



H.R. 6236, Innovations to Recruit and Retain Excellent Teachers Act

Issues of teacher recruitment and retention impact students' current and future socioeconomic outcomes. [Studies repeatedly show](#) that teachers are the most important school-based factor in student achievement. Increasing the quality of a poorly performing teacher's classroom instruction has been shown to increase his or her students' lifetime income by \$250,000, [according to a 2011 study](#). The revolving door of inexperienced and under-supported teachers plaguing low-income schools is putting our students at educational and financial risk.

The Innovations to Recruit and Retain Excellent Teachers Act empowers states and school districts to develop innovative, tailored strategies to ensure that students, especially those from low-income families, are taught by a well-supported and diverse workforce of excellent teachers.

The bill would build on the recruitment and retention initiatives funded through Title II of the Elementary and Secondary Education Act, as updated by the Every Student Succeeds Act. The Innovations to Recruit and Retain Excellent Teachers Act would provide a minimum of \$2 billion per year in supplemental federal funding to states and school districts for activities including:

- **Hiring and recruiting diverse and high-potential teachers. The bill does this by:**
 - Encouraging partnerships with teacher prep programs or non-profits to provide pre-clinical training opportunities for diverse teaching candidates;
 - targeting recruitment strategies to develop a diverse teacher workforce that addresses teacher subject shortage areas;
- **Developing and retaining excellent and diverse teachers. The bill does this by:**
 - Improving compensation structures to better align teacher pay with roles and responsibilities;
 - Creating high-quality, intensive comprehensive induction programs for novice teachers that include individualized coaching, reduced course load, or co-teaching along master teachers;
- **Creating teacher leadership and professional growth opportunities. The bill does this by:**
 - Establishing leadership pathways for excellent teachers to coach and mentor novice or struggling teachers while remaining in the classroom;
 - Empowering teachers to lead their schools through teacher-led initiatives such as communities of practice, curriculum development, and providing input on school policies; and
 - Providing teachers with professional learning opportunities, such as advanced credentialing.

Our nation's students deserve a teacher workforce that is well-trained, well-supported, and culturally competent to ensure all students graduate from high school with the skills needed for college and career success.

Background: How the Teacher Shortage Negatively Impacts Schools and Students

With 240,000 teachers leaving the classroom in the last five years, America is in the midst of a teacher shortage that will only get worse unless districts use innovative strategies to better attract, reward, and support teachers. [A 2016 Learning Policy Institute report](#) estimates our schools will face an annual shortage of 100,000 teachers by 2025. Compounding the problem is the systemic under-recruitment and retention of teacher candidates from diverse backgrounds, resulting in a current teacher workforce that does not mirror the diversity of our nation's students. [A 2016 Brookings Institution report](#) finds that 50% of K-12 students are from minority groups, as compared to only 18% of classroom teachers. With a growing body of evidence demonstrating that the diversity gap negatively impacts student achievement and school culture, it is imperative that states and school districts use innovative strategies to recruit and retain a diversified workforce.

Further, [the National Center for Education Statistics' 2012-13 Schools and Staffing Survey](#) demonstrates that the effects of teacher turnover are compounded in high-poverty school districts. Between the 2011-12 and 2012-13 school years, the teacher turnover rate in high-poverty schools was 22 percent, which is roughly 70 percent higher than that of low-poverty schools. Overall, school districts spend an estimated \$2.2 billion annually due to teacher turnover, and these financial consequences are concentrated in high-poverty schools, according to [an Alliance for Excellent Education 2014 report](#).

Congress must act to support recruitment, retention, and development of excellent teachers for all students by enacting H.R. 6236, The Innovations to Recruit and Retain Excellent Teachers Act.