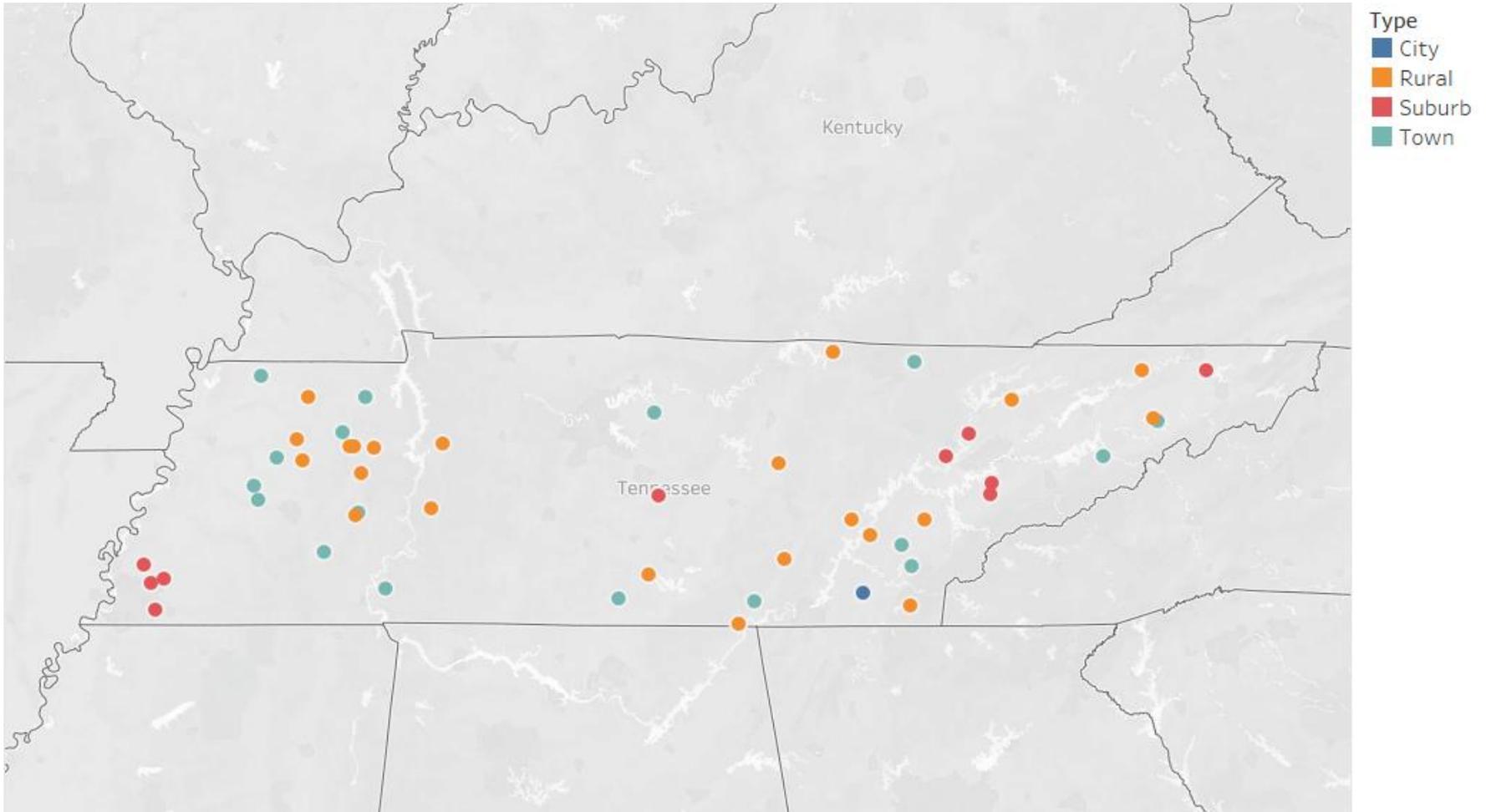


# Tennessee's Districts by Locale Type

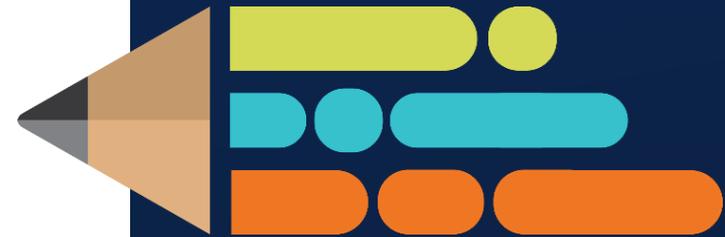




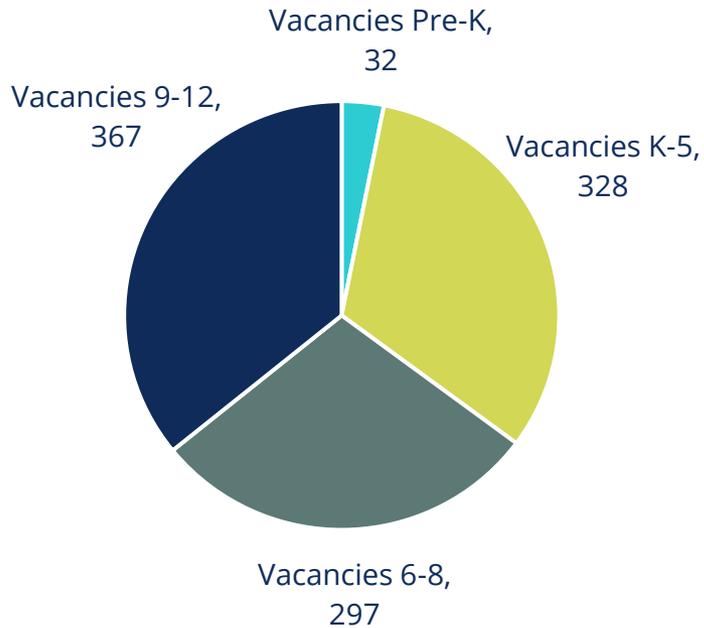
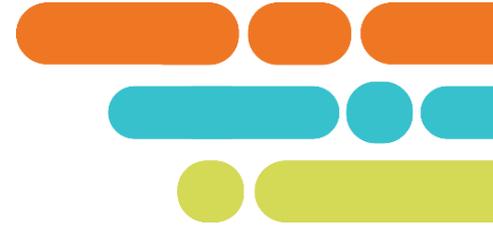
# Tennessee's Districts with Zero Vacancies by Locale Type



