

TEACH CTE

Teacher Recruitment and Retention in CTE

Dr. Sophia Alston, Senior Postsecondary CTE Manager



Current Conditions

- COVID-19 shift to talent shortage
- The Great Resignation-record resignations and retirements
- March 28, 2022-U.S Education Secretary Miguel Cardona issues a Call-to-Action to school districts, higher education leaders, and states to work together and leverage federal resources to address teacher shortage

Why Do Teachers Leave?

- Inadequate Preparation
- Lack Of Support For New Teachers
- Challenging Working Conditions
- Dissatisfaction With Compensation
- Better Career Opportunities
- Personal Reasons

Complete source information available in: Podolsky, A., Kini, T., Bishop, J., & Darling-Hammond, L. (2016).

Solving the Teacher Shortage: How to Attract and Retain Excellent Educators. Palo Alto, CA: Learning Policy Institute.

CTE Teacher Shortage Trends

- **Staffing Issues**
 - Increasing number of teachers and CTE administrators being hired with no prior CTE experience
 - Loss of staff can often mean the removal of a CTE course
 - Some schools hiring more part time staff or loan staff from private sector companies
- **Pipeline Issues**
 - Potential teachers dissuaded from teaching due to higher industry pay – Enrollment in traditional CTE teacher prep has sharply declined
 - Very few traditional CTE teacher prep programs are left
- **Diversity Issues**
 - Gender diversity is lacking by industry sector/career cluster – Need for more racial diversity in workforce

**Teacher
Preparation
Programs**

Traditional Teacher Education

- **Agriculture, Family & Consumer Sciences, and Business Education**
 - Handful of skilled trade and general CTE teacher prep programs left – Primarily at four-year universities
- **New creative models emerging to address CTE shortages**
 - Alternative Certification programs including: 3+1 model, Bachelor's at CC's, Industry Degree + Master's in teaching
- **In some places these programs do not exist at all**
 - Some subjects do not have traditional teacher ed programs at all – Current need for alternative licensure pathways

ACTE Teacher Pipeline Recent History/Initiatives

(<https://www.acteonline.org/cteteach/>)

ACTE's National Policy Seminar
included a half-day Teacher
Education Pipeline Symposium

ACTE hosted a Teach CTE Summit



ACTE's Board of Directors provided
funding to support ACTE's Region
III states

Advocacy work, conference
sessions, info in publications



Teach CTE Coalition

Mission: To identify solutions, actions and a common public awareness and advocacy strategy related to secondary school CTE teacher recruitment and retention challenges.

Teach CTE Activity Matrix-6 Priority Stages

Interest Building	Initial Preparation	Certification/ Licensure	Hiring	Early Career Support	Career Advancement
<ul style="list-style-type: none"> • Compensation/ financial incentives • Marketing strategies • Broadening pathways into teaching • Professional Supports • Diversity initiatives • System supports 	<ul style="list-style-type: none"> • Compensation/ financial incentives • Marketing strategies • Broadening pathways into teaching • Professional Supports • Quality professional development • Diversity initiatives • System supports 	<ul style="list-style-type: none"> • Compensation/ financial incentives • Marketing strategies • Broadening pathways into teaching • Licensure Policy • System supports 	<ul style="list-style-type: none"> • Compensation/ financial incentives • Marketing strategies • Broadening pathways into teaching • Professional Supports • Quality professional development • Diversity initiatives • System supports 	<ul style="list-style-type: none"> • Compensation/ financial incentives • Professional Supports • Quality professional development • Diversity initiatives • System supports 	<ul style="list-style-type: none"> • Compensation/ financial incentives • Professional Supports • Quality professional development • Diversity initiatives • Licensure Policy • System supports

Potential Policy Solutions

- ✓ Improve and standardize federal government data collection on CTE workforce
- ✓ Raise teacher salaries
- ✓ Increase support for CTE GYO and teacher apprenticeships
- ✓ Improve professional development and other retention/teacher quality resources
- ✓ Improve quantity of high-quality alternative licensure pathways and hiring models

Our Ask: *How can we ensure the larger teacher shortage policy discourse is inclusive of the unique CTE teacher workforce?*

Other Solutions

- Support employee wellness
- Promote the profession
- Provide educators with more resources

**Say
Yes
to
FCS**



Upcoming Activities

Postsecondary Convening:
October 6-7th in Myrtle
Beach SC

“Supporting Faculty
Recruitment & Retention”
strand

<https://www.acteonline.org/postsecondarycteevent>

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Upcoming Activities



Promising Programs and Practices Repository



Teach CTE Toolkit



CareerTech VISION Sessions

Advancing Career and Technical Educators
Symposium



Teach CTE Summit in Summer 2023

Teacher Pipeline Theme Adopted by the ACTE Board of Directors in its
2023-2026 Strategic Plan

Contact Information

Association for Career and Technical Education®
1410 King Street, Alexandria, Virginia 22314
800-826-9972 | acteonline.org

Dr. Sophia Alston, salston@acteonline.org