



Monterey Bay Educational Consortium in partnership with the Center for the Future of Teaching and Learning

Teacher Workforce Initiative: A Fully Prepared and Effective Teacher in Every Classroom

June 2005

MBEC's Teacher Workforce Initiative, in partnership with the Center for the Future of Teaching and Learning, made great strides this year to establish data-rich discussions to guide regional strategies and practices to strengthen our teacher workforce. The focus of this month's newsletter is the work of our local universities in their efforts to increase the number of first-time credential teacher recommendations.

Teacher Credentialing Programs Increase Numbers

As described in earlier data reports, the shortage of fully credentialed teachers will reach crisis level in the tri-county area in the very near future if not addressed immediately. The Teacher Workforce Initiative is beginning to see results that are heartening. In reviewing data from the past two years, we can see a positive trend developing in the number of first-time teacher credential recommendations. Although the statewide number of teaching candidates produced by CSU and UCSC fell by 1900 in 2003-04, our two public universities in the tri-county region actually doubled the number of single subject credentials and increased the number of overall first-time credentials by 16%, bucking the statewide trend. Also significant in this trend is a three-fold increase in special education credentials.

Starting with 2003-04 data, the tri-county region can now track teacher production numbers at all four local universities: UCSC, CSUMB, Chapman and Bethany. Starting next year, we will have full implementation of the regional CBEDS automated data collection and reporting system. With this automated system in place, we will be able to capture and report current year data that compares teacher production numbers with age, assignment, and credentialing status of our workforce. Production of real time data will afford our educational leaders the opportunity to make more informed decisions regarding teacher supply and demand in a timely manner.

Although we are making progress, there is still a great deal to accomplish as illustrated in the following table:

Tri-County Region 2002-03 Teacher Demand as Compared to 2003-04 Supply

Authorization	Number (Percent) of Teachers 55 Years and Older 2002-03	Number (Percent) of Full-Time Teachers Without Full Credential 2002-03	Total First-Time Credential Recommendations (Number of First-Time Already Teaching with an Emergency, Waiver or Intern Permit) 2003-04
Elementary	787 (21%)	384 (10%)	288 (73)
Secondary	487 (22%)	262 (12%)	147 (85)
<i>Math</i>	59 (18%)	70 (19%)	23 (11)
<i>Phys Science</i>	33 (18%)	36 (17%)	6 (6)
<i>Life Science</i>	47 (16%)	42 (13%)	15 (5)
<i>English</i>	150 (26%)	52 (8%)	47 (27)
<i>Social Science</i>	175 (32%)	66 (11%)	30 (16)
Special Education	156 (24%)	130 (20%)	36 (9)

Sources: CBEDS Data 2002-03, SRI International Analysis

Tri-County IHE Teacher Preparation Programs: Bethany, Chapman, CSUMB and UCSC

In light of the region's 1,430 teachers that are 55 years and older, the number of teachers we need to produce is daunting, especially in the areas of secondary math and science, and special education. However, each of the universities involved in the tri-county effort are to be commended for their efforts to increase the number of teachers in the pipeline. We look forward to the 2005-06 year as we reconvene the TWI Teacher Pipeline and Preparation Committee under the leadership of CSUMB Interim President, Diane Cordero De Noriega. The committee has completed the identification of the barriers that regional teacher candidates encounter on the pathway to becoming teachers. As the committee resumes this fall, the focus will be on implementing strategies to mitigate such barriers in the drive to dramatically increase the number of teacher candidates in the local pipeline. We will continue to collect this important data and keep you informed of our progress in increasing the local production of fully prepared teachers in the tri-county area.