

# Rural Teacher Education: Training, licensure, and persistence trends



Lunch & Learn

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# AGENDA

- Greetings
- REDEE Center— who we are
- Highlight Current Rural Education Research
  - Overview
  - Recruitment & Training
  - Licensure
  - Persistence
  - Implications & Opportunities
- Q&A – Put in chat and discuss some at end

# REDEE Center

- **Research for EDucator Equity & Excellence Center**
  - Pronounced *Ready*
- Conduct research on:
  - educator pipeline from teacher candidate to teaching expert
  - employment and learning environments
  - student achievement and equitable access to high quality education
- Critical Quant, Qual, and Mixed methods

# REDEE Center

## Goals

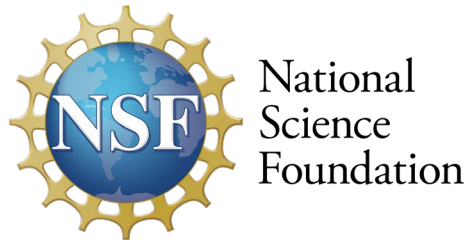
1. Improve educator preparation
2. Increase diversity and effectiveness of new educators
3. Advance p-12 student achievement
4. Inform state & federal policies and accountability
5. Improve the lives of teachers and students

# REDEE Researchers

- Dr. Jim Van Overschelde, cofounder & co-exec director
- Dr. Minda Lopez , cofounder & co-exec director
- Dr. Amy Wiseman, Sr. Research Analyst
- Doctoral students (Diptendu Kundu)
- Project-based Researchers from:
  - Texas State, UT Austin, U of Oklahoma, Sam Houston
- Future: Quant & Qual post-docs

# FUNDING

## BILL & MELINDA GATES *foundation*



# REDEE Database

## Contains:

- 30+ years of student & teacher data
- 5.4 million P-12 students annually
- 340,000 teachers annually
- 1.6 millions higher ed students
- Workforce – every worker

# Student Data

- Student enrollment, services received
- Link students to teacher by course
  - Over half billion records
- State assessments in core subjects (English, math, science, history) linked to curricula



# Teacher Data

- Complete educator licensure history and licensure test results
  - Teachers are licensed by the state
  - Secondary licenses are grade-banded and subject-specific
    - Math Grades 7-12
  - Primary licenses are grade-banded and subject-general
    - EC -6 Core Subjects
  - Teachers can hold multiple licenses
  - Licenses expire after 5 years
- Clear rules about licensed needed to teach in-field

# *Rural Education in Texas*

# Rural Schools in Texas

- Almost 50% of all school districts are considered rural
- But only 200,000 students (4%) attend rural schools in Texas
  - 44% classified as students of color
  - 47% on free and reduced lunch (GTF, 2017)
  - Texas educates the most rural students of any state (DeMatthews & Maselli, 2022)
- Almost 16,500 teachers teach in TX rural schools
- One rural district the size of Connecticut with 365 students

# *Teacher Recruitment*

# Rural Pipeline

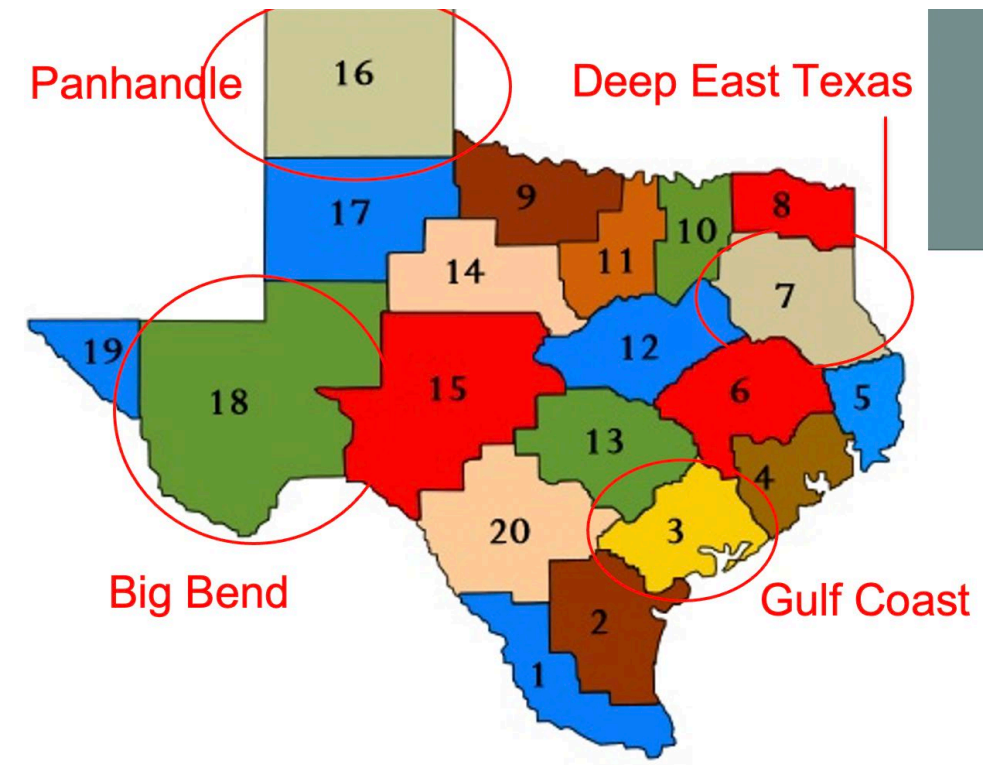
Of high school graduates, what percentage go on to teach?