# Vacancies, Permits, and Endorsement Exemptions

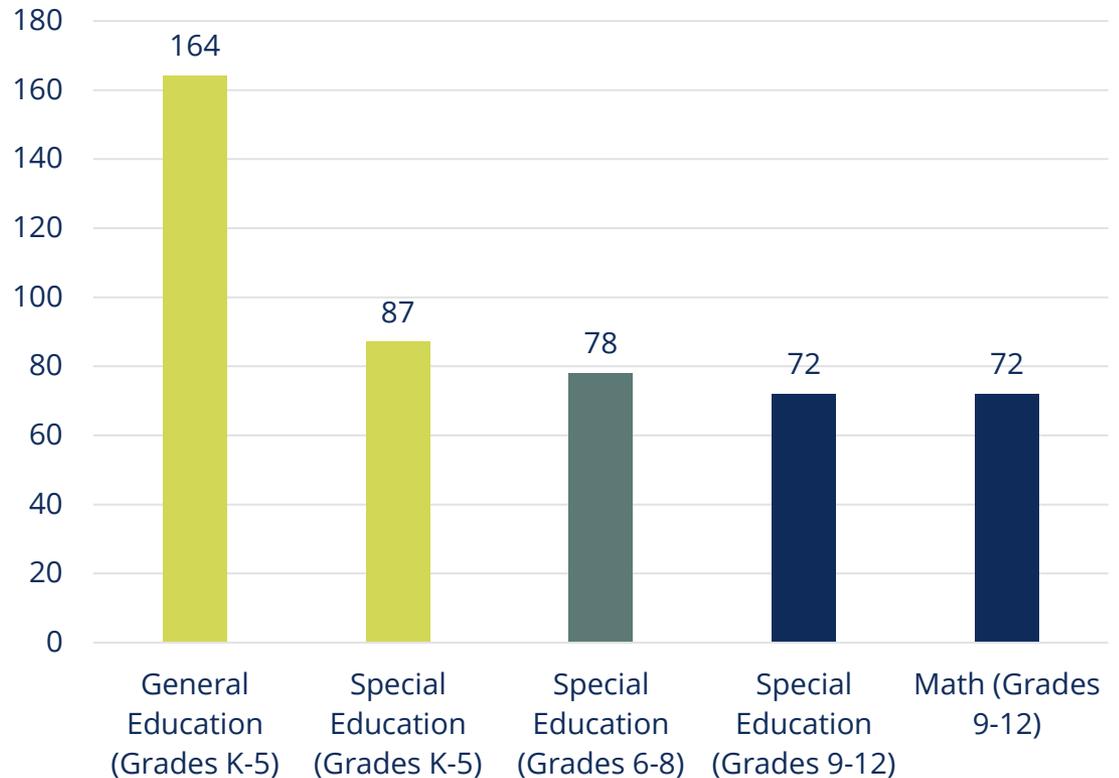


# Vacancy Data Overview



The **average number of vacancies is 10.7**. The **median number of vacancies across these districts is 3**.

## Top Areas for Vacancies



# 50 Districts Reported Zero Vacancies

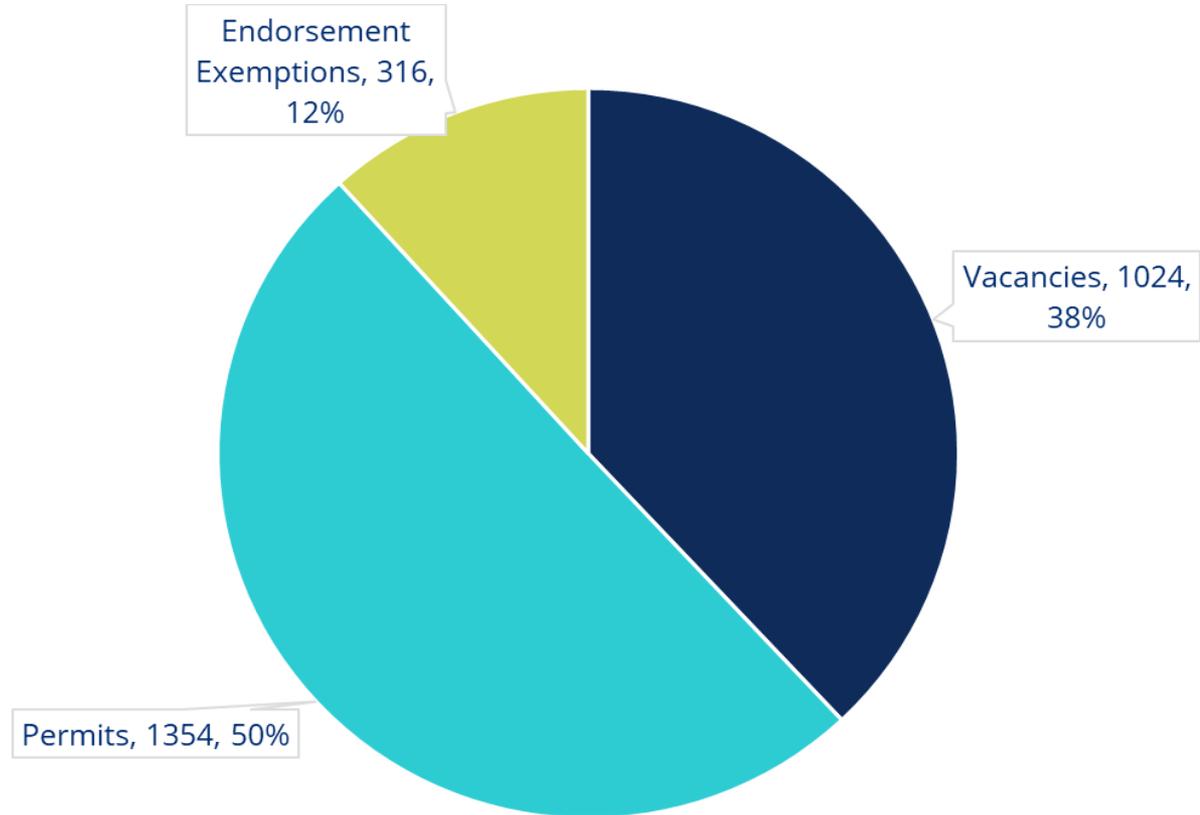
- 
- Alamo
  - Alcoa
  - Athens
  - Bartlett
  - Bells
  - Bradford
  - Carroll County
  - Chester County
  - Cleveland
  - Clinton
  - Etowah
  - Fayetteville
  - Germantown
  - Greene County
  - Greeneville
  - Hardin County
  - Hawkins County
  - Henderson County
  - Hollow Rock - Bruceton
  - Humphreys County
  - Huntingdon SSD
  - Lakeland
  - Lebanon
  - Lexington
  - Marion County
  - Maryville
  - McKenzie
  - Meigs County
  - Milan
  - Millington Municipal Schools
  - Moore County
  - Newport
  - Oak Ridge
  - Oneida
  - Paris
  - Perry County
  - Pickett County
  - Polk County
  - Rhea County
  - Richard City
  - Rutherford County
  - Sequatchie County
  - South Carroll
  - Sullivan County
  - Sweetwater
  - Trenton
  - Union City
  - Union County
  - Weakley County
  - White County

# Unfilled Positions: Vacancies, Endorsement Exemptions, Permits



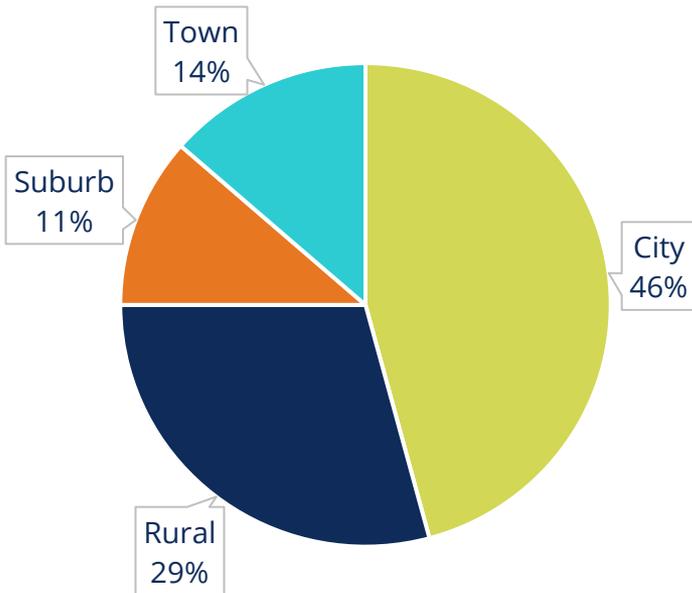
When a licensed teacher cannot be employed:

- Vacancy: unfilled
- Permit: emergency credential for a teacher **without** any teaching license
- Endorsement exemption (formerly known as waiver): emergency credential for a teacher **with** a teaching license to allow them to teach outside of their endorsement area





# Vacancies by Locale Type



	City	Suburb	Town	Rural
<b>Total Pre-K</b>	<b>17</b> (70%)	<b>3</b> (13%)	<b>1</b> (4%)	<b>3</b> (13%)
<b>Total K-5</b>	<b>150</b> (52%)	<b>18</b> (6%)	<b>39</b> (13%)	<b>83</b> (29%)
<b>Total 6-8</b>	<b>141</b> (53%)	<b>25</b> (9%)	<b>36</b> (13%)	<b>66</b> (25%)
<b>Total 9-12</b>	<b>161</b> (50%)	<b>37</b> (11%)	<b>41</b> (13%)	<b>84</b> (26%)

\*Percent reflects part of total for given grade band



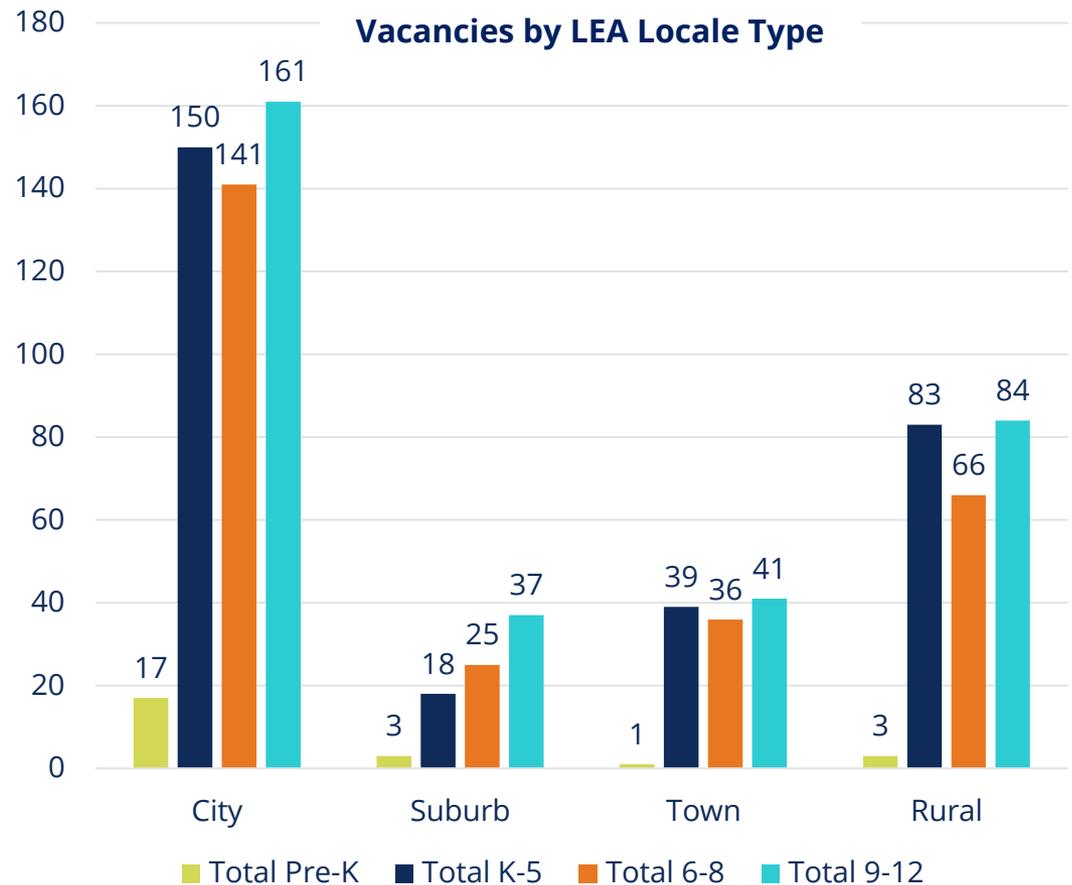
# Vacancies by Locale Type

Tennessee's LEAs include:

- 15 city districts
- 19 suburban districts
- 39 town districts
- 72 rural districts

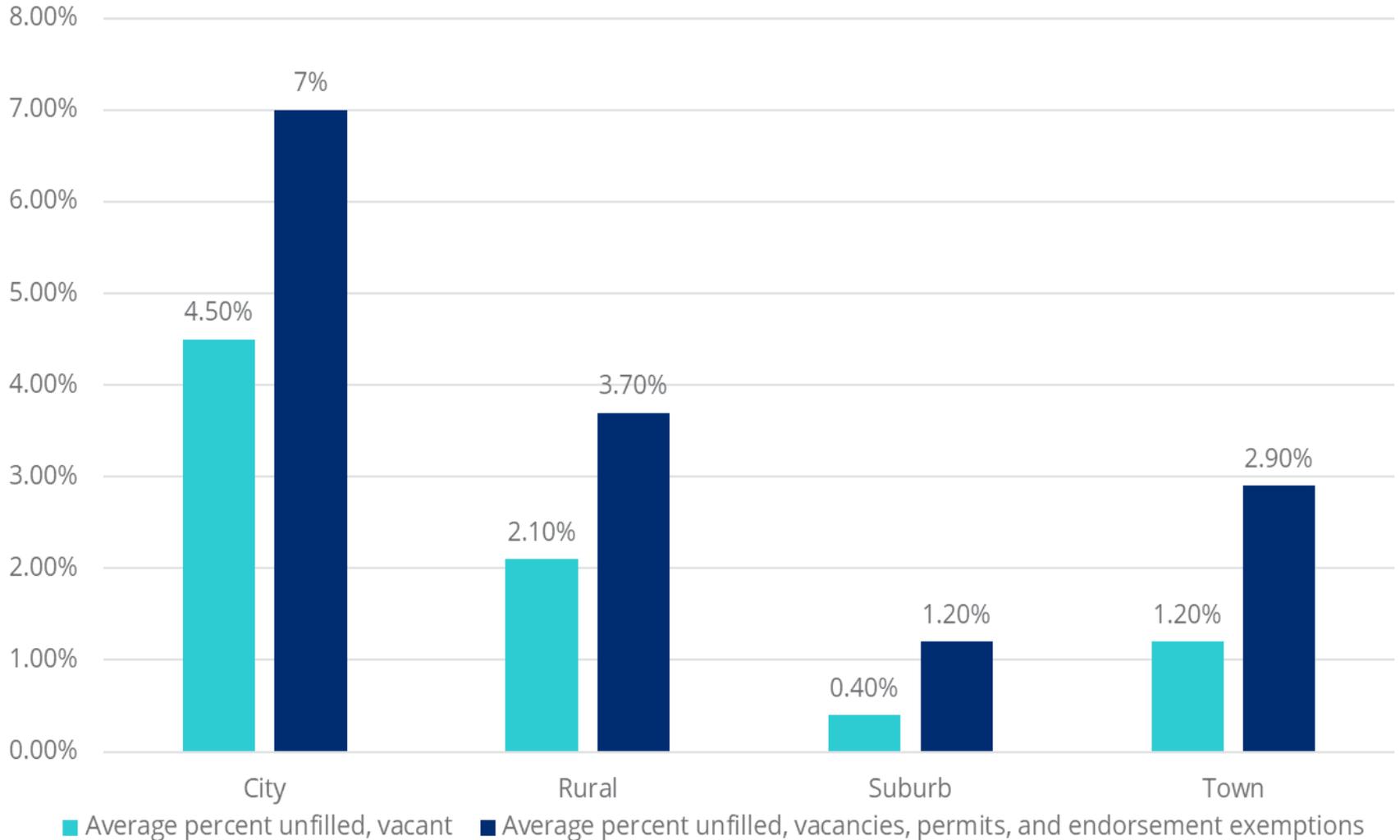
Most vacancies are roughly evenly distributed amongst elementary, middle, and high schools with a slight dip in the middle grades.

