

Why Schools Have Difficulty Staffing Their Classrooms with Qualified Teachers?

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Figure 1: The Surprising Sources of Teacher Supply

(Percent of Newly Hired Teachers in the School System, by Supply Source: 2011-12)

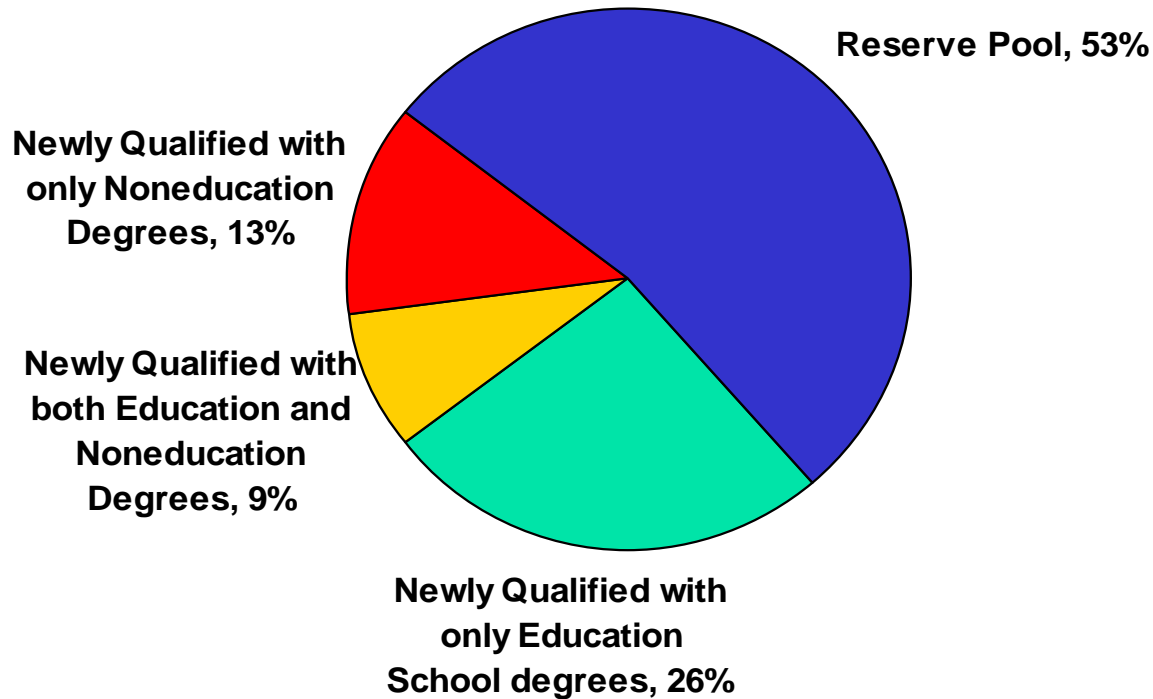


Figure 2: Schools Suffer from a Revolving Door

(Numbers of Public School Teachers in Transition Into and Out of Schools Before and After 2011-12 School Year)