	Grads Teach
State	4.0%
Rural	5.2%
Town	4.5%
Suburban	4.2%
Urban	3.6%

# Recruitment across several TX rural regions

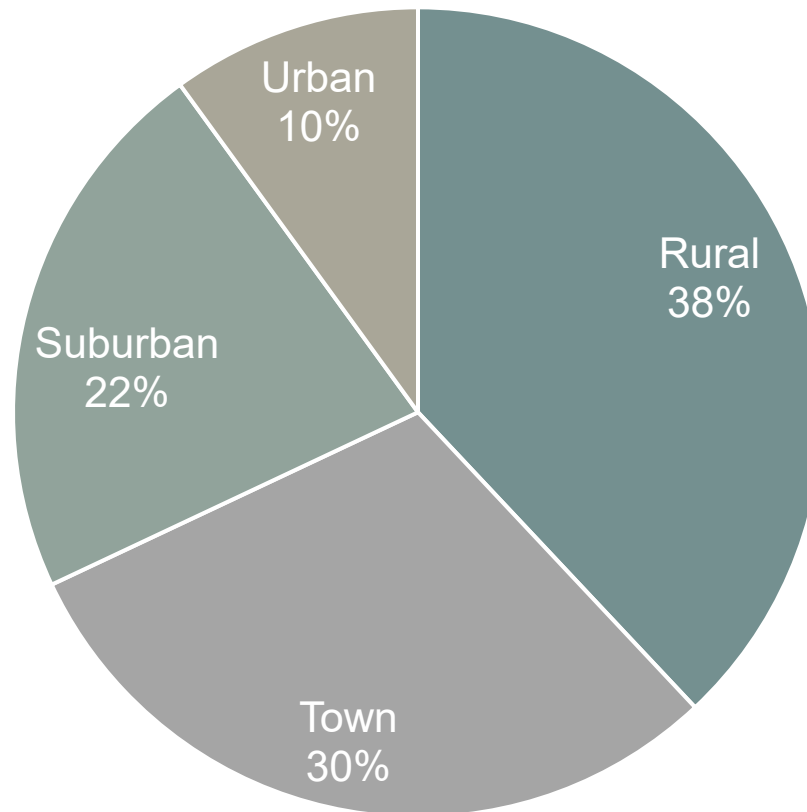
- Of Rural HS Graduates, what percentage go on to teach?

	% Grads Teach
<b>State</b>	<b>4.0%</b>
<b>State Rural</b>	<b>5.2%</b>
Panhandle Rural HS	6.3%
Big Bend Rural HS	4.7%
Deep East Rural HS	4.5%
Gulf Coast Rural HS	5.7%



# Recruitment - new teacher pipeline (rural)

- Where did new teachers in rural schools go to high school?



# Latest News for Texas

More than **1 in 2** new teachers hired in Texas last year went into the classroom without a state teaching license.



