

Creative Solutions to Fill a Teacher Shortage

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Wisconsin teachers are leaving their classrooms at increasing rates

Maddie Heimich Apr 16, 2024



Four in ten first-year Wisconsin teachers leave either the state or the profession altogether by year six.

f x e s i

MADISON, Wis. — Teachers are leaving their classrooms and the education field as a whole at increasing rates, many citing lack of professional autonomy, school support and teacher voice in policies as reasons for leaving the profession.

"I wish I was still a teacher," said Tessa Maglio of the Wisconsin Public Education Network.

Maglio taught high school English for seven years before signing her resignation letter. She told News 3 Now that teaching in Wisconsin was "untenable" for her well-being.

In a report published by the Department of Public Instruction, only 60% of first-year teachers were reported to still be teaching in the state six years later, meaning four in ten either leave Wisconsin or leave the education field altogether by year six.

"I loved working with students, I loved being creative and coming up with curriculum, I loved working with my colleagues and my union," said Maglio.

It was the lack of voice, respect and support, she said, that ultimately made her feel like she couldn't continue in the classroom.

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Wisconsin Association of School Business Officials

WASBO FOCUS

April 2024

New DPI report shows Wisconsin's education workforce is in crisis

A new report released earlier this month by the Wisconsin Department of Public Instruction found Wisconsin educators continue to leave the state's workforce at an alarming rate, and that educator compensation has decreased nearly 20 percent over the past 12 years when held constant in 2022 dollars.

[The DPI's 2022 Educator Preparation Program and Workforce Analysis Report](#), which analyzes data from the 2021-22 school year, found the state's education workforce challenges are largely driven by teacher retention in two key areas: when an aspiring teacher completes their program, and during the first few years in the profession. When holding dollars constant, there was a 19 percent decrease in compensation since 2010.

[READ REPORT](#)

TEACHER SHORTAGE STATISTICS

'21-'22

- 5,061 TEACHERS PREPARED
- ONLY 79% APPLIED FOR THEIR LICENSE
- ONLY 68% BECAME EMPLOYED IN A WISCHOOL

3,301 LICENSES WITH STIPULATIONS ISSUED IN '21-'22 (INCREASING EACH YEAR)

(SOURCE - 2022 EDUCATOR PREPARATION PROGRAM AND WORKFORCE ANALYSIS REPORT)

TEACHER SHORTAGE STATISTICS

ONLY 60% OF NEW TEACHERS REMAIN IN THE PROFESSION IN WI AFTER 5 YEARS

MEDIAN TOTAL COMPENSATION TRENDING DOWNSWARD (19% DECREASE SINCE 2010 WHEN NUMBERS HELD CONSTANT IN '22 DOLLARS)

CROSS-CATEGORICAL SPECIAL EDUCATION IS HIGHEST NEED AREA

(SOURCE - 2022 EDUCATOR PREPARATION PROGRAM AND WORKFORCE ANALYSIS REPORT)

TEACHER SHORTAGE STATISTICS

TEACHER RETENTION '22

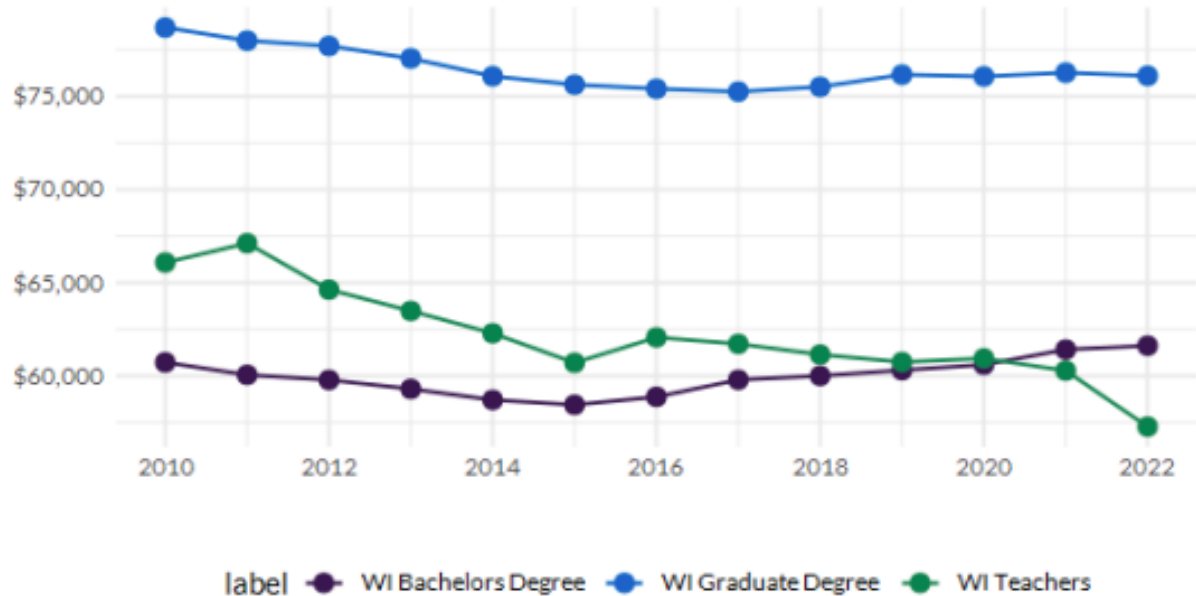
- RURAL - 85%
- SUBURBAN - 85%
- TOWN - 85%
- CITY - 84%

