TO ACCEPT THE ALABAMA TEACHER SHORTAGE TASK FORCE REPORT OF STRATEGIES TO IMPROVE TEACHER RECRUITMENT AND RETENTION

WHEREAS, the Alabama State Superintendent of Education appointed an Alabama Teacher Shortage Task Force to review the current and future need for teachers in our state; and

WHEREAS, the Alabama Teacher Shortage Task Force developed and adopted the mission statement as follows: To develop short-term and long-term recommendations to increase the quantity and quality of teacher applicants in our state; and

WHEREAS, the Alabama Teacher Shortage Task Force was representative of K-12 education, every Alabama State School Board District, education associations, and other educational professionals who met to develop short-term and long-term recommendations to increase the quantity and quality of teacher applicants in our state; and

WHEREAS, the issue of teacher shortage is both a national and state concern; and

WHEREAS, the Alabama teacher shortage is most critical in math, science, and special education; and

WHEREAS, enrollment in Alabama educator preparation programs has declined steadily since 2008; and

WHEREAS, teacher shortages are being broadly experienced throughout the state, particularly in rural areas; and

WHEREAS, during the 2019-2020 school year, 123 of 138 school districts have hired teachers on emergency or provisional certificates; and

WHEREAS, during the 2019-2020 school year, 30% of all classrooms are being taught by teachers teaching out of field, having neither a major nor a minor in the field; and

WHEREAS, the Alabama Teacher Shortage Task Force recognizes that addressing Alabama’s teacher shortage will require thoughtful, multi-faceted, long-term commitment focused on both recruitment and retention; and

WHEREAS, the Alabama Teacher Shortage Task Force has identified strategies, tools, and recommendations to monitor the shortage and to assist in improving Alabama teacher recruitment and retention:

NOW, THEREFORE, BE IT RESOLVED, That the Alabama State Board of Education does hereby accept the report of recommendations by the Alabama Teacher Shortage Task Force to increase the quantity and quality of teacher applicants in Alabama.

Done this 14th day of November 2019