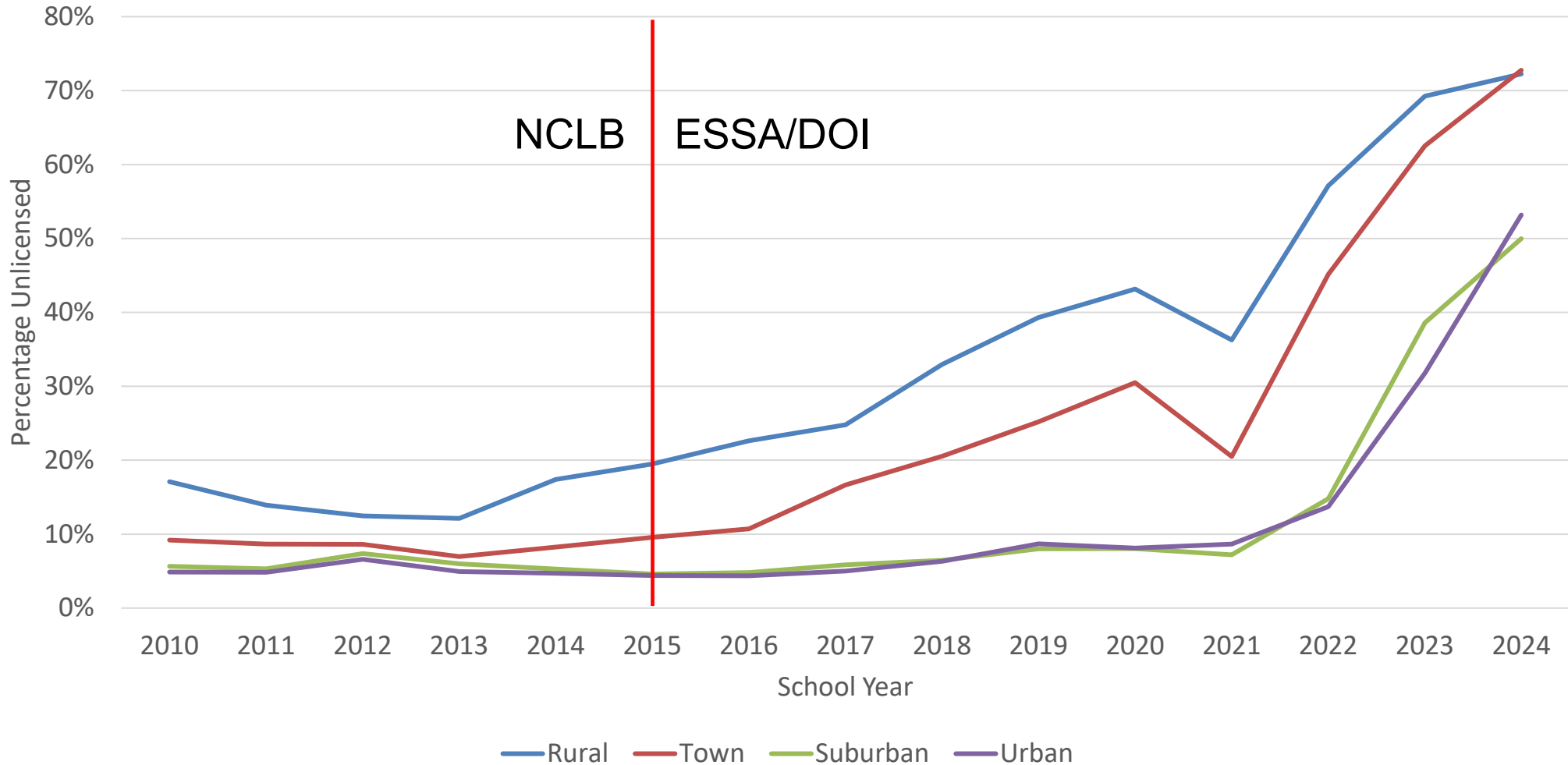
# Latest News for Rural Schools

- 72% of new teachers hired by rural Texas schools last year went into classrooms without a state teaching license
  - Up from 17% in 2013-14.
- Unlicensed teachers negatively impact student learning (Van Overschelde, Ellis, Nale, & López, 2024; López, Van Overschelde, & Saunders, 2024)

# Districts of Innovation

- Texas Education Code Chapter 12A
- Allows districts to legally circumvent state education laws
  - Almost all laws can be exempted
  - School board simply approves plan & TEA not involved
- 93% exempted themselves from teacher licensure requirements
- 43% exempted themselves from parent notification requirements