The exception to the trend is in suburbs.



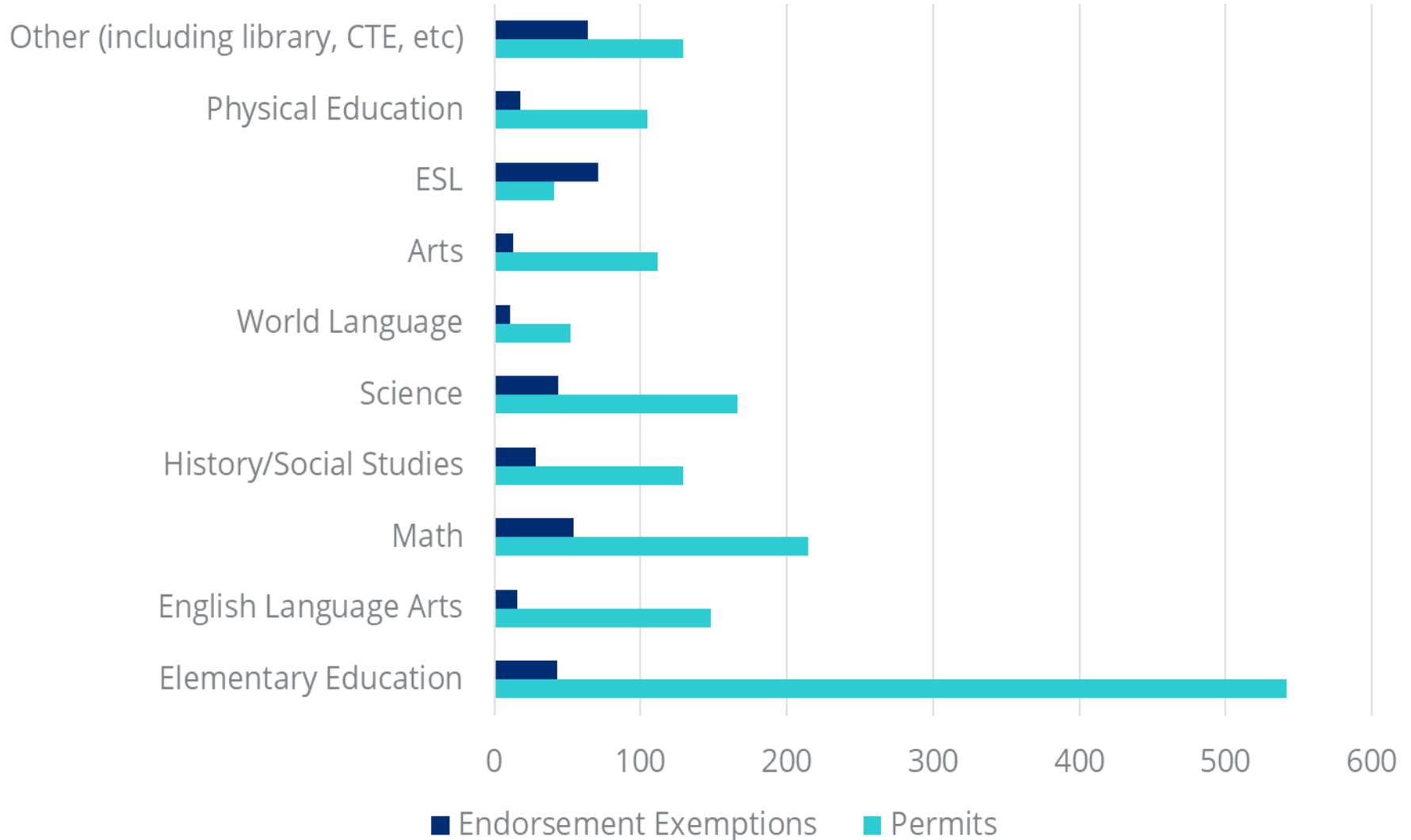


# Average Percent Unfilled by Locale Type



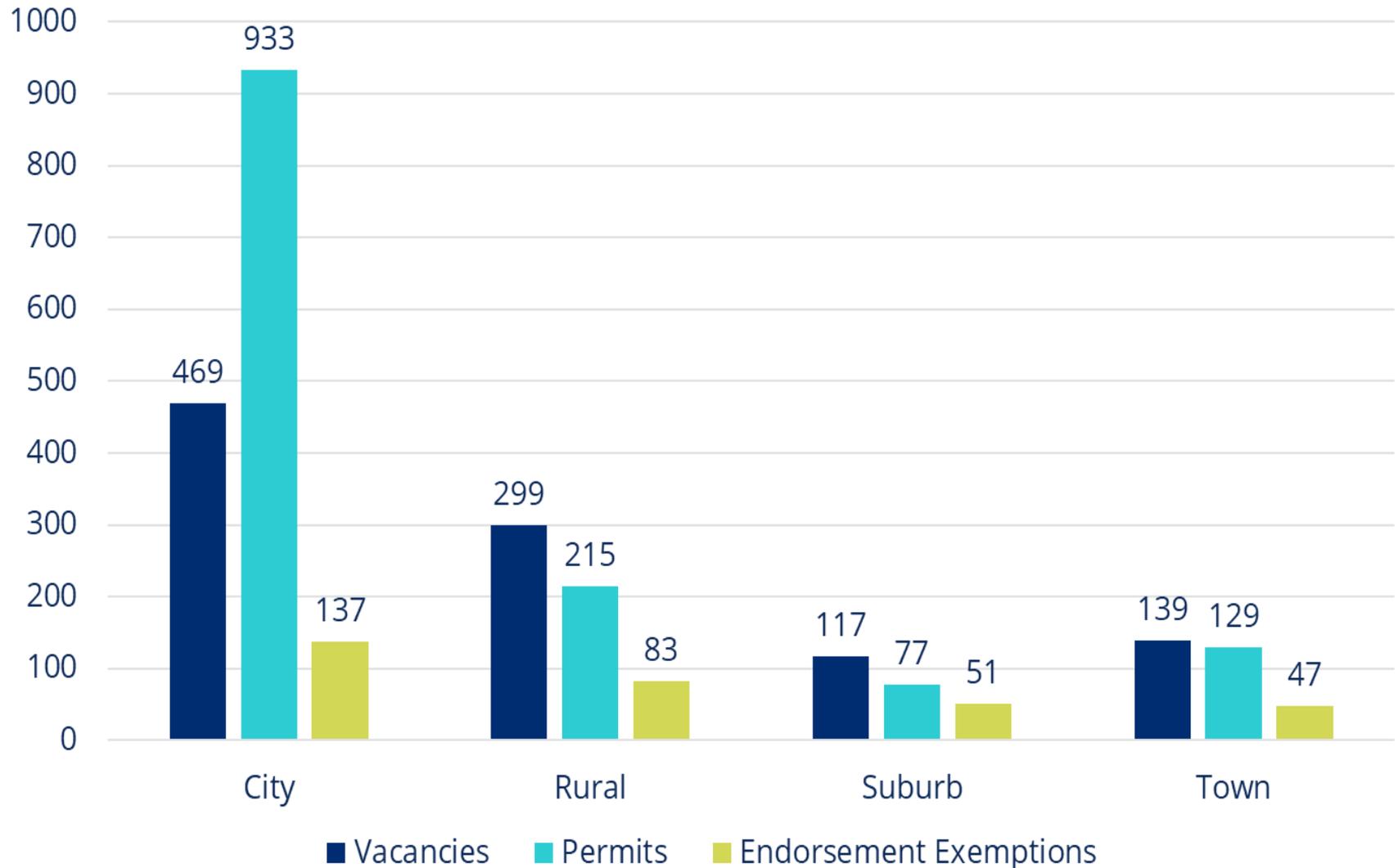


# Permits and Endorsement Exemptions by Area





# Vacancies, Permits and Endorsement Exemptions by Locale Type



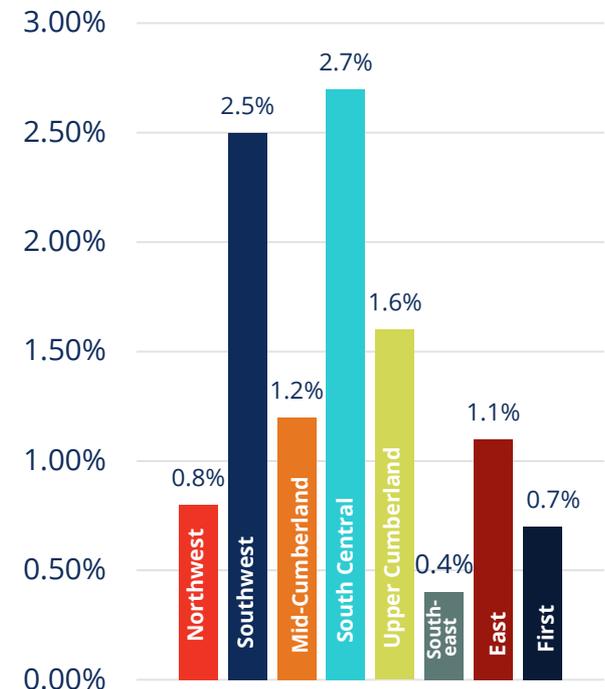


# Vacancies: CORE Regions

- 50 districts report zero vacancies
- For districts with reported vacancies:
  - The **average number of vacancies is 10.7**
  - The **median number of vacancies across these districts is 3**

CORE Region	Vacancies	Total Staffed Positions*	Percent Vacant, Region	Percent of All TN Vacancies
Northwest	22	2,726	0.8%	2%
Southwest	347	13,288	2.5%	34%
Mid-Cumberland	254	20,553	1.2%	25%
South Central	118	4,202	2.7%	12%
Upper Cumberland	84	5,042	1.6%	8%
Southeast	23	5,632	0.4%	2%
East	135	11,565	1.1%	13%
