

## **Supply and Demand on the Educator Workforce in Texas**

Texas currently faces a significant teacher shortage. This shortage can be attributed to a growing student population, a decline in teacher preparation enrollments in key subject areas, and teacher attrition. Data shows that shortages of teachers are a much more acute problem in economically disadvantaged communities serving higher numbers of students of color (Learning Policy Institute, 2020). Additionally, in West Texas, surges in the population due to an oilfield boom causes an influx of families with children, needing K-12 educational services. The approved state-level shortage areas in Texas for the 2020-2021 academic year were: Bilingual/English as a Second Language and Special Education, for Elementary and Secondary Levels (including Technology Applications and Computer Science), and Career and Technical Education and Mathematics, both for Secondary Levels (Texas Education Agency). For the 2021-2022 school year, there continues to be a shortage for Texas in these same areas (Department of Education). There is a shortage of math teachers in 42 states and 3 territories. In addition, there is a teacher shortage in special education at all grade levels in 46 states and 3 territories (Department of Education).

According to Big 2 News, Ector County Independent School District (ECISD) started the 2019-2020 academic school year with a shortage of 349 teachers. To try to mitigate the number of vacancies, the school district looked at various efforts, such as long-term substitute teachers, electronic learning, revised student: teacher ratios and enticements for teachers to pick up extra classes. Recruitment efforts have continued, but more teachers are needed (August 20, 2019). There has been a substantial increase in population over the last ten years in the Odessa College service area. This population increase has strained educational services, particularly due to the increase in absolute numbers and the relatively young working age of the population.

In 2019, Odessa College partnered with The University of Texas of the Permian Basin (UTPB) in an OC2UTPB 3-year teacher pathway to accelerate teacher certifications and getting qualified teachers into the classroom. The service area for OC includes 13 counties, covering 33,000 square miles, and is the largest service area for any community college in Texas.

There are approximately 122 Educator Preparation Program (EPP) providers within Texas and of those, approximately 102 are alternative EPPs. Currently, there are 4 EPP programs within the Odessa College service area, serving multiple counties. Of those, 2 are offered in Ector County. EPPs offer multiple pathways to teacher certification – traditional and non-traditional. The traditional path requires a bachelor's degree, post-baccalaureate certification that includes graduate coursework.

According to the Texas Education Agency, in 2018-2019, approximately 23,733 new teachers were prepared. Of that number, 49.2 % were prepared by an Alternative Certification Program (Texas Education Agency Update, October 2019). Odessa College would like the opportunity to provide an Educator Preparation Program which will offer an alternative path to teacher certification. The program will help fill the growing demand for qualified teachers. Unqualified and unprepared teachers are less effective on average and are also 2-3 times more likely to leave teaching than fully qualified teachers (Learning Policy Institute, 2020). Odessa College is in the position to provide a high-quality, low-cost alternative path to teacher certification. For these reasons, this program will be attractive to individuals who want to enter the teaching profession.

An Alternative Certification Program at Odessa College will prepare to serve the ever-changing demographics of students in Ector County. Currently, new teachers in Texas are more likely to work in schools with diverse populations of students (Texas Education Agency Update, October 2019). A diverse population might include students who are economically disadvantaged, academically challenged and English Language learners. These initial paths to certification will position OC to meet the needs of independent school districts across Ector County.

Data below reflects evidence gathered through the Texas Workforce Commission regarding job outlook for teachers and other related positions. This does not reflect those positions which may be available in private schools/sectors. Data reflects the Permian Basin Region. A different analysis may be completed at <https://texaslaboranalysis.com/GapAnalysis>.

SOC Title	Current Demand (HWOL - Jun 2023)	Current Supply (WIT - Jun 2023)	GAP (Current)	Avg. Annual Openings	Annual Graduates	GAP (Annual)	Current Employment (2021)	Projected Employment (2030)
Preschool Teachers, Except Special Education	30	24	6	28	153	-125	380	273
Kindergarten Teachers, Except Special Education	9	3	6	32	131	-99	340	312
Elementary School Teachers, Except Special Education	64	25	39	179	131	48	2,400	2,381
Middle School Teachers, Except Special and Career/Technical Education	119	4	115	98	73	25	960	1,325
Career/Technical Education Teachers, Middle School	N/A	5	N/A	N/A	N/A	N/A	40	N/A
Secondary School Teachers, Except Special and Career/Technical Education	62	31	31	113	289	-176	1,550	1,572
Career/Technical Education Teachers, Secondary School	4	4	0	12	N/A	N/A	190	168
Special Education Teachers, Preschool	6	1	5	N/A	82	N/A	N/A	N/A
Special Education Teachers, Kindergarten and Elementary School	N/A	7	N/A	16	82	-66	240	221
Special Education Teachers, Middle School	29	3	26	8	82	-74	70	92
Special Education Teachers, Secondary School	2	1	1	19	82	-63	170	238
Special Education Teachers, All Other	10	2	8	N/A	82	N/A	30	N/A
Tutors and Teachers and Instructors, All Other	11	26	-15	82	21	61	490	695
Teaching Assistants, Except Postsecondary	N/A	71	N/A	135	191	-56	1,450	1,407

Big 2. ECISD Addressed Teacher Shortage and District Rating. August 20, 2019.

<https://www.yourbasin.com/news/local-news/ecisd-addresses-teacher-shortage-and-district-rating/>. Accessed May 11, 2021

Garcia, Emma and Weiss, Elaine. Economic Policy Institute. The Teacher Shortage is Real, Large and Growing, and Worse Than We Thought. March 26, 2019.

<https://www.epi.org/publication/the-teacher-shortage-is-real-large-and-growing-and-worse-than-we-thought-the-first-report-in-the-perfect-storm-in-the-teacher-labor-market-series/>. Accessed May 12, 2021.

TEA. 2020-2021 Teacher Shortage Areas and Loan Forgiveness Programs.

<https://tea.texas.gov/about-tea/news-and-multimedia/correspondence/taa-letters/2020-2021-teacher-shortage-areas-and-loan-forgiveness-programs> Accessed May 12, 2021.

U.S. Department of Education. Teacher Shortage Areas. <https://tsa.ed.gov/#/reports>. Accessed May 12, 2021

UTPB. OC2UTPB: Program to Help Teacher Shortage. October 10, 2020.

<https://www.utpb.edu/success/2020/10/oc-to-utpb-teacher-shortage>. Accessed May 11, 2021