# Unlicensed New Teachers

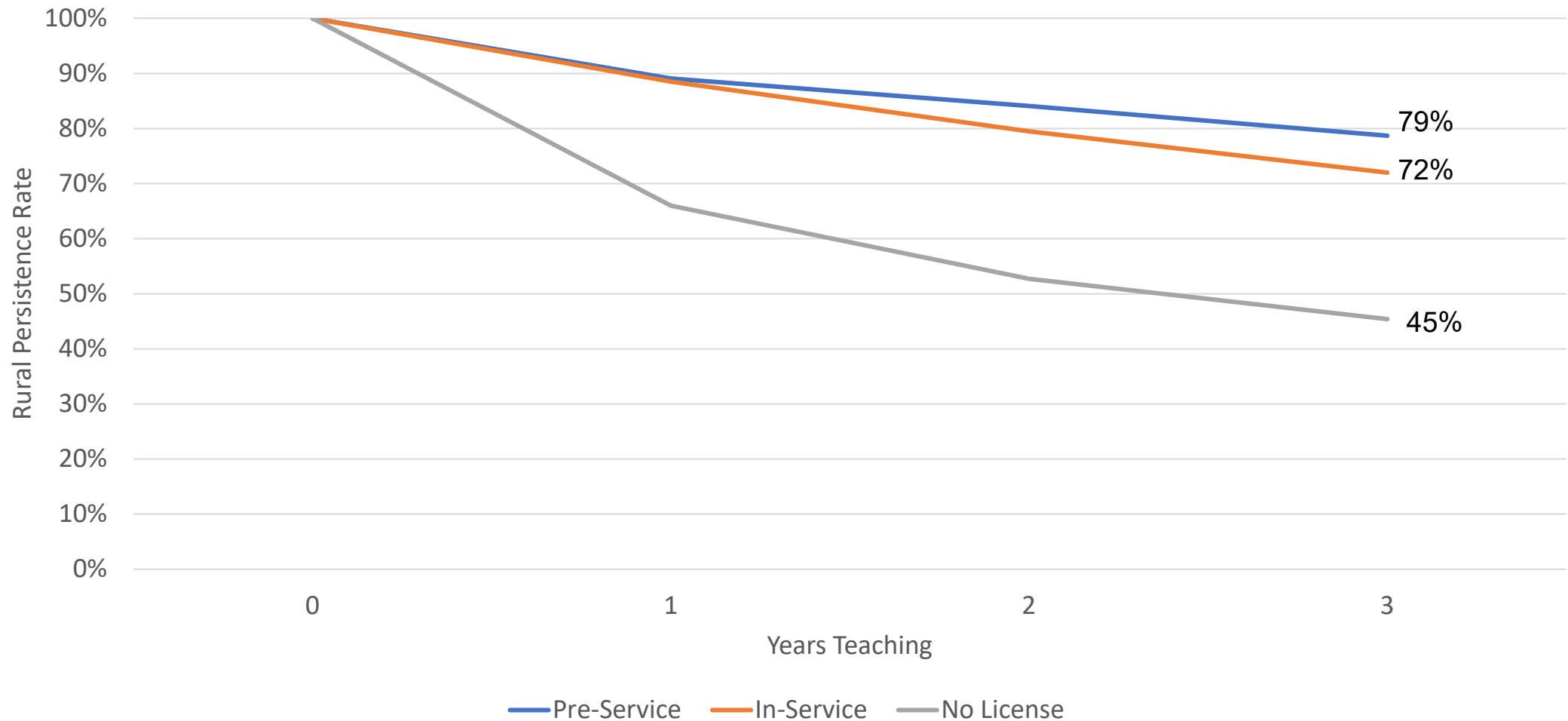


# Salary Gaps



# *Teacher Persistence*

# Persistence Rate by Licensure Type (2019)



# Hiring Unlicensed Teachers is Costly

- Replacing one teacher costs almost \$12,000 (LPI, 2017)
  - Cheaper to pay fully licensed teachers more than frequently replacing unlicensed teachers
- Losing teachers hurts student achievement (Ronfeldt, Loeb, & Wyckoff, 2013)

