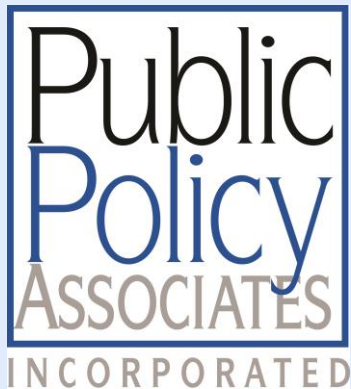


Does Michigan Have a Substitute Teacher Shortage?



Dr. Nathan Burroughs

November 25, 2019

Substitute Teachers In the News



Photo source: edsurge.com

Why Do We Care?

Substitutes are critical to school operations



What Do We Know About Substitute Teacher Shortages?

- Distinguishing between long- and short-term substitutes
- Peer-reviewed research
- Public databases

Project Overview

- Funding from MSU IPPSR (MAPPR grant)
- In partnership with Michigan Association for School Administrators (MASA)
- Project Team
 - Dr. Nathan Burroughs
 - Jacqueline Gardner, MSU Graduate Student
 - Dirk Zuschlag, MSU Graduate Student

What Do Administrators Think?

- Statewide Survey of LEAs
 - We received 177 total responses
 - 33% of school districts
 - 42% of students
- Follow-Up Interviews
 - 13 randomly selected
- Focus Group

Research Questions

- Is there a shortage?
- Are shortages getting worse?
- How do the shortages vary?
- Why is there a shortage?
- What might we do about them?

Is There A Shortage?

Are there usually enough substitute teachers in your geographic area to meet your day-to-day substitute teacher needs?

Always / Almost Always	2%
Most of the Time	31%
Sometimes	38%
Never / Almost Never	29%

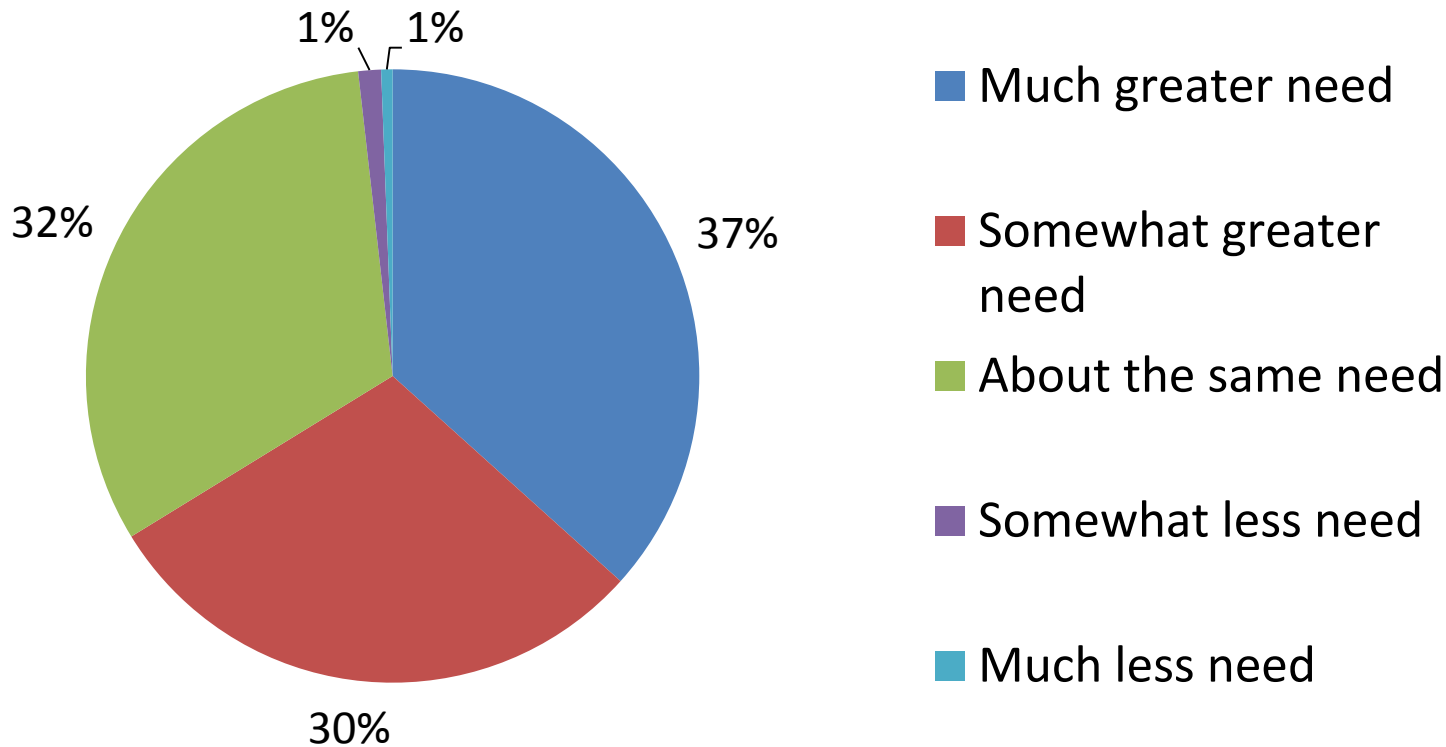
Is There A Shortage?

