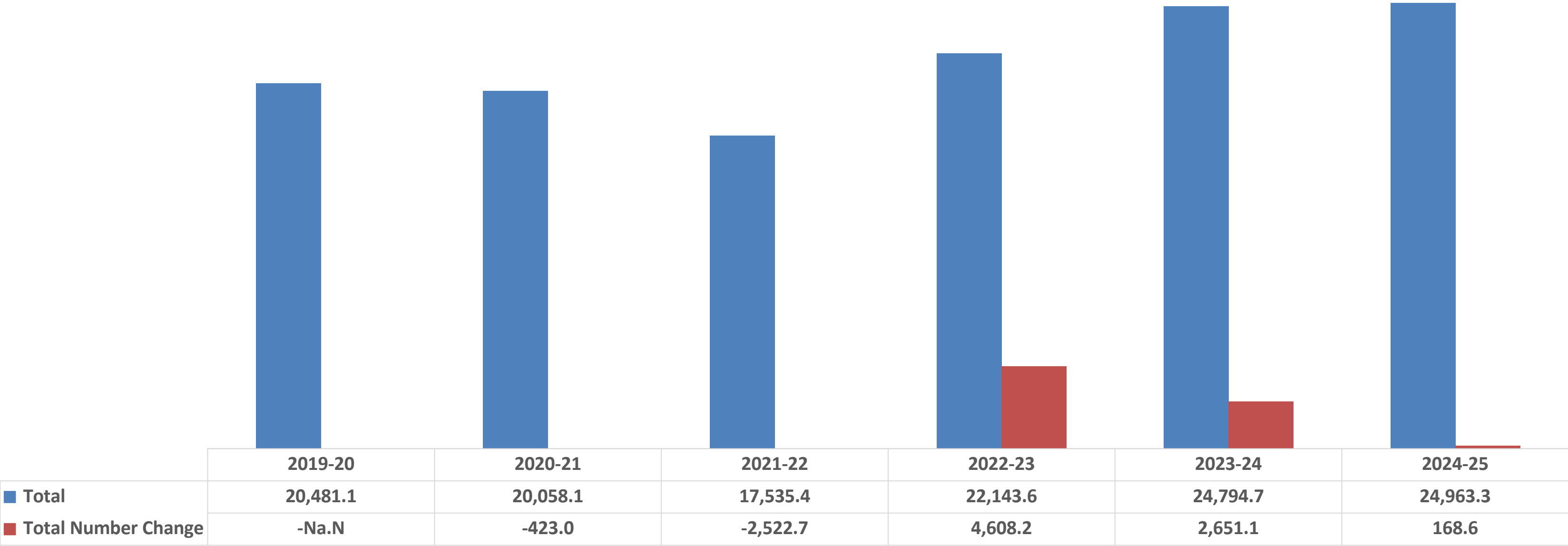


Update on Efforts to Address Teacher Shortages

Mary Vixie Sandy, Ed.D.
Executive Director
Commission on Teacher Credentialing
March 25, 2025



LEA Estimated Hires 2019-2024



LEA Estimated Hires 2024-25 by Content Area

Subject Area	School Year						Filter
	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	
Self-Contained Classrooms (Multiple Subject)	6,267.2	5,778.8	4,889.1	6,549.6	7,074.6	6,801.7	
Special Education (Education Specialist)	3,884.9	4,119.3	3,687.6	4,227.9	4,935.0	5,103.7	
English/Drama (Single Subject-English)	1,885.0	1,837.2	1,663.6	1,994.8	2,403.5	2,366.3	
Mathematics (Single Subject-Mathematics)	1,836.8	1,805.6	1,599.2	1,843.1	2,072.4	1,985.0	
Social Sciences (Single Subject-History/Social Sciences)	1,056.8	1,063.1	845.6	1,111.0	1,221.9	1,286.2	
Physical Education/Health/Dance (Single Subject-Physical Education and Health Sciences)	770.3	761.0	580.5	934.7	1,074.1	1,144.6	
Life Sciences (Single Subject-Biology)	786.6	794.2	743.9	845.8	1,005.3	908.3	
Multilingual Education	589.8	646.3	581.3	698.5	744.4	838.9	
Other Specializations	646.4	564.7	591.0	831.4	773.2	787.3	
Foreign Language	638.5	629.0	550.7	706.8	787.8	761.8	
Physical Sciences (Single Subject-Chemistry, Geosciences, and Physics)	720.1	703.1	611.7	720.8	803.4	749.6	
Music	403.3	370.1	321.2	439.0	504.1	669.1	
Art	337.2	320.8	301.9	400.2	472.6	639.1	
Trades and Industrial Arts	298.5	295.4	347.3	440.0	545.0	453.8	
Reading	151.8	169.8	84.1	204.6	177.1	275.2	
Agriculture	80.3	89.5	53.5	67.8	87.4	75.2	
Business	81.6	74.5	55.0	90.6	71.9	75.2	
Home Economics	46.0	35.7	28.2	37.0	41.0	42.3	
Grand Total	20,481.1	20,058.1	17,535.4	22,143.6	24,794.7	24,963.3	