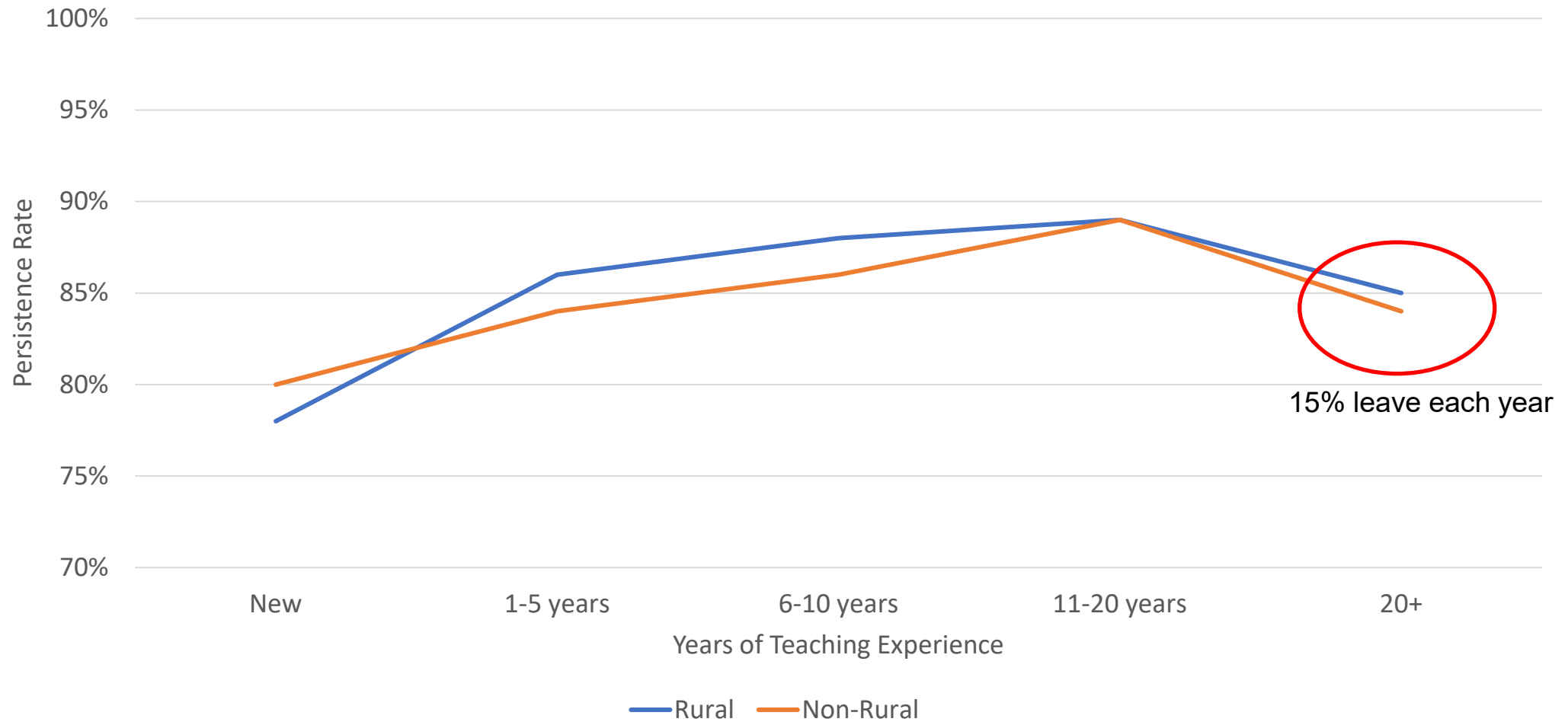
# Age and Years of Experience

On average

- Rural teachers are older than non-rual – 42% are 45+ (32% for state)
- Rural teachers have more experience – 12.4 years (9.8 for state)
  - 52% have 11 or more years of experience (39% for state)



# Persistence Rate by Years of Experience



# *Opportunities*

# Opportunities for School Districts

- Create regional grow-your-own with ESC, not district-based programs
- Create CTE Teacher-Ed programs in partnership with Community colleges
  - Dual-credit programs
- Created tiered teacher pay scales
  - Fully qualified teachers receive higher pay
  - Reduces teacher turnover, which saves money and increases achievement

# Opportunities for EPPs

- Partner with rural districts to place *student teachers and interns* in rural school for exposure and experiences in rural schools
  - Student teacher/ Intern housing with community members could help connect with community
- Recruit unlicensed teachers into post-bacc licensure programs
- Provide in-service PD to improve the teaching quality

# Policy Implications

- Require parent notification
- Emergency licenses are currently valid for 1 year
  - Impose similar time limit for all unlicensed teachers
- Provide higher salary for fully licensed teachers (e.g., \$4k)
- Provide better state funding to address lack of economies of scale

# Q & A

What questions or comments do you have?

**Thank you!!**

<https://www.education.txst.edu/redee.html>

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