How often is there a need for a day-to-day substitute teacher and it cannot be filled?

A few times a year	2%
About once a month	4%
A few times a month	10%
About once a week	21%
A few times a week	64%

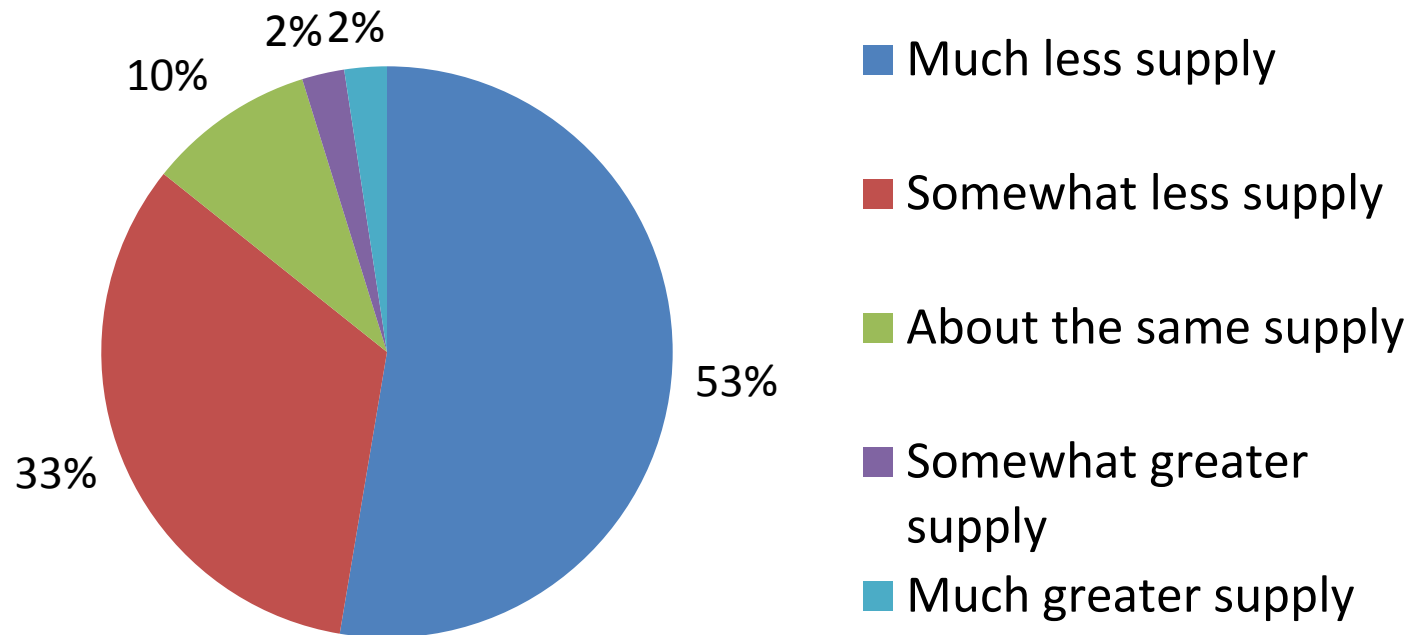
Are Shortages Getting Worse?

