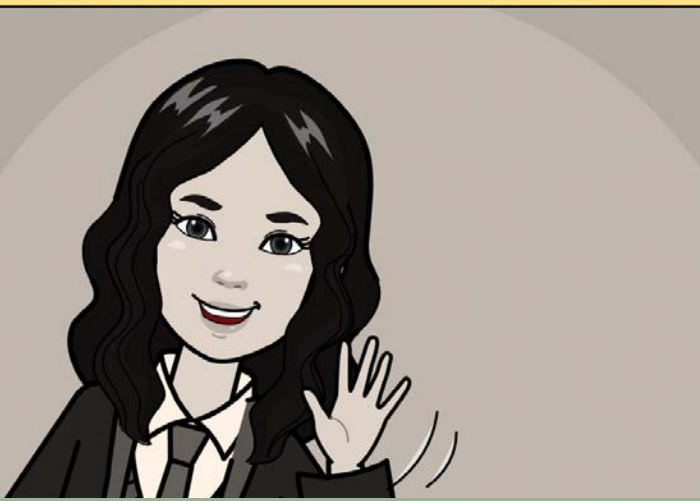


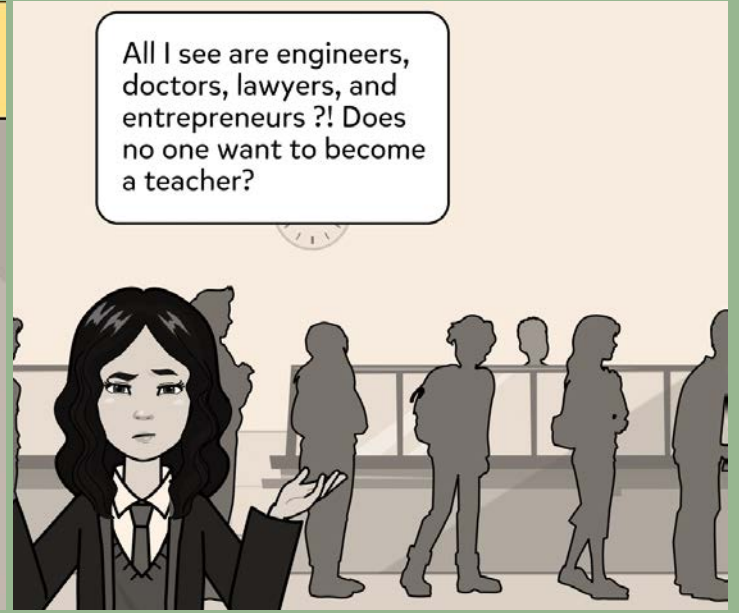
TEACHING - A DECLINING PROFESSION?

with Julie and her aunt

Its Career Day at High School. Julie - an aspiring teacher here is eager to meet with professionals who can guide her.



All I see are engineers, doctors, lawyers, and entrepreneurs?! Does no one want to become a teacher?



Back at home in the front yard with her aunt.

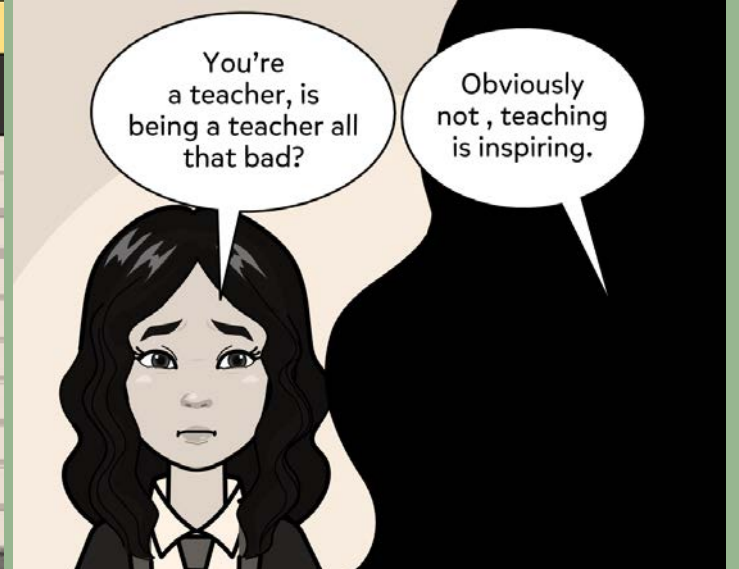
I feel lost, I could not find anyone with whom I could talk to about my career plans at the fair today.

