



## 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<sup>1</sup>
- These under-certified teachers **do not stay** in the classroom and **displace teachers of color** in Urban settings<sup>2</sup>

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**<sup>345</sup>
- Students of under-certified teachers make about 20% less academic growth per year than students of teachers with regular certification<sup>6</sup>
- Encouraging under certified teachers into classrooms that are in most need of highly qualified teachers is detrimental to students<sup>78</sup>

**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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<sup>1</sup> Brewer, Kretchmar, Sondel, Ishmael, & Manfra (2016) <https://epaa.asu.edu/ojs/article/view/1923/1724>

<sup>2</sup> White (2016) <https://epaa.asu.edu/ojs/article/view/2100/1721>

<sup>3</sup> Laczko-Kerr & Berliner (2002) <https://epaa.asu.edu/ojs/article/view/316/442>

<sup>4</sup> Darling-Hammond, Holtzman, Gatlin, Vasquez-Heilig (2005) <https://epaa.asu.edu/ojs/article/view/147/273>

<sup>5</sup> Scott, Trujillo, & Rivera (2016) <https://epaa.asu.edu/ojs/article/view/2419/1727>

<sup>6</sup> Laczko-Kerr & Berliner (2002) <https://epaa.asu.edu/ojs/article/view/316/442>

<sup>7</sup> Laczko-Kerr & Berliner (2002) <https://epaa.asu.edu/ojs/article/view/316/442>

<sup>8</sup> Scott, Trujillo, & Rivera (2016) <https://epaa.asu.edu/ojs/article/view/2419/1727>