

# Career Pipeline to Address the Teacher Shortage



## The Need

Based on data published by the Learning Policy Institute, “according to a survey of district leaders nationally, 16 percent of the new teachers hired in 2020–21 were individuals who were not fully prepared—a nearly 80 percent increase since 2014–15” (Carver-Thomas 2022).<sup>1</sup>

School districts across the U.S. are experiencing a significant shortage of licensed teachers for growing classrooms. Education professionals wanting to acquire their license are ready for next steps but need essential support.

“Some states and districts are responding to shortages by reducing the qualifications to enter the classroom, a practice that undermines students’ opportunity to learn,” the institute reported (Carver-Thomas 2022).



## The Opportunity

Hiring and retaining special education teachers for a rapidly growing district of 52,000 students was Atlanta Public Schools’ (APS) most significant challenge. Failure to meet certification requirements was causing unnecessary terminations or reassignment by the third year of a teacher’s career. The district also recognized that content-area teachers could be scheduled more flexibly if they obtained special education certification. APS concluded that they needed to invest in a certification test preparation program for their current teachers with a focus on special education.

The district also needed a teacher career pipeline for its special education paraprofessionals, as they were leaving the district at a high rate due to their part-time employment status without benefits.

<sup>1</sup> Desiree Carver-Thomas, “Teacher Shortages Take Center Stage,” Learning Policy Institute, February 9, 2022, [www.learningpolicyinstitute.org/blog/teacher-shortages-take-center-stage](https://www.learningpolicyinstitute.org/blog/teacher-shortages-take-center-stage).



## The Strategy

APS partnered with the PCG Family of Companies to find a solution. PCG's team implemented the EdForce™ Test Prep Program. A three-month program, it utilized best practices and the latest in testing technology to support teachers with passing their certification exams.

### The program provided APS with:

- Differentiated learning plans
- Regular benchmark testing
- Immediate, itemized score reports for all learning activities
- Remediation support
- 1:1 coaching by content and testing experts

APS teachers practiced and built successful test-taking strategies while they mastered the content needed to pass each exam. Additionally, coaching was conducted in a blended learning environment, both synchronously and asynchronously.

### The program's comprehensive yet convenient learning cycle included:

- Mini lessons and guided learning
- Open-book practice
- Formative and summative assessments
- Full-length practice tests

EdForce also offers new teachers a nationwide professional community and support resources from day one onward to better serve students.



## Outcomes

Through its partnership with us, APS has administered the EdForce Test Prep Program for teachers since 2018, and it will continue to be part of the district's growing education strategy.

- The program has **supported approximately 150 APS educators.**
- **98.5 percent of APS participants passed** their licensure exams.

As a result, the district was able to retain their current staff and promote new teachers from within APS.

*We're ready to offer you customized solutions, so more teachers can enter and stay in the classroom.*

Whether you're a school district joining over 4,000 other districts or an education professional developing your career, our team of experts will guide you every step of the way.

## PCG. Let's solve it together.