How has the **NEED** for substitute teachers changed in your district over the last 5 years?



Are Shortages Getting Worse?

How has the **SUPPLY** of substitute teachers changed in your district over the last 5 years?



How Do Shortages Vary?

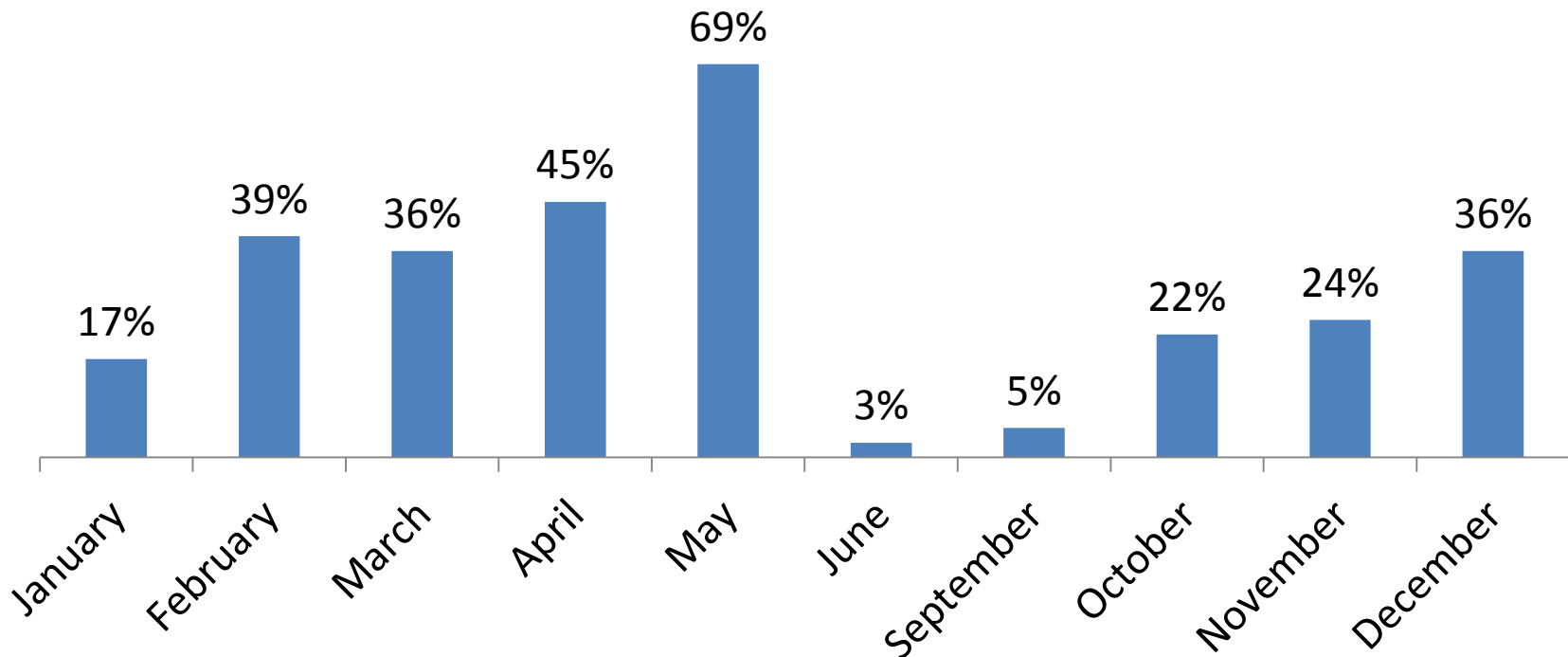
- Time (Day, Month)
- Grade level
- Content area
- % poverty
- % minority
- Locale (urban, suburban, rural, town)
- Region

Shortages by Day of the Week

- 85% of districts said that the need for short-term subs varied by day of the week.
- The vast majority of those said Friday was the worst (73%).