First	41	5,703	0.7%	4%
<b>Total</b>	<b>1,024</b>	<b>68,751</b>	<b>1.4%</b>	

\*Data from State Report Card, by district, on TDOE website, representing positions currently staffed by an educator



**Percent of total teaching positions vacant by CORE Region**



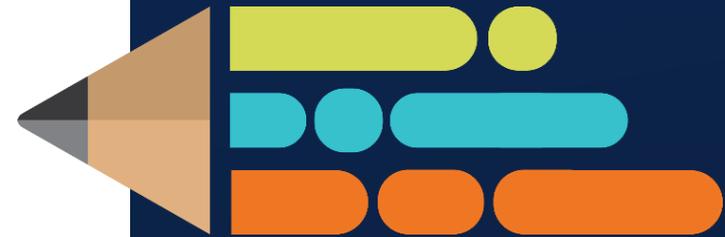
# Vacancies, Permits, and Endorsement Exemptions: CORE Regions

CORE Region	Vacancies	Permits	Endorsement Exemptions	Total Teacher Count*	Total Percent Unfilled Positions**
Northwest	22	36	11	2,726	2.4%
Southwest	347	753	63	13,288	8%
Mid-Cumberland	254	284	93	20,553	2.9%
South Central	118	79	25	4,242	4.9%
Upper Cumberland	84	53	32	5,042	2.7%
Southeast	23	84	45	5,632	2.6%
East	135	35	36	11,565	1.7%
First	41	30	13	5,703	1.4%
Total	1,024	1,354	318	68,751	

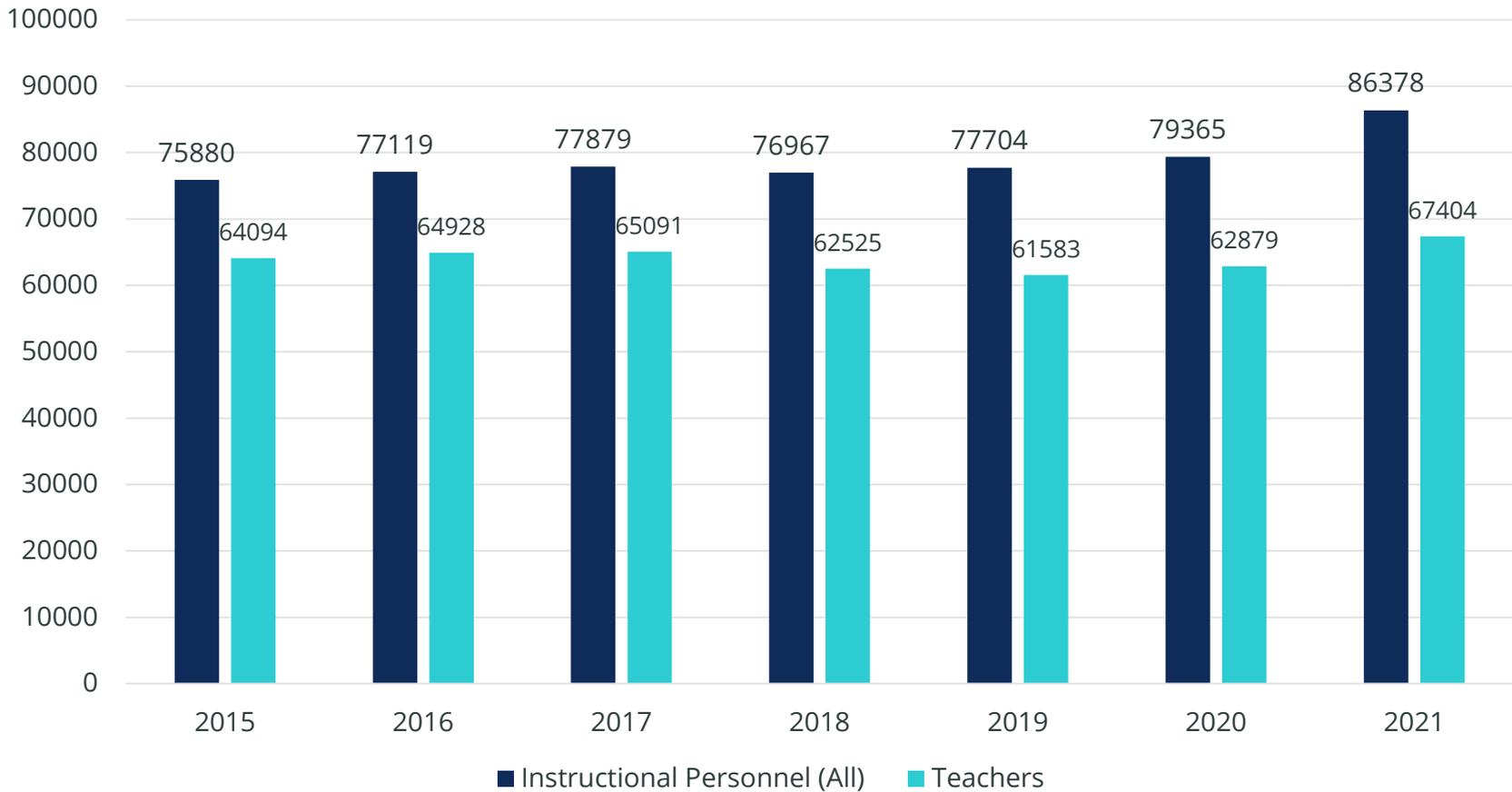
\* Information gathered from the State Report Card, by district, on the TDOE website