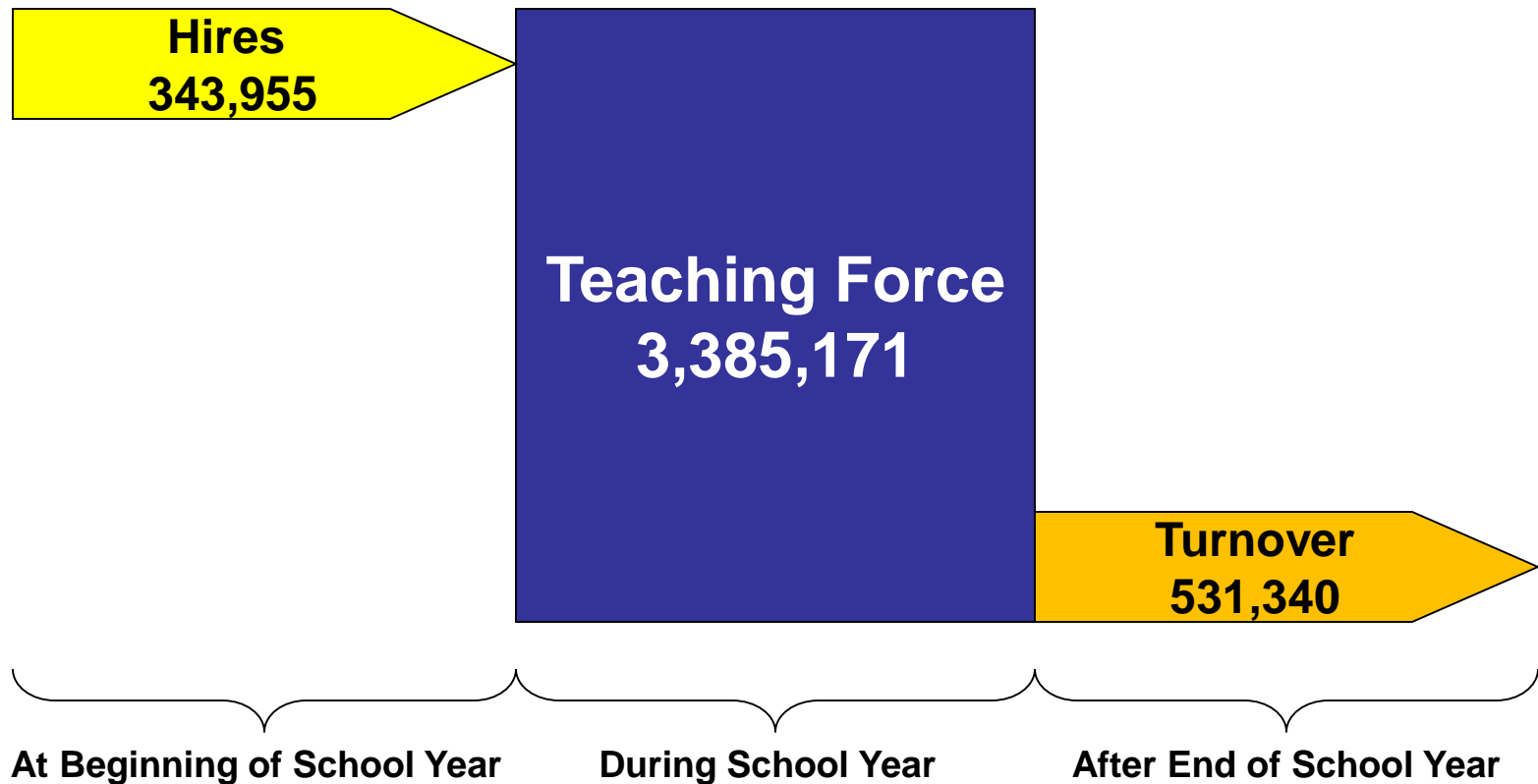


Figure 3: Schools Vary in Teacher Turnover

(Percent Annual Public School Teacher Turnover, by Selected School Characteristics)