Shortages by Month

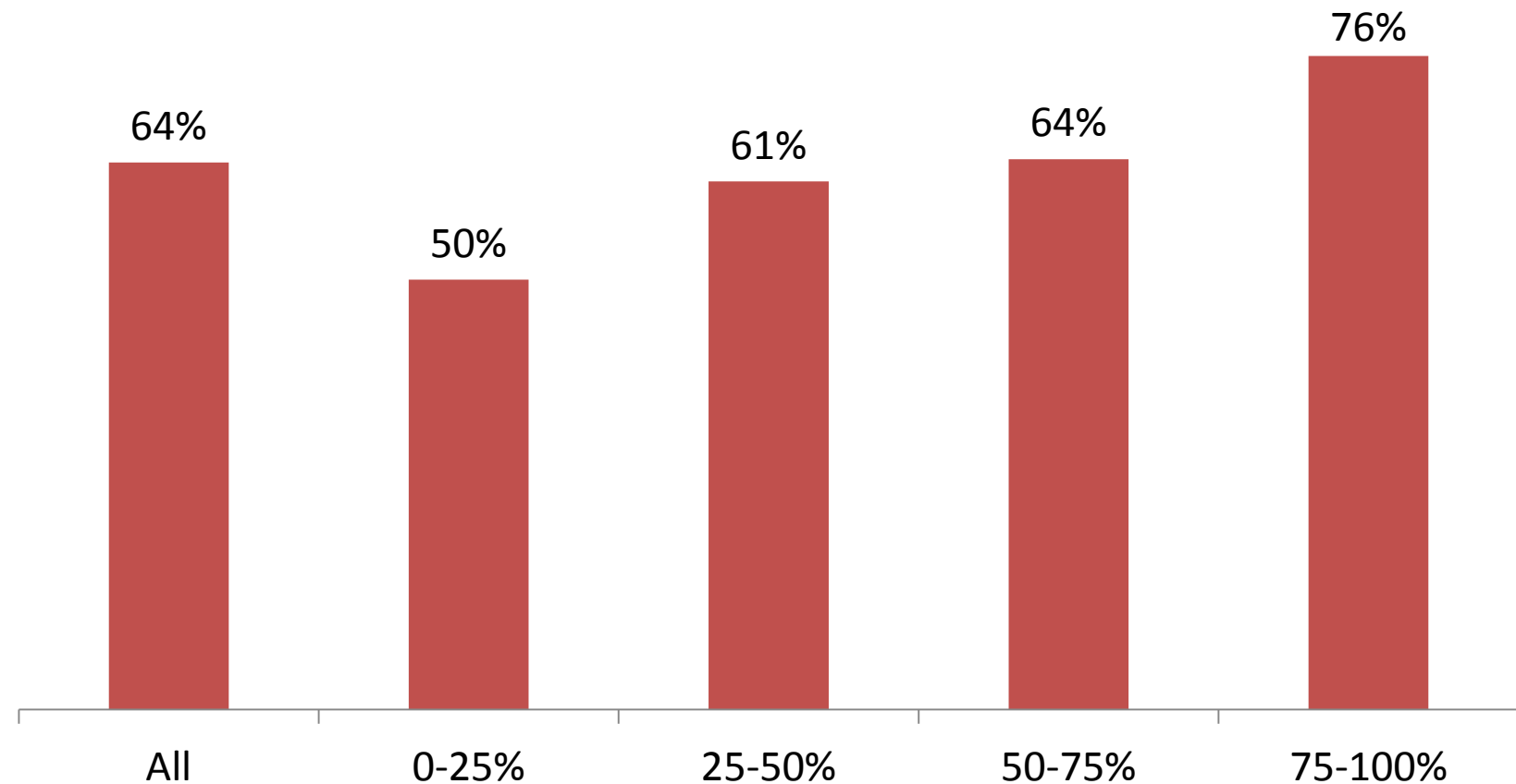
Does the need for day-to-day substitute teachers vary by month? 67%