What's the matter dear?



You're a teacher, is being a teacher all that bad?

Obviously not, teaching is inspiring.



Then why is it that none of my friends want to become one?



Now that's a long story to cover in the little time we have, but let me give you a gist.



4 REASONS WHY teaching is a declining profession



lack of self-confidence in future teachers



Schools in today's world hardly design their curriculum to include confidence-boosting activities

salary gap



As it is, other professions earn twice as much and some even get paid overtime. Despite putting in more hours, teachers don't get paid enough. (US Bureau of Labor Statistics)
There is no standard irrespective of qualifications. Discrepancies in salaries intensify burnout.



toxic work environment

Teachers lack autonomy and are hardly taken into consideration while the administration takes decisions. (Reshawna Chapple, TalkSpace Blog)

teachers are not being valued enough

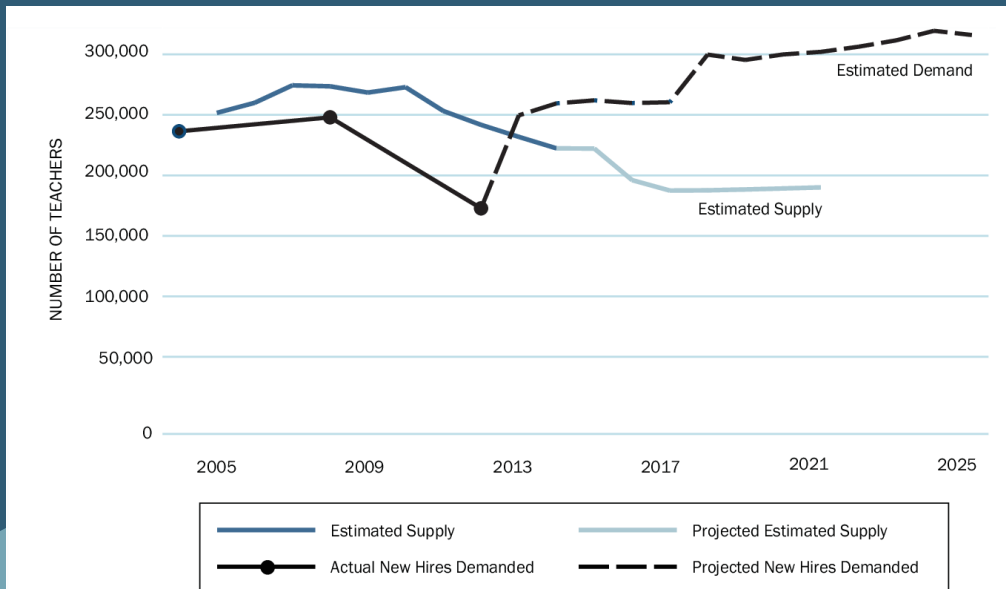
Exhaustive daily routines, next to no holidays, bad student behavior, and dealing with difficult parents all lead to **BURNOUT**. (Reshawna Chapple, TalkSpace Blog)





The teacher shortage stems from a long-standing disrespect for teachers and their profession, as evidenced by decades of low pay, constant scrutiny, and poor working conditions.

This is what is driving existing and prospective teachers away.



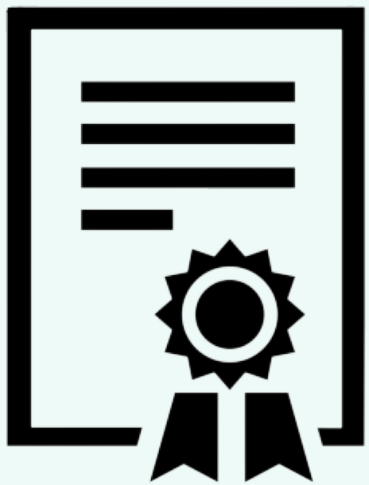
A Supply and Demand Graph of teachers

Sutcher, Leib et al. "A Coming Crisis in Teaching? Teacher Supply, Demand, and Shortages in the U.S." (2016).

WHY DOES THIS MATTER?

EMPLOYING INADEQUATELY QUALIFIED TEACHERS

endangers students' learning process, the money invested is a waste of resources and could be better deployed elsewhere.



DIMINISHING RESPECT-

The teacher shortage makes it more difficult to establish a solid reputation for teaching and to professionalize it, which contributes to the shortage.