Teaching Experience	Same State	Same District
Year 0	100.0%	100.0%
Year 1	88.7%	79.1%
Year 2	81.1%	66.3%
Year 3	74.8%	57.1%
Year 4	69.3%	49.3%
Year 5	64.5%	42.5%
Year 6	60.6%	38.6%

(SOURCE - 2022 EDUCATOR PREPARATION PROGRAM AND WORKFORCE ANALYSIS REPORT)

TEACHER SHORTAGE STATISTICS

Figure 10: How Wisconsin Teacher Salaries Compare to Their Peers



Reported in 2022 dollars. Comparison salary data from 5-year American Community Survey estimates.

INTRODUCING TODAY'S SPEAKERS



Linda Myers
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EXCELLENCE IN TEACHING PROGRAM



- A DPI-APPROVED TEACHER PREP PROGRAM SINCE 1997
- POST-BACCALAUREATE PROGRAM
- WE'VE PREPARED ALMOST 200 TEACHERS FOR THEIR INITIAL LICENSES
- WE HAVE TEACHERS IN 85 SCHOOL DISTRICTS ACROSS WISCONSIN (16 IN THE CESA 9 REGION)
- ALMOST ALL HIRED ON A 1-YEAR LICENSE WITH STIPULATIONS

We are committed to providing for our students:

~A model for kindness, understanding, integrity, and respect

~Relevant and rigorous curriculum that addresses individual student needs

~Unwavering support for our students that honors and builds upon their unique talents and life experiences...

so that they are prepared to be reflective, effective, caring, and impactful teachers now and in the future.

OUR LICENSE AREAS



4-12 Subject Areas

Math
Social Studies
Science
English Language Arts
Computer Science

K-12 Subject Areas

Music
Art
Theater
Health
World Languages
Business Ed
Family & Consumer Ed

Other License Areas

Cross-Categorical Special
Education (K-12)

Elementary Ed (K-9)

Reading Teacher (K-12)

EXCELLENCE IN TEACHING PROGRAM

ADMISSION REQUIREMENTS:

- BACHELOR'S DEGREE, APPLICATION, BACKGROUND CHECK, INTERVIEW, REFERENCES, RESUME'
- MAJOR OR MINOR EQUIVALENT (SUBJECT-AREA) OR COURSEWORK IN 4 CORE AREAS (ELEMENTARY OR SPECIAL EDUCATION)

PROGRAM REQUIREMENTS (DEPENDING ON LICENSE AREA):

- COURSEWORK (9-11 CLASSES)
- CLINICAL EXPERIENCES (2-3 SEMESTERS)
- PORTFOLIO ON WISCONSIN'S 10 TEACHING STANDARDS
- FOUNDATIONS OF READING TEST (ELEM /SPECIAL ED)
- PRAXIS EXAM (SOME STUDENTS)



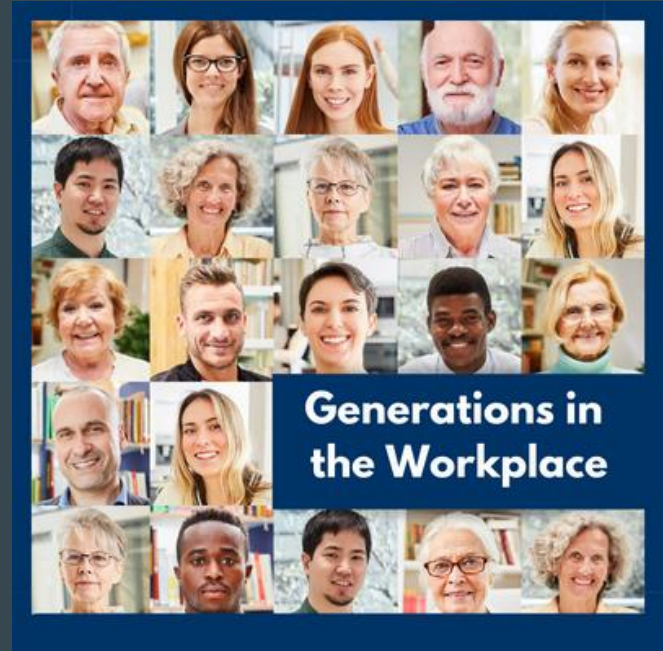
NON-TRADITIONAL PROGRAMS: A DIFFERENT

CLIENTELE
22 COLLEGES (93%): 69% OF
THOSE PREPARED EMPLOYED IN WI
SCHOOLS

'21-'22 NON-TRADITIONAL PROGRAMS
(7%): 83% OF THOSE PREPARED
EMPLOYED IN WI SCHOOLS

ALL PROGRAMS: APPROXIMATELY 40%
IN SAME DISTRICT AFTER 5 YEARS

OUR PROGRAM: APPROXIMATELY 85%



PROGRAM COSTS / TIMELINES - COHORT MODEL

- SUBJECT AREA

- 9 months, Sept.- May
- \$9000

\$1000 discount for CESA 9 schools
\$500 discount if paid in full

- SPECIAL ED

- 10-11 Months, Sept.- June/July
- \$10,000

- ELEMENTARY ED

- 15 months, Oct.- Dec (following year)
- \$13,500



Includes: coursework, 1-1 onsite advising/coaching, support by in-the-field educators, and licensing support

WHAT DOES THIS MEAN TO YOU?