Shortages by Grade Level & Content Area

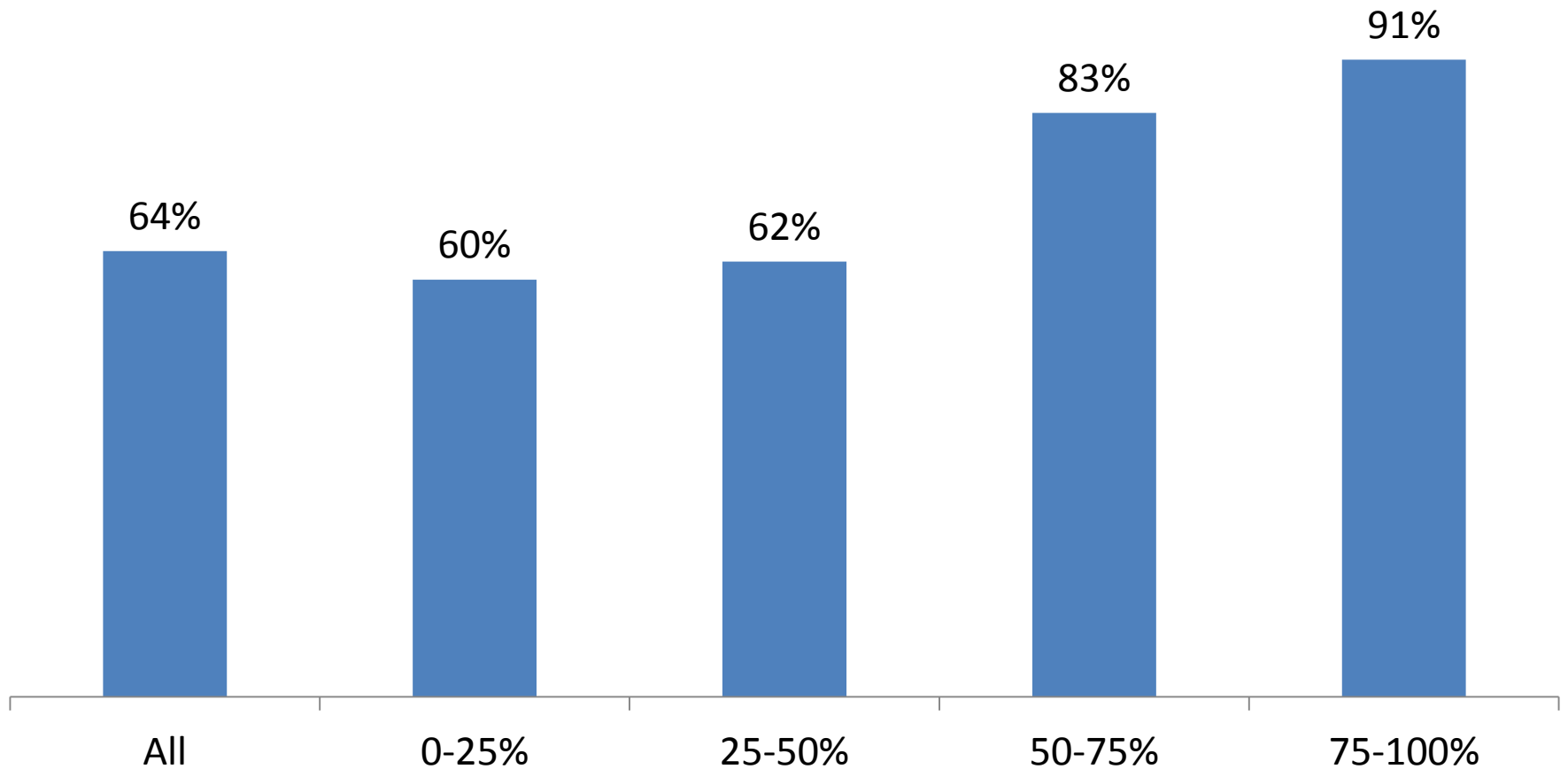
- Does the need for day-to-day substitute teachers vary by grade level? 32%
- Does the need for day-to-day substitute teachers vary by content area? 20%

