

Help Solve California's Teacher Shortage -- Recruit a More Diverse Teaching Force

Dear ,

California's public K-12 schools are facing a serious shortage of teachers, particularly from diverse backgrounds. While smaller class sizes and retirements have increased the demand for teachers, declining enrollments in California's teacher preparation programs is of great concern.

As I am sure you know, California K-12 public schools are facing a severe teacher shortage. This is due, in part, to smaller class sizes, increased student enrollment, and a wave of teacher retirements. Misperceptions about the teaching profession – that there are no jobs or that many new teachers are laid off -- have also led many undergraduates to dismiss teaching as a viable career option. Fortunately, these conditions have changed – most new teachers can get a job virtually anywhere in the state. With a strong economy, layoffs are rare and compensation packages are becoming very attractive.

We believe that there are many highly-capable students from a variety of ethnic and linguistic backgrounds on our campus who would pursue teaching with the right encouragement and support. Rather than simply spreading the word about the teacher shortage to *all* students, we want to target those individuals who are uniquely well-suited for the teaching profession, especially those who can diversify its ranks.

Helping is easy – Just identify one student whom you believe would be successful classroom teacher, especially for schools that serve diverse populations.

To assist you in the selection process, here are some of the characteristics that researchers have found that are commonly associated with such teachers:

- They are knowledgeable of their subject(s) & enjoy learning
- They are well-organized, persistent, and capable of multi-tasking
- They have had rich life and work experiences and may have followed an untraditional path to the university
- They have had out-of-school experiences with children of diverse backgrounds
- They have the capacity to empathize with the challenges of poverty
- They believe *all* children can be successful if appropriately taught

Faculty and staff from the School of Education will invite each of the nominated students to a Celebration of Teaching event during winter quarter to introduce them to the exciting possibilities that a career in education offers. We will hold follow-up meetings and continue to mentor those who remain interested in pursuing a career in teaching.

Once you have identified the student you want to nominate, please submit the student's name and email address using the Google Form linked below. **We would like all nominations by December 7th.**

[Google form](#)

If you want to see the amazing results this recruitment strategy produces, we urge you to watch the 8-minute documentary that was made recently at Sacramento State. Visit the CSU EduCorps website at <https://www2.calstate.edu/educorps#>.

Thank you for your assistance with this important initiative. If you have questions, comments, or suggestions, don't hesitate to contact me.

Sincerely,

Nancy Stauch

Single Subject Credential Coordinator

nstauch@calpoly.edu

(805) 756-6587; (805) 440-2134