\*\* A permit or endorsement exemption is issued for an unfilled class assignment/teaching position but may not be the equivalent of a full-time teaching load; see notes

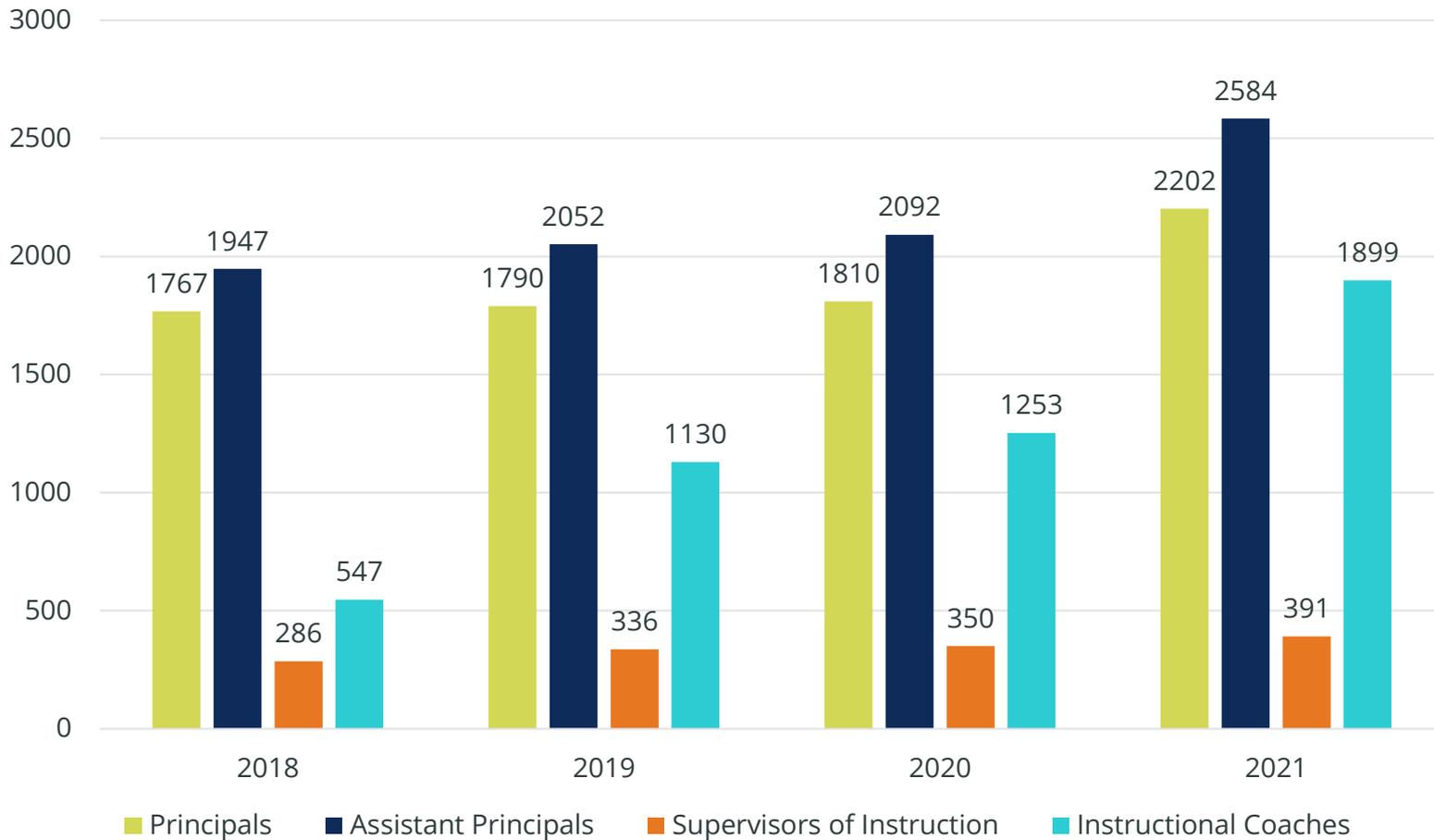
# Comparative Analysis



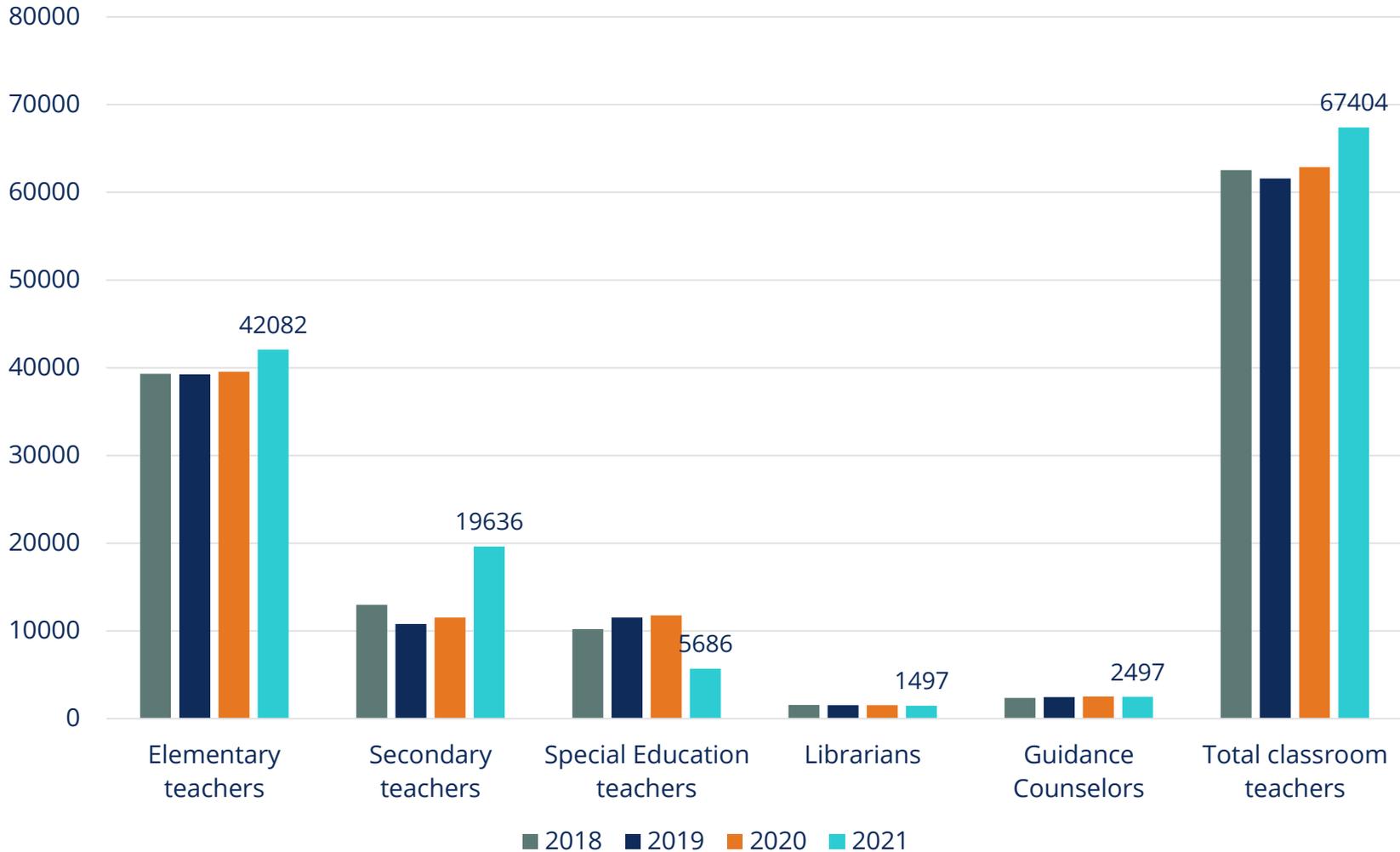
# All Instructional Personnel & Teachers, Total Count, 2015-21



