



# RAISE THE BAR:

## Boldly Improve Learning Conditions: Eliminate Educator Shortages at Every School



**Let's give our students the very best. Every student should have access to outstanding, well-prepared, well-supported educators who reflect the diversity of the students they serve.**

"Raise the Bar: Lead the World" is the U.S. Department of Education's call to action to transform P-12 education and unite around what works—based on decades of experience and research—to advance educational equity and excellence. As part of our Raise the Bar efforts to boldly improve learning conditions, the Department is working to eliminate the educator shortage at every public school.

Great educators represent the most important resource we can give our children in classrooms. From February to May of 2020, communities lost nine percent of all local public education jobs due to the pandemic, including teachers, specialized instructional support personnel, and other critical staff. As of spring 2023, communities have recovered 82 percent of these jobs. The Department will continue its efforts to address educator shortages caused by the pandemic as well as the underlying shortages that were exacerbated by the public health crisis and that disproportionately impact students of color, students with disabilities, and English learners. We call on state and local leaders to join us in this effort.



### Keys to Elevating the Teaching Profession and Eliminating the Educator Shortage

The Department is committed to working with state and local leaders to elevate the teaching profession by investing in and scaling up high-quality and affordable teaching pathways, and supporting efforts to better prepare, develop, and retain talented and diverse educators in our schools. Robust investments and strategic action in the areas below represent key policy levers to eliminate educator shortages.

 <b>COMPENSATION AND WORKING CONDITIONS</b>	 <b>PATHWAYS INTO THE PROFESSION</b>	 <b>INDUCTION AND PROFESSIONAL LEARNING</b>	 <b>LEADERSHIP AND ADVANCEMENT</b>	 <b>EDUCATOR DIVERSITY</b>
Promote improving compensation and working conditions, including paying educators competitively and providing dedicated planning time to collaborate with peers	Support high-quality and affordable pathways into the profession that incorporate significant clinical experience, including residencies, teacher apprenticeship, and Grow-Your-Own programs	Support effective new educator induction, mentoring, and job-embedded professional learning programs that provide support to educators throughout their careers	Promote teacher excellence and career ladders, including opportunities for teachers to lead beyond their classrooms and be compensated for these additional responsibilities, and expanding distributed leadership models in our schools	Promote educator diversity throughout the work of teacher recruitment, preparation, and retention, and ensure teaching is a career that people from all backgrounds are eager to and can pursue

Visit [Raise the Bar: Boldly Improve Learning Conditions](#) to read more about the specific strategies outlined here, connect to resources, and learn about federal grants that can support these strategies.