LEA Estimated Hires by Region

Region	School Year					
	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Bay Area	5,033.7	4,796.5	4,602.3	5,645.7	5,736.5	6,014.1
Central Coast	867.1	846.1	701.3	828.4	901.3	1,199.6
East Inland	109.5	84.9	44.0	50.0	47.7	54.2
Inland Empire	2,625.6	2,233.4	1,799.0	2,309.1	2,947.3	2,663.5
North Coast	171.8	159.5	185.3	234.9	308.7	284.8
North San Joaquin Central Valley	1,039.6	1,035.2	905.6	1,046.2	1,150.4	1,418.3
Northeastern Inland	94.0	65.5	46.5	101.9	93.3	92.7
Sacramento Metropolitan Central Valley	1,253.3	1,849.4	1,241.3	1,433.1	1,616.8	1,663.4
South Coast	6,624.4	6,245.4	5,637.8	7,656.6	8,987.5	8,597.2
South San Joaquin Central Valley	2,278.6	2,385.6	2,102.2	2,392.7	2,502.6	2,519.7
Upper Sacramento Central Valley	383.5	356.6	270.1	445.0	502.6	455.8
Grand Total	20,481.1	20,058.1	17,535.4	22,143.6	24,794.7	24,963.3

Fully Prepared:



TK-12 Educator Assignment Preparation

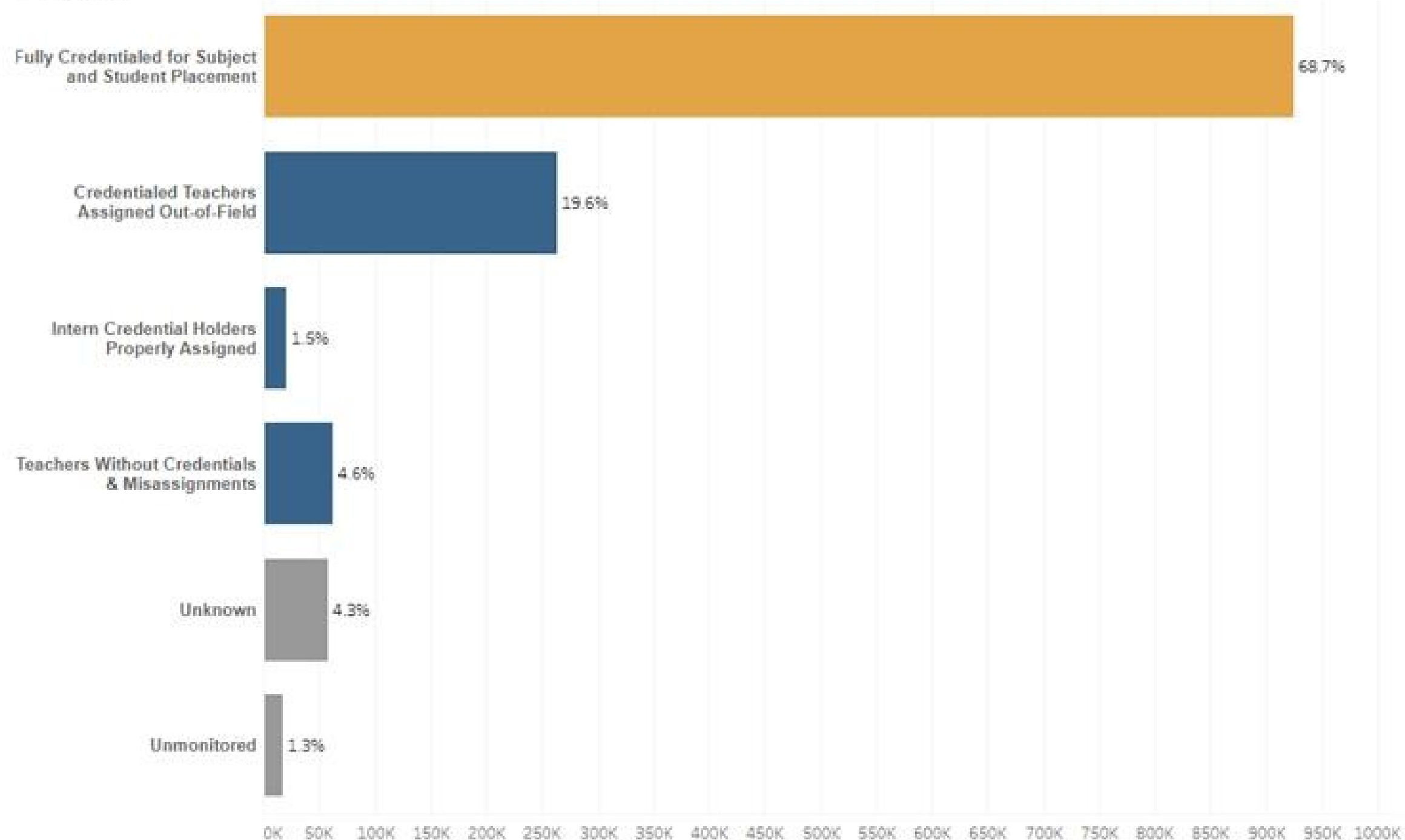
Underprepared:



