



NSBA 2021 Talking Points

Building the Teacher Pipeline: Recruitment, Retention, and Professional Development

Great teachers are the key to successful learning for millions of students who attend public schools. The pandemic has highlighted how important they are to learning success and has demonstrated their dedication to serving their students. While there was already a sense of urgency around teacher shortages, the pandemic has exacerbated the crisis facing public schools as the number of teachers leaving the profession continues to grow. As many teachers retire or change careers and leave the classroom, there must be a focused effort to retain teachers through additional supports. Those supports include better professional development, mentoring, and collaboration while also recruiting new teachers. The shortage of teachers is especially challenging in high-need subjects, in special education, for students of color, and in rural areas. Prioritizing teachers is essential to public school transformation efforts that emphasize access, equity, and innovation.

NSBA's position on Building the Teacher Pipeline

- NSBA encourages a national strategy to attract high-performing students to teaching, strengthen educator preparation programs, and establish induction programs that set new educators on a path to long-term success.
- Congress should (1) support the administration's proposed investment in educators, which calls on Congress to invest \$9 billion in teachers. This investment would address shortages, improve training and supports for teachers, and boost teacher diversity; (2) strengthen the Higher Education Act's (HEA) teacher recruitment, preparation, and induction provisions; and (3) provide at least \$2.1 billion for ESEA Title II-A, which will help with professional development for teachers to assist them with new modern instructions models and technology to drive student learning and improvement.
- NSBA supports the bipartisan Preparing and Retaining Education Professionals (PREP) Act in the HEA rewrite. U.S. Senators Tim Kaine (D-VA) and Susan Collins (R-ME), both members of the Senate Health, Education, Labor, and Pensions (HELP) Committee, are expected to introduce the legislation again during this Congress. The PREP Act will address teacher and principal shortages, especially in rural communities and help ensure that educators have the right skills to be effective.