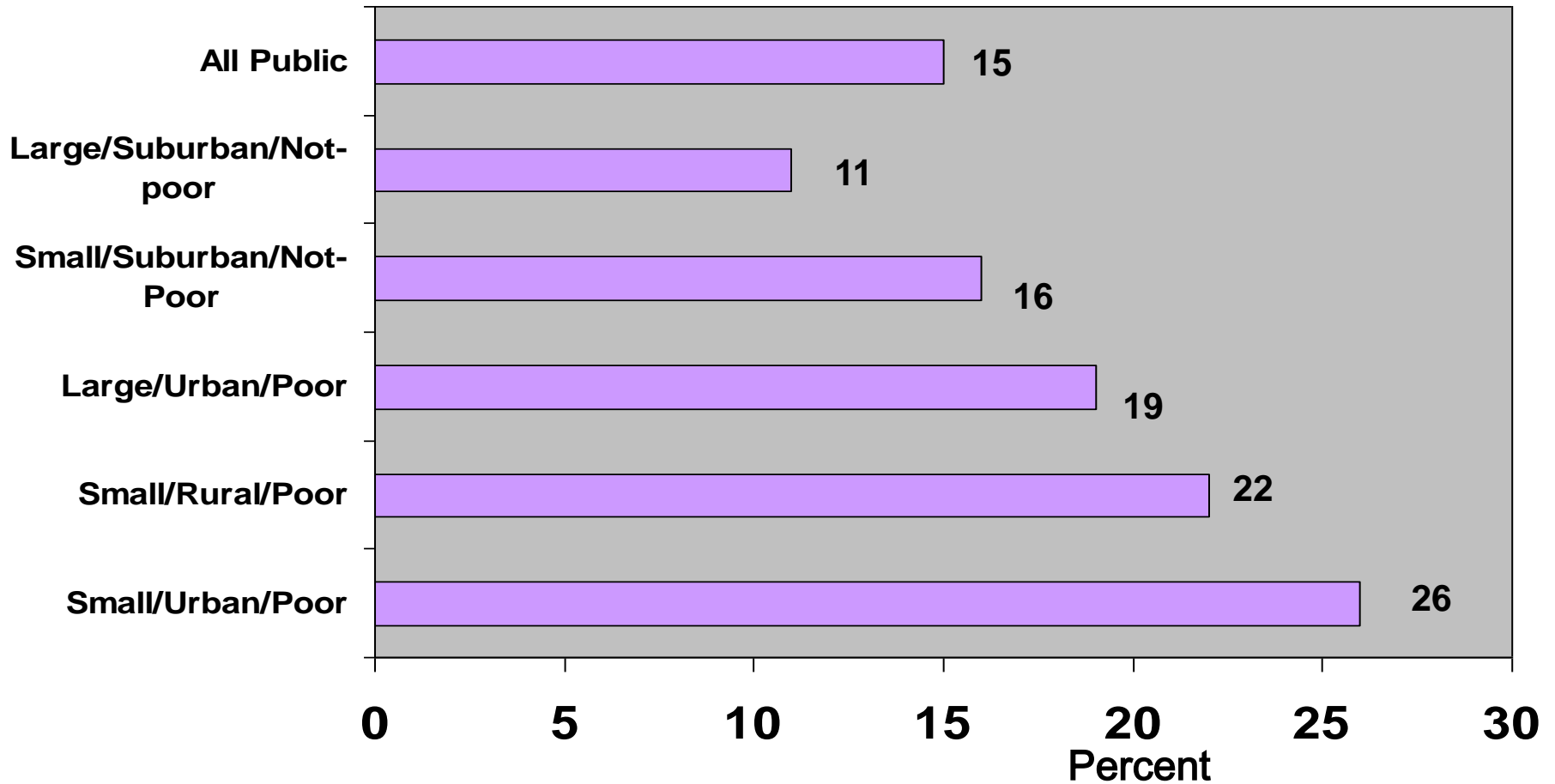


Figure 4: Job Dissatisfaction a Leading Factor Behind Teacher Turnover

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

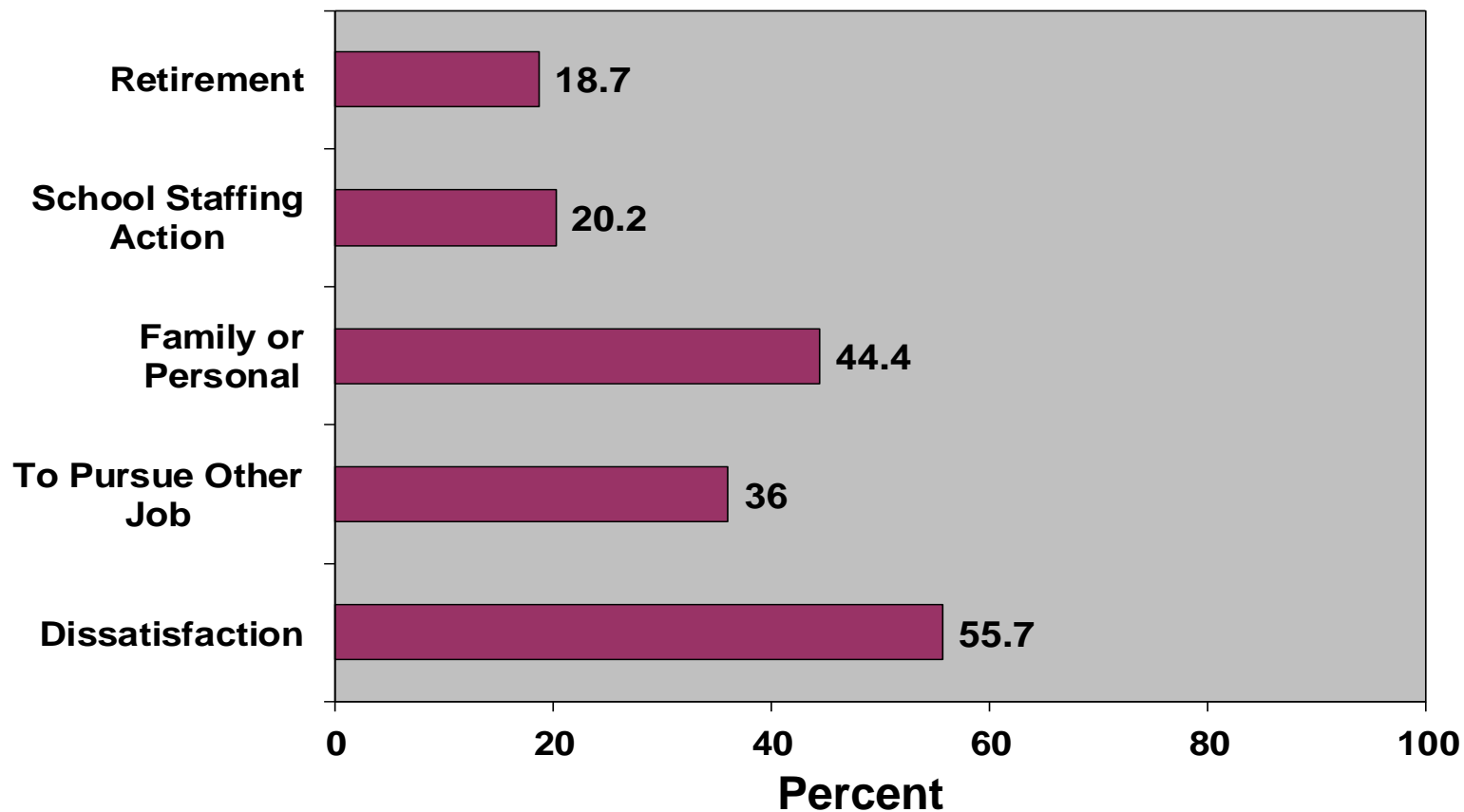


Figure 5: Teachers' Working Conditions are Important for Turnover

(Of Those Public School Teachers Who Moved From or Left Their School, Percent Reporting Particular Sources of Dissatisfaction, 2012-13)