REMEMBER!

Teaching is the MOTHER of all professions.

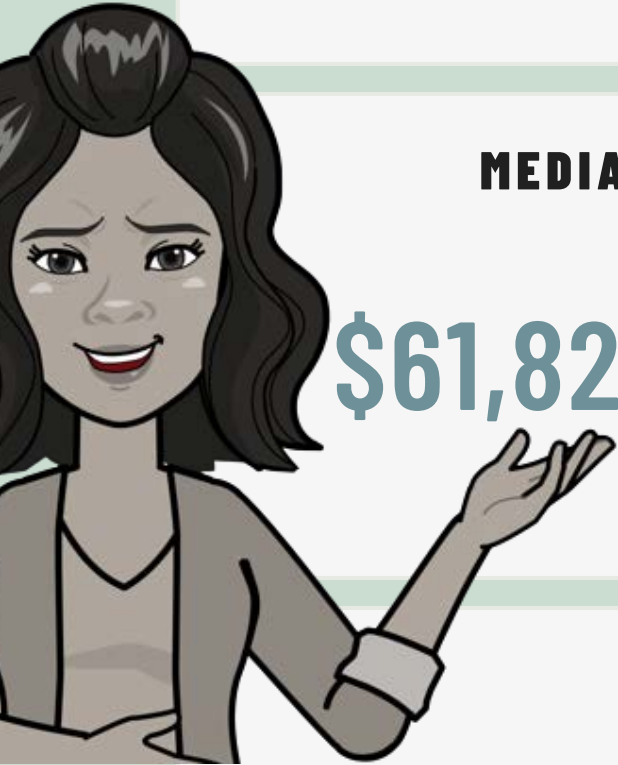


Do we really want to live in a world without other occupations?

LET'S LOOK AT THE STATS



Voters in the age group 18-29 are the most pessimistic about the teaching profession. Only 24% are “very likely” to encourage a friend or family member to become a K-12 teacher today.⁴



