

Mississippi Educator Workforce Shortages and Strategies

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MISSISSIPPI
DEPARTMENT OF
EDUCATION

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VISION

To create a world-class educational system that gives students the knowledge and skills to be successful in college and the workforce, and to flourish as parents and citizens



MISSION

To provide leadership through the development of policy and accountability systems so that all students are prepared to compete in the global community



1

ALL Students Proficient and Showing Growth in All Assessed Areas



2

EVERY Student Graduates from High School and is Ready for College and Career



3

EVERY Child Has Access to a High-Quality Early Childhood Program

EVERY School Has Effective Teachers and Leaders

4



EVERY Community Effectively Uses a World-Class Data System to Improve Student Outcomes

5



EVERY School and District is Rated “C” or Higher

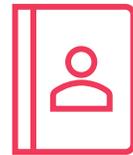
6



RECRUIT



LICENSE



SUPPORT



RETAIN



PREPARE



HIRE



EMPOWER



RETIRE

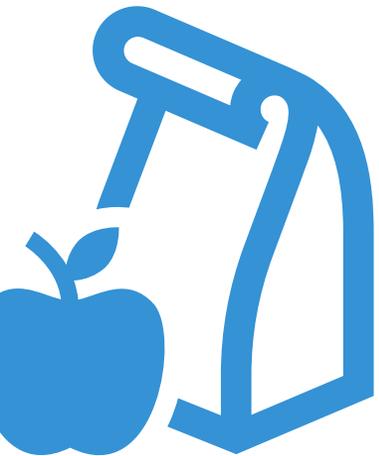
Educator Workforce Shortages

Educator Shortage Classifications

Teacher Vacancies	K-12 Licensed Educator Vacancies	Administrator Vacancies	K-12 Support Staff Vacancies
Elementary Teachers: 815	Library/Media: 46	Principal: 50	Teacher Assistant: 529
Middle School Teachers: 422	Counselor: 70	Assistant Principal: 57	Nurse: 52
High School Teachers: 892	Speech/Language: 95	107 (-10 since 21-22) (+25 since 22-23)	Custodian: 271
K-12 Teachers (i.e., Music): 646	211 (-21 since 21-22) (+9 since 22-23)		Bus Driver: 528
2,775 (-261 since 21-22) (+182 since 22-23)			Food Service Staff: 416
			Administrative Assistant: 123
			1,919 (-199 since 21-22) (-192 since 22-23)

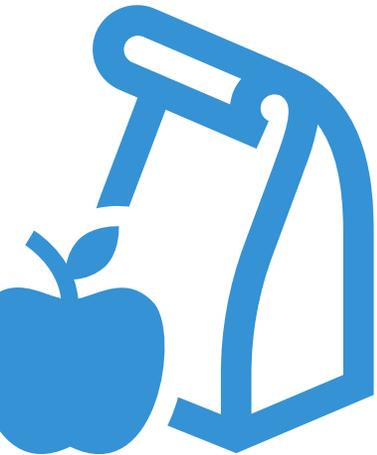
Elementary Teacher Vacancies

Grade Level/Subject	2021-2022 Vacancies	2022-2023 Vacancies	2023-2024 Vacancies	3-Year Change	1-Year Change
Pre-Kindergarten	52	66	66	+14	0
Lower Elementary K-3	466	388	400	-66	+12
Upper Elementary 4-6	440	368	349	-91	-19

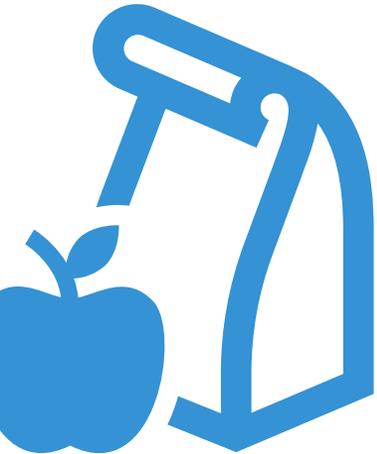


***Anticipated vacancies**

Grade Level/Subject	2021-2022 Vacancies	2022-2023 Vacancies	2023-2024 Vacancies	3-Year Change	1-Year Change
Science	135	106	106	-29	0
Social Studies	82	41	67	-15	+26
Math	174	123	149	-25	+26
English	152	106	100	-52	-6



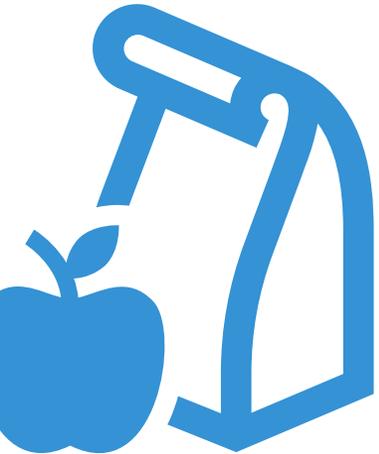
***Anticipated vacancies**



Grade Level/Subject	2021-2022 Vacancies	2022-2023 Vacancies	2023-2024 Vacancies	3-Year Change	1-Year Change
Science	90	105	146	+56	+41
Biology	65	48	57	-8	+9
Chemistry	48	50	59	+11	+9
Physics	47	58	54	+7	-4
English	143	99	114	-29	+15
Math	138.5	146	150	+11.5	+4