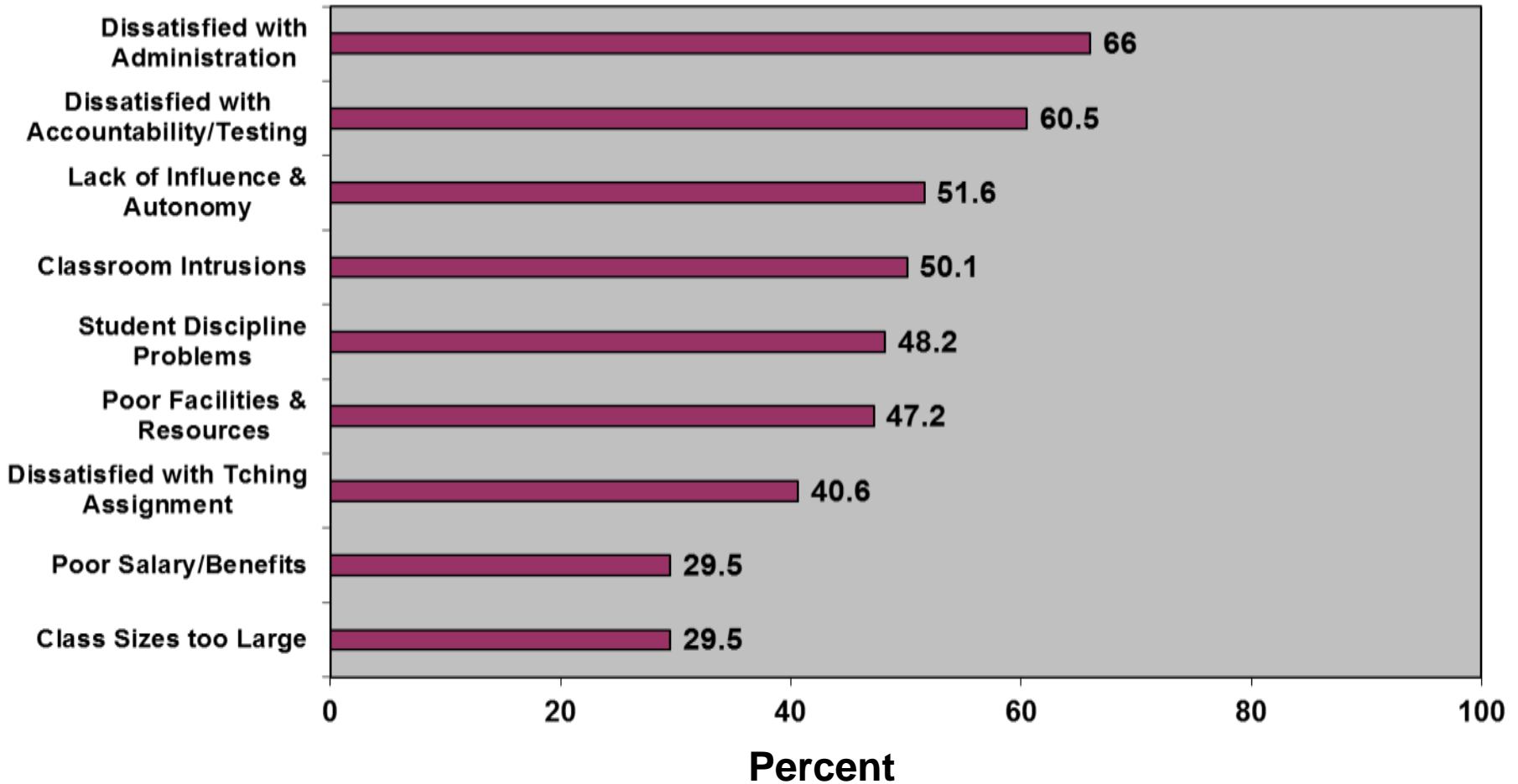


Figure 6: Teacher Recruitment Alone Does Not Work

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

Figure 7: Research Shows Positive Effects of Induction & Support Program for Beginning Teachers

- **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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