# Instructional Personnel Subgroups, 2018-21

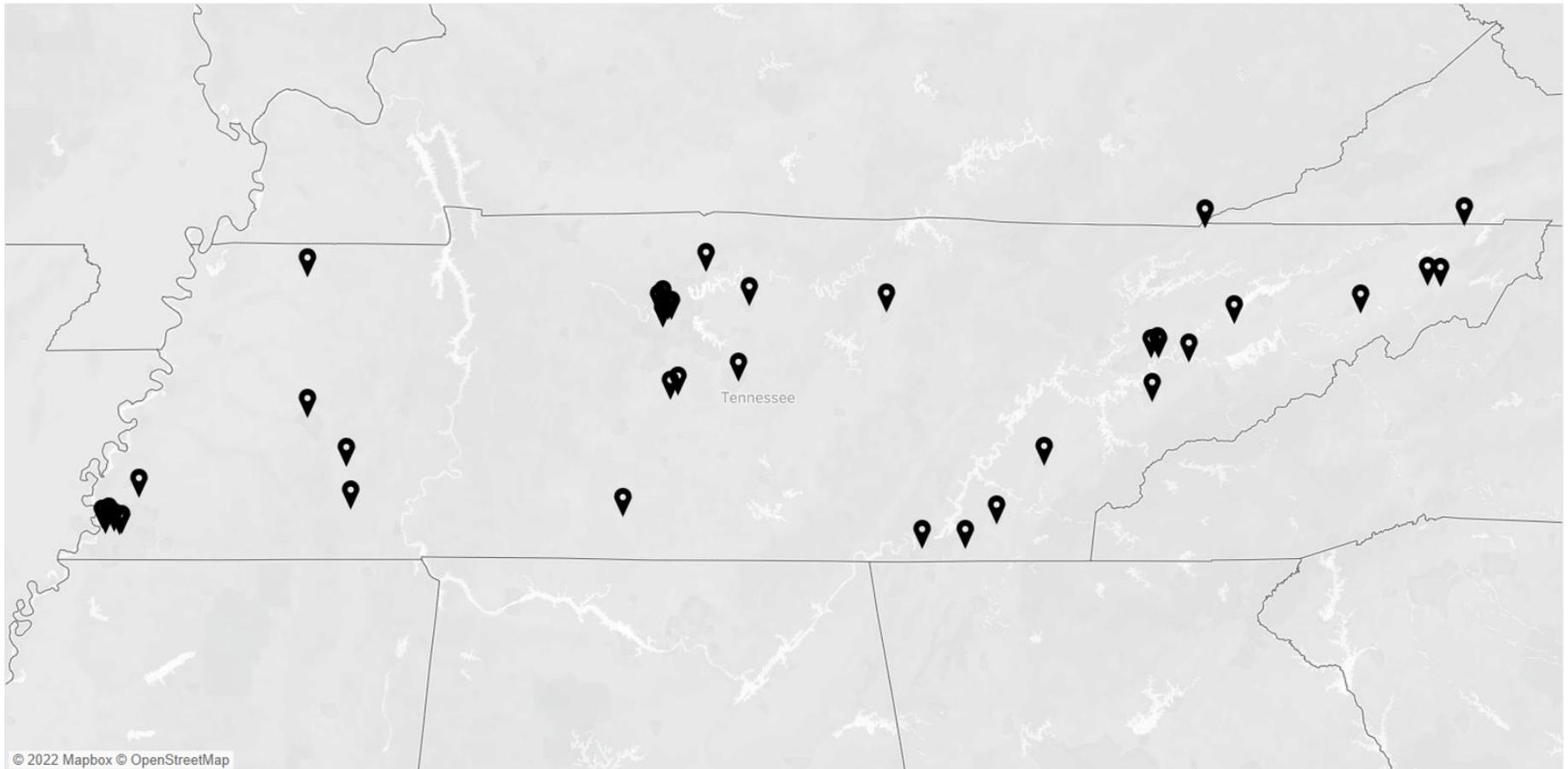


# Staffed Teachers in Tennessee, 2018-2021





# Tennessee's Educator Preparation Programs/Providers





# Tennessee's Educator Preparation Programs/Providers

## East:

- Carson-Newman University
- Johnson University
- Knox County Schools
- Lincoln Memorial University
- Maryville College
- South College
- University of Tennessee – Knoxville

## First:

- East Tennessee State University
- King University
- Milligan College
- Tusculum University

## Upper Cumberland:

- Tennessee Technological University

## Southeast:

- Bryan College
- Lee University
- Southern Adventist University
- Tennessee Wesleyan University
- University of Tennessee - Chattanooga

## Mid Cumberland:

- Aquinas College
- Austin Peay State University
- Belmont University
- Cumberland University
- Fisk University
- Lipscomb University
- Middle Tennessee State University
- Nashville Teacher Residency
- Rutherford County Schools
- Tennessee State University
- Trevecca Nazarene University
- Vanderbilt University
- Welch College

## South Central:

- University of Tennessee – Southern

## Northwest:

- Bethel University

## Southwest:

- Arete Public Montessori Residency
- Christian Brothers University
- Freed-Hardeman University
- Lane College
- LeMoyne-Owen College
- Rhodes College
- Teach for America – Memphis
- Union University
- University of Memphis
- University of Tennessee – Martin

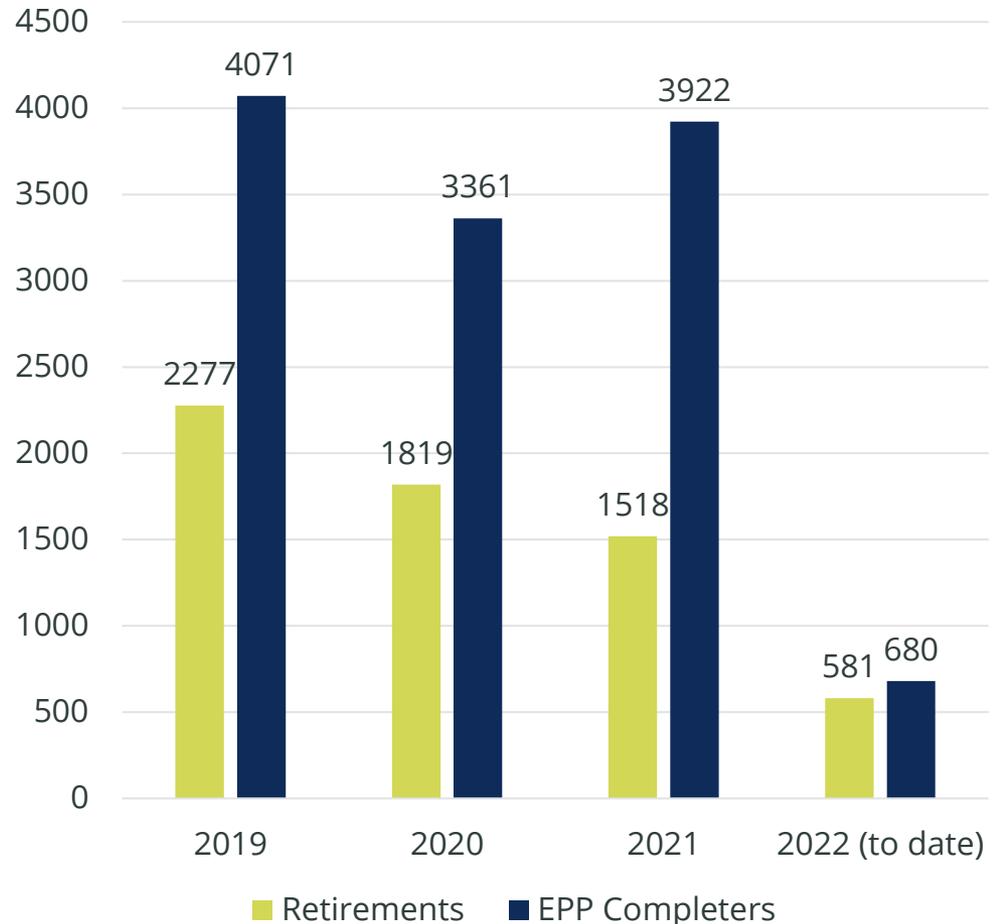
## Online:

