TEACHER PREPARATION AND RETENTION

What do we know about programs that promote under certified teachers (teachers who take a few classes to receive certification rather than enroll in rigorous teacher preparation programs) and the teacher recruitment/retention problem?

- Programs that promote under-certified teachers contractually obligate school districts to protect positions for under-certified teachers, displacing traditionally certified teachers\(^1\)
- These under-certified teachers do not stay in the classroom and displace teachers of color in Urban settings\(^2\)

What do we know about under certified teachers (teachers who take a few classes to receive certification) as compared to teachers who enroll in more rigorous teacher education programs?

- Students of certified teachers substantially out-perform students of under-certified teachers in all subjects\(^3\)\(^4\)\(^5\)
- Students of under-certified teachers make about 20% less academic growth per year than students of teachers with regular certification\(^6\)
- Encouraging under certified teachers into classrooms that are in most need of highly qualified teachers is detrimental to students\(^7\)\(^8\)

**KEY TAKEAWAYS:** Encouraging individuals into non-education programs will not address the teacher shortage in Arizona—it will make it worse. Research also shows under-certified teachers are detrimental to students.

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