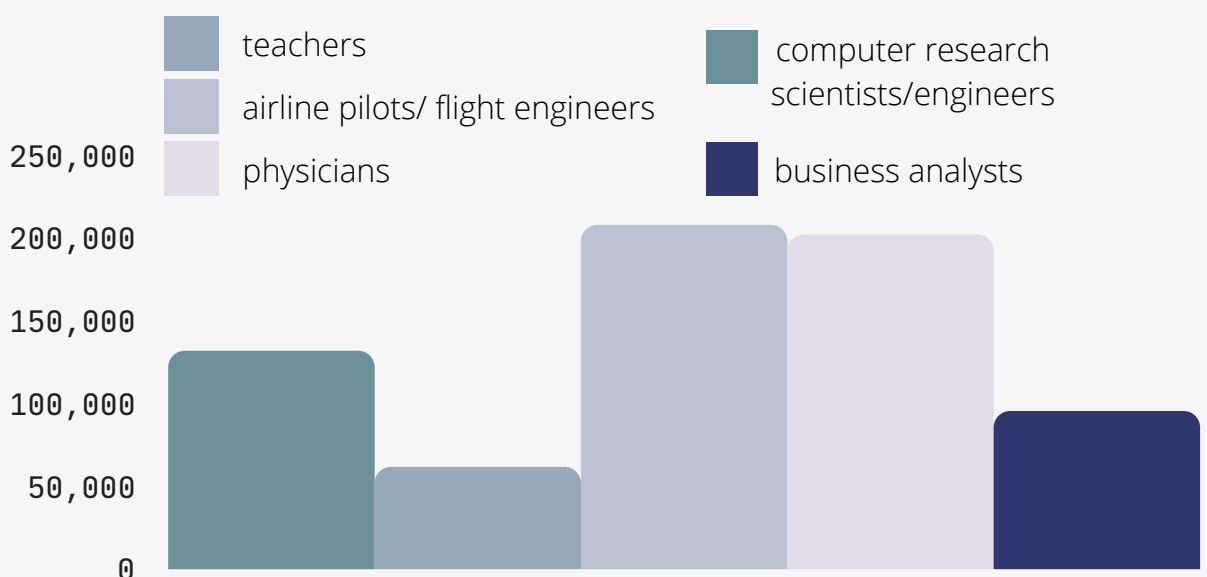
MEDIAN ANNUAL PAY FOR HIGH SCHOOL TEACHERS IN 2021²

\$61,820

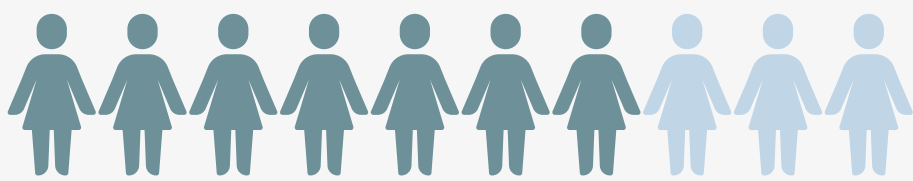
SCIENTISTS/DOCTORS/ENGINEERS EARN ALMOST TWICE THIS AMOUNT PER ANNUM

82% of respondents currently or previously worked multiple jobs to make ends meet as a teacher.⁵

TEACHER SALARY VS OTHER PROFESSIONS²



EFFECTS OF COVID



7 IN 10 TEACHERS HAVE EXPERIENCED STRESS OR BURNOUT FROM SPENDING MORE TIME WITH STUDENTS TO REGAIN LOST GROUND AFTER QUARANTINE³

5,644 teacher retirements

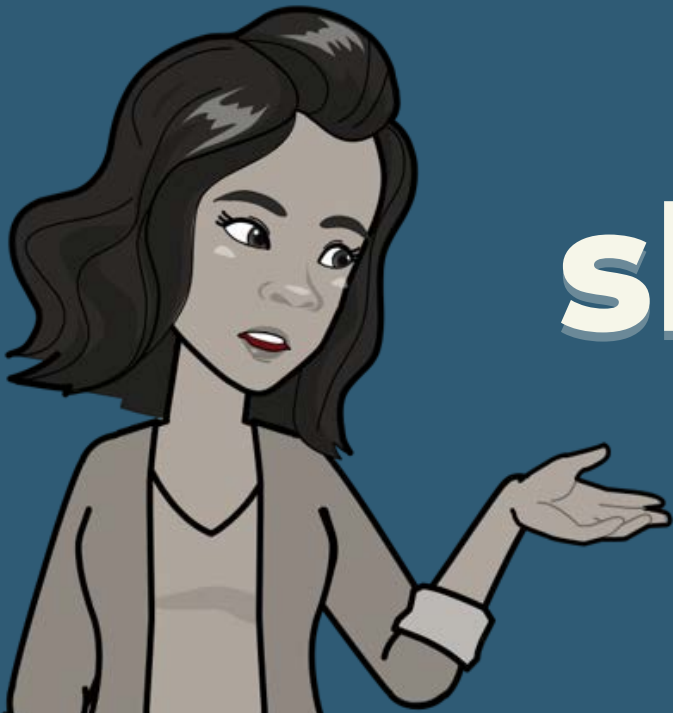


in the last six months of 2020 a **26%** increase from the same period of the previous year.¹

WORKS CITED

1. CALIFORNIA STATE TEACHER'S RETIREMENT SYSTEM
2. US BUREAU OF LABOR STATISTICS
3. RESHAWNA CHAPPLE, TALKSPACE BLOG
4. VALERIE STRAUSS- THE WASHINGTON POST
5. SALARIES SHORTAGES REPORT-TEACHER SALARY PROJECT

What should be done?



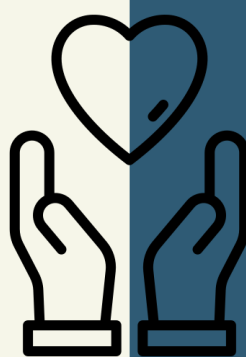
1



Governments should allocate specific funds to improve pay.

By providing stipends, scholarships, financial aid, and a competitive and livable wage, including **increasing starting salaries and salary caps** for teachers.

Unions and concerned administrations and departments in universities should bridge the gap between teaching and other programs and **establish respect for teacher education programs.**



2

3



Starting from a high school level, curriculums should include **mandatory leadership and teaching classes** that focus on preparing children for the real world while also boosting confidence alongside.

Actively spreading awareness will help people realize what teachers really go through and they may **advocate for better pay by voting for leaders who make new or redesign existing policies** to reverse this crisis.