- Western Governors University

# Retirees and EPP Completers 2019-2022



- Over the past few years, program participation has fluctuated relatively similarly in programs across the state.
- In this time span, Tennessee has seen more than 3300 individuals complete programs each year.
- The number of total program completers has continued to outpace individuals who enter Tennessee's educator retirement plan each year.



# Demographic Comparisons

- There are *no strong correlations* between teacher vacancies and the following:



percentage students of color



percentage students from economically disadvantaged backgrounds



percentage of teachers who claim school climate is positive



percentage of teachers who claim strong leadership present



average salary for licensed teacher within LEA

- There are *moderate correlations* between overall percent of **unfilled licensed positions** (vacancies, permits, and endorsement exemptions) and the following:



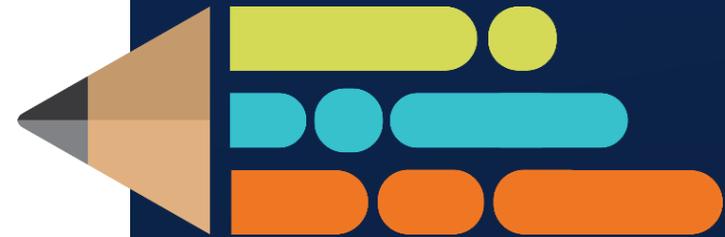
percentage of teachers who claim school climate is positive



percentage of teachers who claim strong leadership present

- In other words, we might expect the number of unfilled positions to decrease if the number of teachers who claim a positive school climate increases and the number of teachers who claim there is strong leadership increases.

# Tennessee Teacher Pipeline



# Strategies to Support Teacher Pipeline



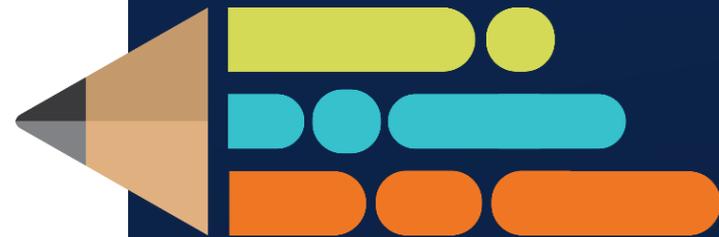
## Grow Your Own (GYO)

- First launched in 2020 in Clarksville-Montgomery County Schools
- Mission: Recruit and prepare local community members to enter the teaching profession
- Provides no-cost pathways to the teaching profession by increasing EPP enrollment and the supply of qualified teachers
- Includes 65 partnerships with 14 EPPs and 63 school districts that offer free opportunities to become a teacher
  - Currently 650 future educators are enrolled
- **Part of GYO: Tennessee's Teacher Apprenticeship Model**
  - Job-embedded Teacher Residency
  - Provides training from an experienced mentor for 1-3 years and EPP coursework while earning a wage
  - Locally-driven within districts

## Additional Strategies

- Ensure each district has an EPP partner
- Share vacancy data with EPPs to guide endorsement support in high-vacancy areas

# Appendix: List of Locales by Type



# List of Locales by Type

From the National Center for Education Statistics: ***“NCES classifies all territory in the U.S. into four types – Rural, Town, Suburban, and City, and each type is divided into three subtypes based on population size or proximity to populated areas. The classifications rely on standard urban and rural designations defined by the U.S. Census Bureau, and each type of locale is either urban or rural in its entirety.”***

- **For the purposes of Tennessee LEA classification**, the three subtypes have been combined into the main type of locale:
  - **City** includes territory inside an urbanized area and inside a principal city. This includes NCES’s three city classifications: city-large, city-midsized, and city-small.
  - **Suburb** includes territory outside a principal city and inside an urbanized area. This includes NCES’s three suburb classifications: suburb-large, suburb-midsized, and suburb-small.
  - **Town** includes territory inside an urban cluster and includes NCES’s three subtypes: town-fringe, town-distant, and town-remote.
  - **Rural** includes census-defined rural territory and includes NCES’s three subtypes: rural-fringe, rural-distant, and rural-remote.

Type: City	Type: Suburban
Achievement School District	Alcoa
Bristol	Anderson County
Cleveland	Bartlett
Franklin SSD	Carter County
Hamblen County	Clinton
Hamilton County	Collierville
Johnson City	Elizabethton
Kingsport	Germantown
Madison County	Knox County
Metro Nashville Public Schools	Lakeland
Montgomery County	Lenoir City
Murfreesboro	Maryville
Shelby County	Millington Municipal Schools
Tennessee School for Blind	Oak Ridge
Tennessee School for the Deaf	Rutherford County
	Sullivan County
	Sumner County
	Washington County
	Wilson County

<b>Type: Town</b>	
Alamo	Lauderdale County
Arlington	Lebanon
Athens	Lewis County
Bedford County	Lexington
Bells	Lincoln County
Benton County	Manchester
Chester County	Marion County
Coffee County	McKenzie
Dayton	Newport
Dekalb County	Oneida
Dyersburg	Paris
Etowah	Putnam County
Fayetteville	Roane County
Franklin County	Rogersville
Gibson Co Special District	Tipton County
Greeneville	Trenton
Hardin County	Tullahoma
Haywood County	Unicoi County
Humboldt City Schools	Union City
	Warren County

**Type: Rural**

Alvin C York Institute	Fentress County	Lake County	Rhea County
Bledsoe County	Giles County	Lawrence County	Richard City
Blount County	Grainger County	Loudon County	Robertson County
Bradford	Greene County	Macon County	Scott County
Bradley County	Grundy County	Marshall County	Sequatchie County
Campbell County	Hancock County	Maury County	Sevier County
Cannon County	Hardeman County	McMinn County	Smith County
Carroll County	Hawkins County	McNairy County	South Carroll
Cheatham County	Henderson County	Meigs County	Stewart County
Claiborne County	Henry County	Milan	Sweetwater
Clay County	Hickman County	Monroe County	Trousdale County
Cocke County	Hollow Rock - Bruceton	Moore County	Union County
Crockett County	Houston County	Morgan County	Van Buren County
Cumberland County	Humphreys County	Obion County	Wayne County
Decatur County	Huntingdon SSD	Overton County	Weakley County
Dickson County	Jackson County	Perry County	West Carroll SD
Dyer County	Jefferson County	Pickett County	White County
Fayette County	Johnson County	Polk County	Williamson County