Assignments	Select School Type	Select Classroom Setting	Select Year	Educators
1,350,240	(All)	General Education	2022	275,967
Select County	Select District		Select School	
(All)	(All)		(All)	

Click the (+) next to the "Preparation" header to learn more about what each preparation level includes.

Preparation



Credentials Rebounding

Credential Type	2019-20	2020-21	2021-22	2022-23	2023-24
Multiple Subject	7791	8934	6693	5694	7306
Single Subject	6503	6654	6175	5917	6530
Education Specialist	3694	4085	3640	3051	3492
Total	17988	19673	16508	14662	17328

Total New Teaching Credentials Issued by Type, 2019-20 to 2023-24

Use of Permits/Interns Increasing

Credential Type	2019-20	2020-21	2021-22	2022-23	2023-24	1 year Change
Short-term Staff Permit	3705	1987	2734	4997	5833	+16.7%
Provisional Internship Permit	2386	1187	1329	2302	2614	+13.6%
University Intern Credentials	4053	4615	4665	3468	4320	+24.6%
District/County Intern Credentials	816	1149	1116	972	1354	+39.3%
Total	10,960	8938	9844	11,739	14,121	+20.3%

**Short-Term Staff Permits, Provisional Internship Permits, Substitutes: 2019-20
to 2023-24**

**They leave
our schools
at a higher
rate**

“...40% of new teachers hired on permits or waivers leaving teaching altogether by the end of their third year. Those entering as interns also had higher turnover rates.”

**California Teacher Education Research Im
provement Network**

Teacher Residencies: Status and Learnings

- \$651 million from 2018 to 2022 funded 196 LEAs
- Final available grant funds awarded in March 2025
 - 61 LEAs submitted requests; 21 received funding; 40 did not
 - Funded grants will support another 1,500 residents over 4 years
 - Unfunded grant requests of \$110 million would support 3,000 additional TRs
 - \$66 million included in the Governor's Budget
- Almost 90% of residents from early cohorts entered teaching, and 83% stayed in teaching

Evolution of Teacher Residencies

- Changes in TRP that have strengthened the program:
 - Increasing base funding to \$40,000 per resident guarantees residents a \$20,000 stipend
 - Combining TR funding with GSTG and other financial aid gets TRs close to having a living wage during their residency year
- Role of the State Residency Technical Assistance Center
 - Strategically located in five counties across the state
 - Facilitating and supporting development of LEA and EPP partnerships
 - Increasing awareness of and support for residency models across the state
 - Facilitating a Community of Practice within the TR community



Classified School Employee Grants

- \$170 million in funding from 2018-2022
 - 157 LEAs participated, supporting close to 2,000 candidates completing degrees and credential programs
 - Feedback from programs and participants suggest that increasing the per-participant funding and raising the allowable percentage for administrative costs would be helpful
 - *“For those that inquire and decide not to enroll, about half make that decision because, while the funding is significant, it is not enough to bridge the financial gap and they are not eligible for other available funding.”*
 - Allowing partnerships with out-of-state institutions for programs in rural areas near state borders could increase access to the program
-

Concurrent Efforts:

State Educator Workforce Collaborative

Goal

1 ADDRESS TEACHER SHORTAGES

- increase fully-prepared teachers in shortage areas
- increase supply
- increase retention

Goal

2 IMPROVE EQUITABLE ACCESS

increase fully-prepared and experienced teachers in the highest-need schools

Goal

3 INCREASE TEACHER DIVERSITY

teacher diversity more closely mirrors California's diversity

ADDRESS TEACHER SHORTAGES

All learners have equitable access to a fully-prepared and experienced educator workforce that mirrors the diversity of the student population.

Thank you