4

FLIPPED CLASSROOM APPROACH

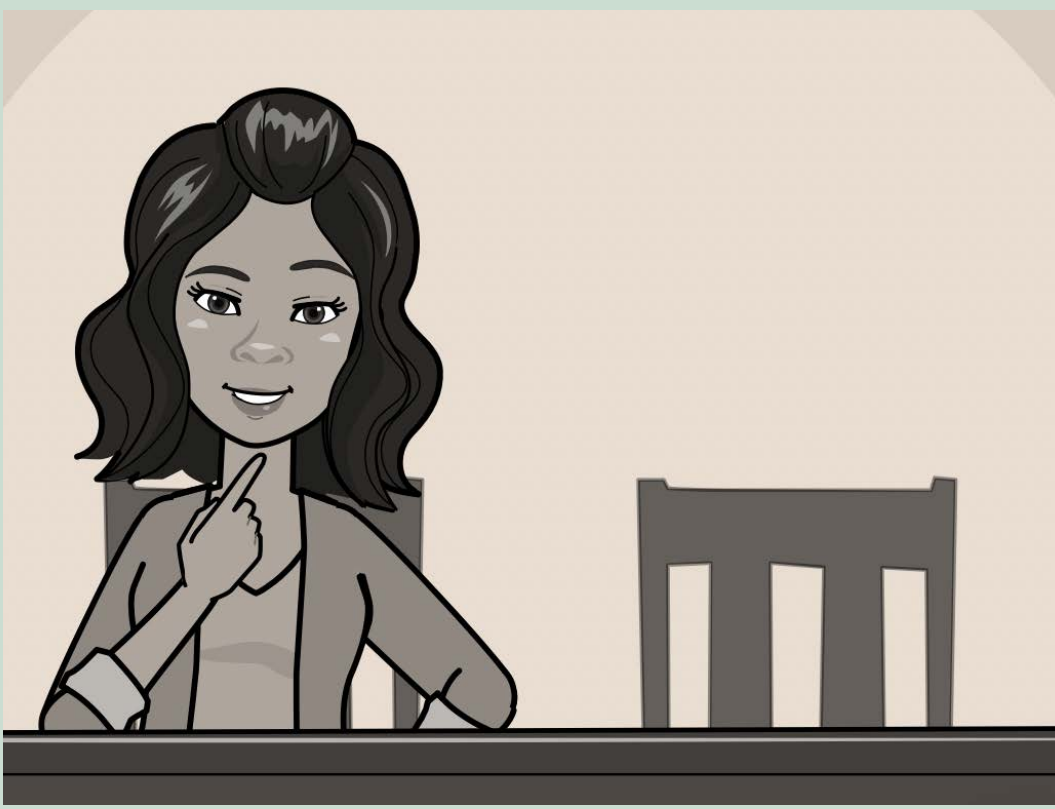
is a collection of several effective methods to boost confidence amongst students.

one of its methods involves

ROLE REVERSAL



the student teaches



the teacher listens, evaluates progress, and provides feedback.

This allows students to think from a different viewpoint, actively participate in activities, and develop more comprehensive ideas about specific subjects.



It is a common perspective that the teaching profession is not attracting new teachers as it is not on par with other "high-status" lucrative professions.

What is so special about Singapore's and Finland's education system?



THESE COUNTRIES HAVE BOASTED ABOUT THEIR STUDENT-FRIENDLY EDUCATION SYSTEM, BUT

DID YOU KNOW?

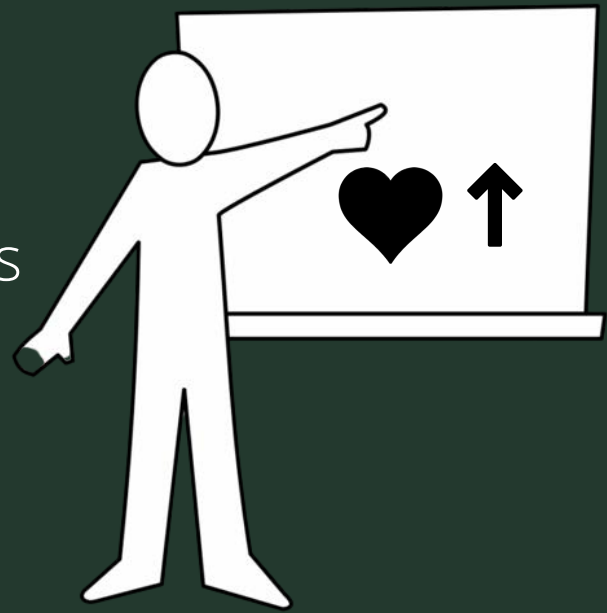


Annual national opinion polls in Finland consistently show that **teaching is the most admired profession in the country.**