- WE ARE NOT A UNIVERSITY - OUR STUDENTS DO NOT QUALIFY FOR FINANCIAL AID OR A TAX CREDIT FOR TUITION
- OUR COSTS ARE LOWER THAN COLLEGE TUITION
- MANY OF OUR SCHOOLS PAY FOR SOME OR ALL OF OUR STUDENT'S COSTS (THEY MAY HAVE SOME 'STRINGS ATTACHED')
- OUR STUDENTS TEND TO STAY IN TEACHING AND IN THE DISTRICT - A GOOD INVESTMENT!



"CESA 9's Excellence in Teaching Program has been a perfect fit for me. I had been trying to figure out how to go back to college to get the degree I needed to be a teacher. Attending the ETP has been life-changing. I have been able to fit the program into my busy life even though I am a mom of three and have a new full-time teaching job."
~Ashley M.

"As someone who took a couple of detours on my way to teaching, through CESA 9 I was able to go from student, to student-teacher, to hired teacher all in less than a year and I couldn't have asked for a better experience!" ~Brynn K.

"I loved this program and the support it gave to me in my first full year of teaching. The coursework helped prepare me for real-life situations that I would encounter on a daily basis in the school setting." ~Alli B.

What our students are saying...

JOEL CESA 5

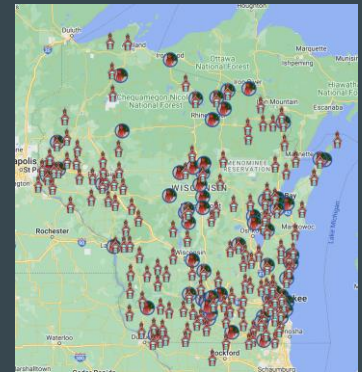
- FINDINGS OF COMPREHENSIVE LOCAL NEEDS ASSESSMENT
- M O U WITH DESTINATIONS CAREER ACADEMY OF WISCONSIN
- IN-DISTRICT SUPPORT FOR ALTERNATIVELY LICENSED CTE TEACHERS (AND ADMINISTRATORS WORKING THROUGH LICENSURE PROCESSES)
- SESSION OFFERINGS AT WI CAREER READINESS SUMMIT
- OPEN TO A COLLABORATIVE MODEL



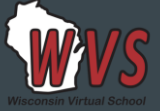
WISCONSIN VIRTUALS WVS L-



- OUR ROLE: K-12 STATE-LED SUPPLEMENTAL PROGRAM FOR DIGITAL LEARNING IN WISCONSIN SINCE 2000
- W DLC (DPI/WVS/WEN) & VLLA
- OVER 300 DISTRICT PARTNERS, OVER 100



RESPONDING TO PARTNER'S NEEDS: TEACHER

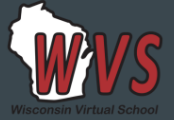


SHORTAGE/SOLUTIONS: A VIRTUAL COURSE OFFERINGS

- Blended learning
 - Asynchronous
 - Live instruction (WVS Plus)
- WVS PARTNERSHIPS
 - Affordable: no contracts
 - Orientation
 - In person or Zoom Onboarding
 - Continuous opportunities for just in time PL & networking



SOLUTIONS FOR ROBUST AND EQUITABLE LOCAL



CAREER & TECHNICAL

EDUCATION COURSE

OFFERINGS

K-8 LIVE INSTRUCTION (WVS PLUS)

K-12 ELECTIVE COURSES

AP COURSES

CREDIT RECOVERY COURSES



FULL CLASS SOLUTION



- WVS SUPPORTED ONBOARDING/ORIENTATION
- STUDENTS ATTEND DURING SCHEDULED CLASS TIME WITH PARAGRAPH OR OTHER TRAINED "ONLINE LEARNING COACH" IN THE ROOM
- STUDENTS SCHEDULE DURING STUDY HALL, RESOURCE PERIOD, ETC.



Math



World
Languages



ELA



Health



Electives

RESPONSIVE SERVICES: ADD-C



P T I O N S

- LIVE 1:1 ONLINE LEARNING AND HOMEWORK SUPPORT
 - Free 24/7 online tutoring
- LIVE TARGETED SKILLS SUPPORT (ELA / MATH)
- LIVE SPECIAL POPULATIONS & ELL / M L SUPPORT
 - Translation services
- IN REAL TIME: LIVE LESSONS

24-25 SY
PILOT

Q U E S T I O N S