Shortages by % Poverty



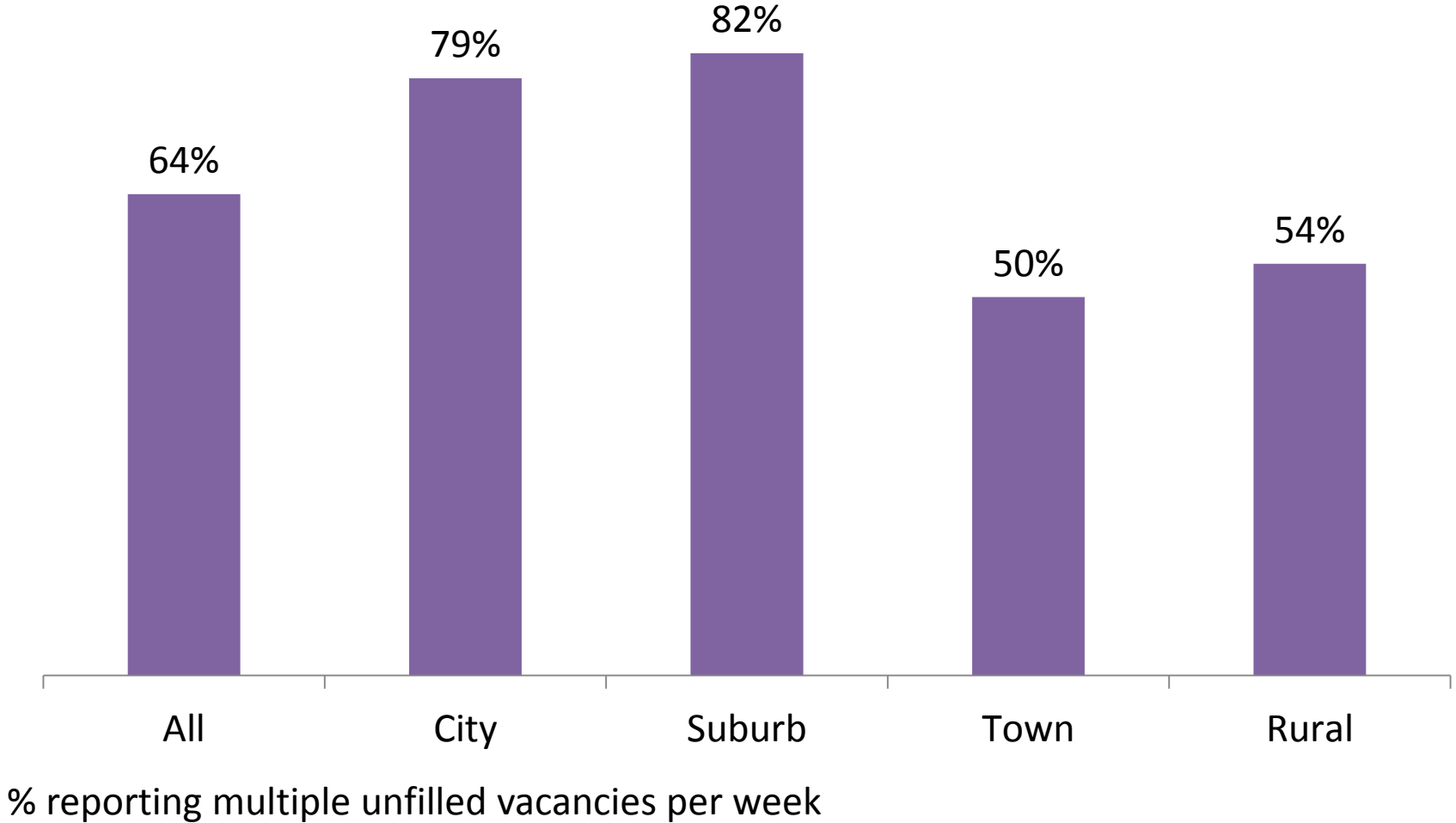
% reporting multiple unfilled vacancies per week