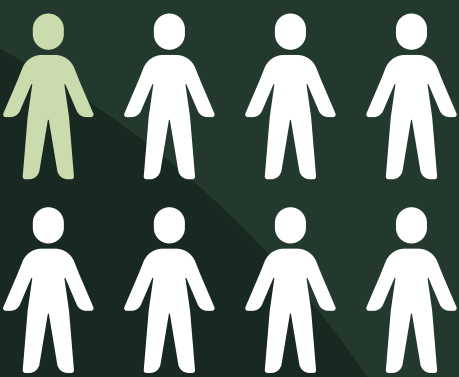
The **competitive selection process** contributes significantly to the profession's attractiveness.

It was **harder to gain entry to the University of Helsinki's teacher education program compared to the law program or the medical school in 2016.**

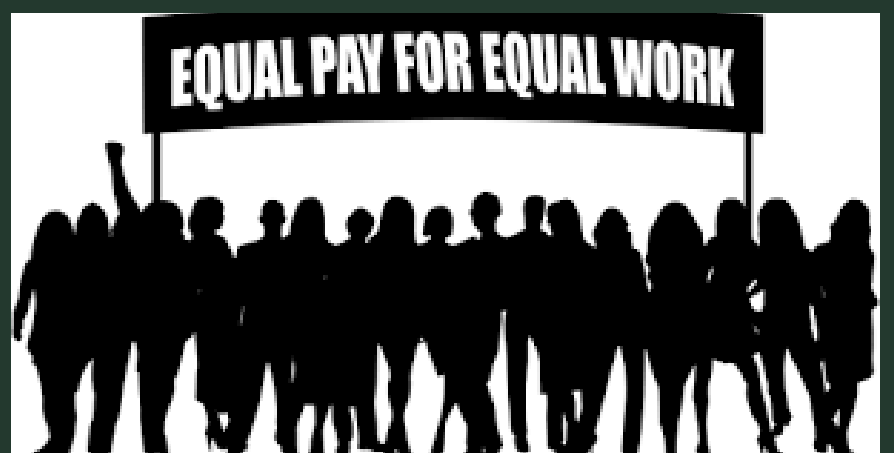
Teaching is a highly desirable profession in **SINGAPORE**, thanks to **starting salaries nearly equivalent to those of accountants and engineers.**



Similar strategies must be implemented worldwide for positive results.



Singapore admits to teacher education programs



WORKS CITED

NCEE - National Center on Education and the Economy

What is USA doing?



The country is using effective strategies, but these are fairly new for collecting data and analyzing results.



President Biden encouraged leaders to use pandemic relief and recovery funds from the American Rescue Plan Act of 2021 (ARP) and other federal funds to address teacher shortages—including the Governor's Emergency Education Relief (GEER), Elementary and Secondary School Emergency Relief (ESSER), and Higher Education Emergency Relief (HEERF) funds to help with these efforts.

1



2

Establishing teaching as a Registered Apprenticeship
Dallas College in Texas launched the state's first paid teacher residency apprenticeship in the fall of 2022. Dallas College students will serve as residents 3 days per week and will then either tutor or act as a substitute 1 day per week. Students will be strategically placed in underserved schools with mentors.

At University at Buffalo, State University of New York, teaching residents receive stipends and serve as co-teachers in partner school classrooms 4 days per week for the duration of the school year.



3

Establishing or expanding loan forgiveness or service scholarship programs.

4

California signed into law a 2021-2022 state budget that includes a total of **\$350 million** in state funding for the Teacher Residency Grant Program to help address areas of shortage by funding efforts in the state to **recruit, support, and retain a diverse teacher workforce.**

The Detroit district Public schools **boosted starting salaries by 33 percent**, from \$38,000 in 2017 to more than \$51,000 in the fall. It offered \$3,000 in hazard pay to work during the pandemic and is now offering \$15,000 annual recurring bonuses for teachers in hard-to-fill areas such as special education.

5

DOES JULIE STILL WANT TO PURSUE HER DREAMS?



THEIR MESSAGE TO YOU



Teaching is **INSPIRING**,
It gives you an opportunity to share



PASSION AND KNOWLEDGE



You get to make an **IMPACT** on young minds.

