Why Schools Have Difficulty Staffing Their Classrooms with Qualified Teachers?

Richard M. Ingersoll
Professor of Education and Sociology
University of Pennsylvania
and
Consortium for Policy Research in Education
Figure 1: The Surprising Sources of Teacher Supply
(Percent of Newly Hired Teachers in the School System, by Supply Source: 2011-12)

Reserve Pool, 53%

Newly Qualified with only Noneducation Degrees, 13%

Newly Qualified with both Education and Noneducation Degrees, 9%

Newly Qualified with only Education School degrees, 26%

Source: Ingersoll, R. Original analyses of the 2011-12 Schools and Staffing Survey.
Figure 2: Schools Suffer from a Revolving Door
(Numbers of Public School Teachers in Transition Into and Out of Schools Before and After 2011-12 School Year)

- **Hires**: 343,955
- **Turnover**: 531,340

**Teaching Force**: 3,385,171

- At Beginning of School Year
- During School Year
- After End of School Year

Source: Ingersoll, R., original analyses of 2011-13 Schools and Staffing Survey /Teacher Followup Survey
Figure 3: Schools Vary in Teacher Turnover
(Percent Annual Public School Teacher Turnover, by Selected School Characteristics)

Source: Ingersoll, R., original analyses of 2000-2001 Teacher Followup Survey
Figure 4: Job Dissatisfaction a Leading Factor Behind Teacher Turnover

(Percent Public School Teachers Reporting that Various Reasons Were Important for their Turnover, 2012-13)

Source: Ingersoll, R., original analyses of 2012-13 Teacher Followup Survey
Figure 5: Teachers’ Working Conditions are Important for Turnover
(Of Those Public School Teachers Who Moved From or Left Their School, Percent Reporting Particular Sources of Dissatisfaction, 2012-13)

- Dissatisfied with Administration: 66%
- Dissatisfied with Accountability/Testing: 60.5%
- Lack of Influence & Autonomy: 51.6%
- Classroom Intrusions: 50.1%
- Student Discipline Problems: 48.2%
- Poor Facilities & Resources: 47.2%
- Dissatisfied with Tching Assignment: 40.6%
- Poor Salary/Benefits: 29.5%
- Class Sizes too Large: 29.5%

Source: Ingersoll, R., original analyses of 2012-13 Teacher Followup Survey
Figure 6: Teacher Recruitment Alone Does Not Work

In 2010 President Obama Proposed the “100k in 10” plan: Recruitment of 10,000 New Math/Science Teachers per year for 10 years.

But, between 2008 and 2009 alone.....

- 32,650 Math/Science Teachers Left Teaching
  - Of them:
    - 10,265 Retired
    - 20,100 left due to dissatisfaction
- 28,400 Moved to Other Schools
  - Of them:
    - Four times as many moved to affluent as to poor schools
We examined 15 best empirical studies, since the 1980s

three sets of outcomes:

- teacher commitment and retention
- teacher classroom instructional practices
- student achievement

Most of the studies reviewed showed positive impacts

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