Shortages by % Minority

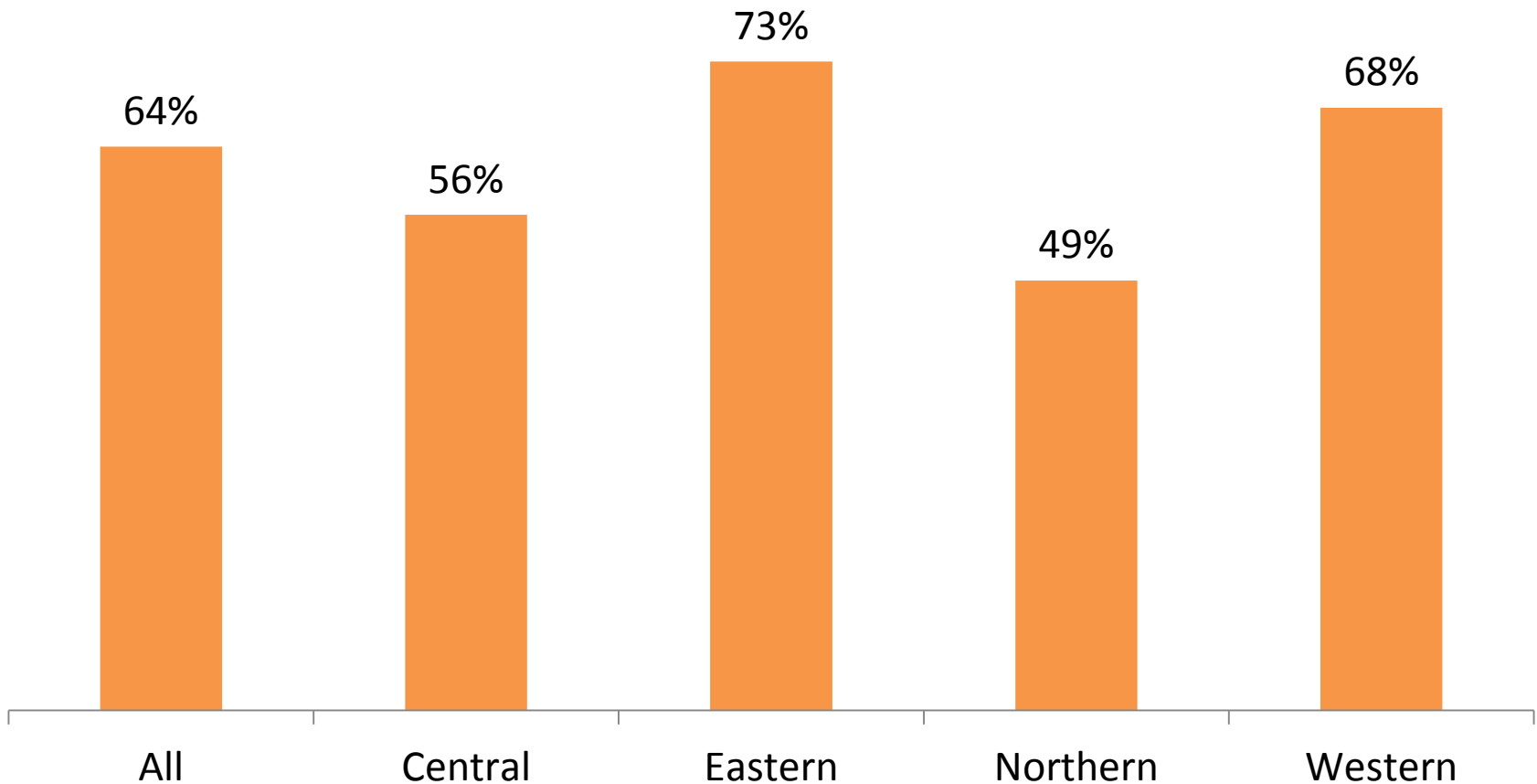


% reporting multiple unfilled vacancies per week

Shortages by Locale



Shortages by Region



% reporting multiple unfilled vacancies per week

Why is there a shortage?

- Interviews and focus groups suggest cyclical and structural factors.
 - Cyclical: strong economy and low sub pay
 - Structural: decline in # of new teachers; restrictions on retirees
- Reduction in requirements does not appear to have any effect.

What Can We Do?

- Common strategies:
 - Increases in compensation
 - Non-monetary benefits
 - Permanent subs
- But individual districts cannot solve a regional problem!

What Can We Do?

- Policy changes
 - Retirees?
- Regional partnerships?
- A career pathway for substitute teachers?

MORE RESEARCH & BETTER DATA!!

Next Steps

- Collecting detailed administrative data on teacher absences and substitute placements
- Understanding what actually happens when a district cannot find a substitute
- Modeling substitute labor markets
- Effects on student outcomes

Acknowledgments

- Jacqueline Gardner and Dirk Zuschlag
- MASA
 - Tina Kerr
- Institute for Public Policy and Social Research (IPPSR) at MSU
- Public Policy Associates, Inc. (PPA)

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