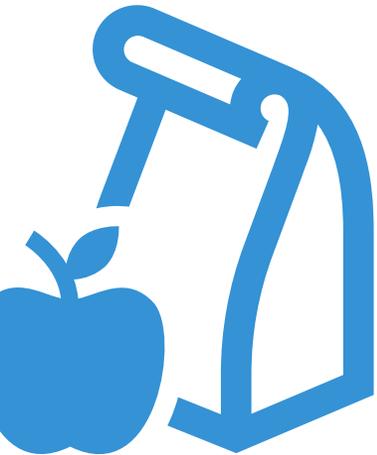
***Anticipated vacancies**

Grade Level/Subject	2021-2022 Vacancies	2022-2023 Vacancies	2023-2024 Vacancies	3-Year Change	1-Year Change
Algebra	85	68	67	-18	-1
Geometry	42.5	50	51	+8.5	+1
Social Studies	71.5	46	62	-9.5	+16
CTE	101	102	89	-12	-13
Computer Science	50	39	43	-7	+4



***Anticipated vacancies**

Role	2021-2022 Vacancies	2022-2023 Vacancies	2023-2024 Vacancies	3-Year Change	1-Year Change
Special Education	394	335	369	-25	+34
Art Education	52	50	49	-3	-1
Health/PE	51	55	54	+3	-1
Music Education	57	45	60	+3	+15
Gifted	43.5	50	42	-1.5	+8
World Languages	56	49	72	+16	+23



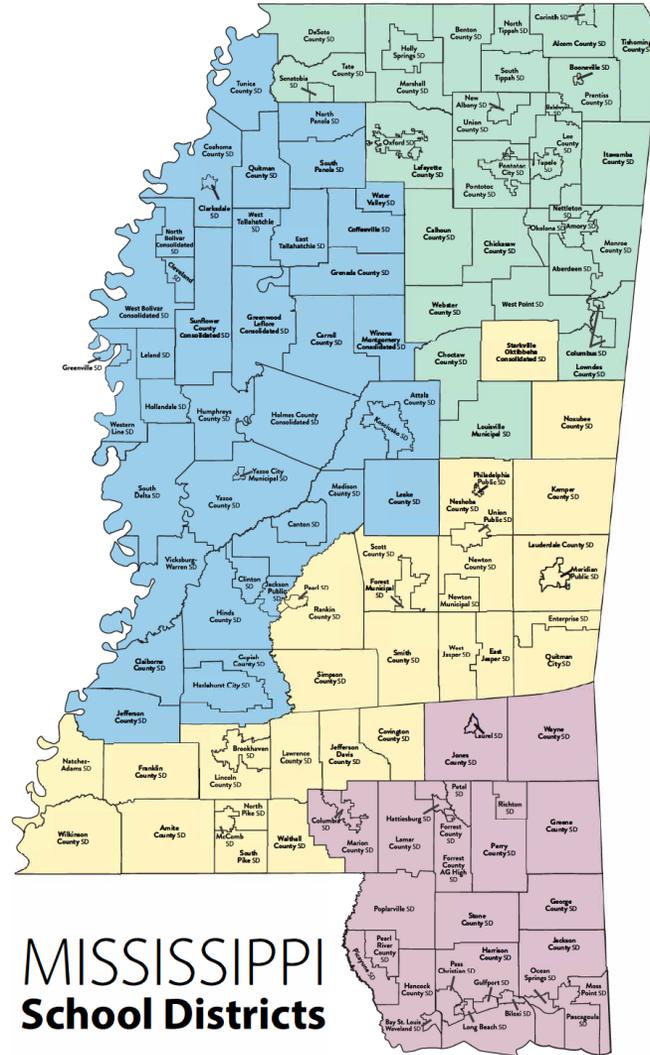
***Anticipated vacancies**

1 384
-70

2 1076
+307

3 925
+2

4 390
-57



*Compared to 2022-2023 results

Role	2021-2022 Vacancies	2022-2023 Vacancies	2023-2024 Vacancies	3-Year Change	1-Year Change
Library/Media	55	45	46	-9	+1
Counselor	82	77	70	-12	-7
Speech/ Language	95	80	95	0	+15



***Anticipated vacancies**

Role	2021-2022 Vacancies	2022-2023 Vacancies	2023-2024 Vacancies	3-Year Change	1-Year Change
Assistant Principal	71	48	57	-14	+9
Principal	46	34	50	+4	+16



***Anticipated vacancies**

Role	2021-2022 Vacancies	2022-2023 Vacancies	2023-2024 Vacancies	3-Year Change	1-Year Change
Teacher Assistant	532	564	529	-3	-35
Nurse	58	50	52	-6	+2
Custodian	268	267	271	+3	+4
Bus Driver	595	653	528	-67	-125
Food Service Staff	522	430	416	-106	-14
Administrative Assistant	143	147	123	-20	-24



***Anticipated vacancies**

Educator Workforce Strategies



Challenge:
Supply and
Demand

Strategy: Convene an Educator Workforce Advisory comprised of Mississippi universities and districts to address current and projected needs.

Challenge:
Elementary
Recruitment

Strategy: Increase awareness of new elementary pathways and endorsement options.

Challenge:
Special
Education
Recruitment

Strategy: Ask legislature for their support to continue the Mississippi Teacher Residency in geographical critical shortage areas.

Challenge:
Teacher
Retention

Strategy: Launch the Professional Growth System Observation and Development Portal in MECCA and the Empowering Educators Workshop.

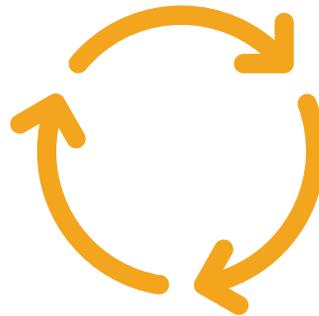
10 Districts



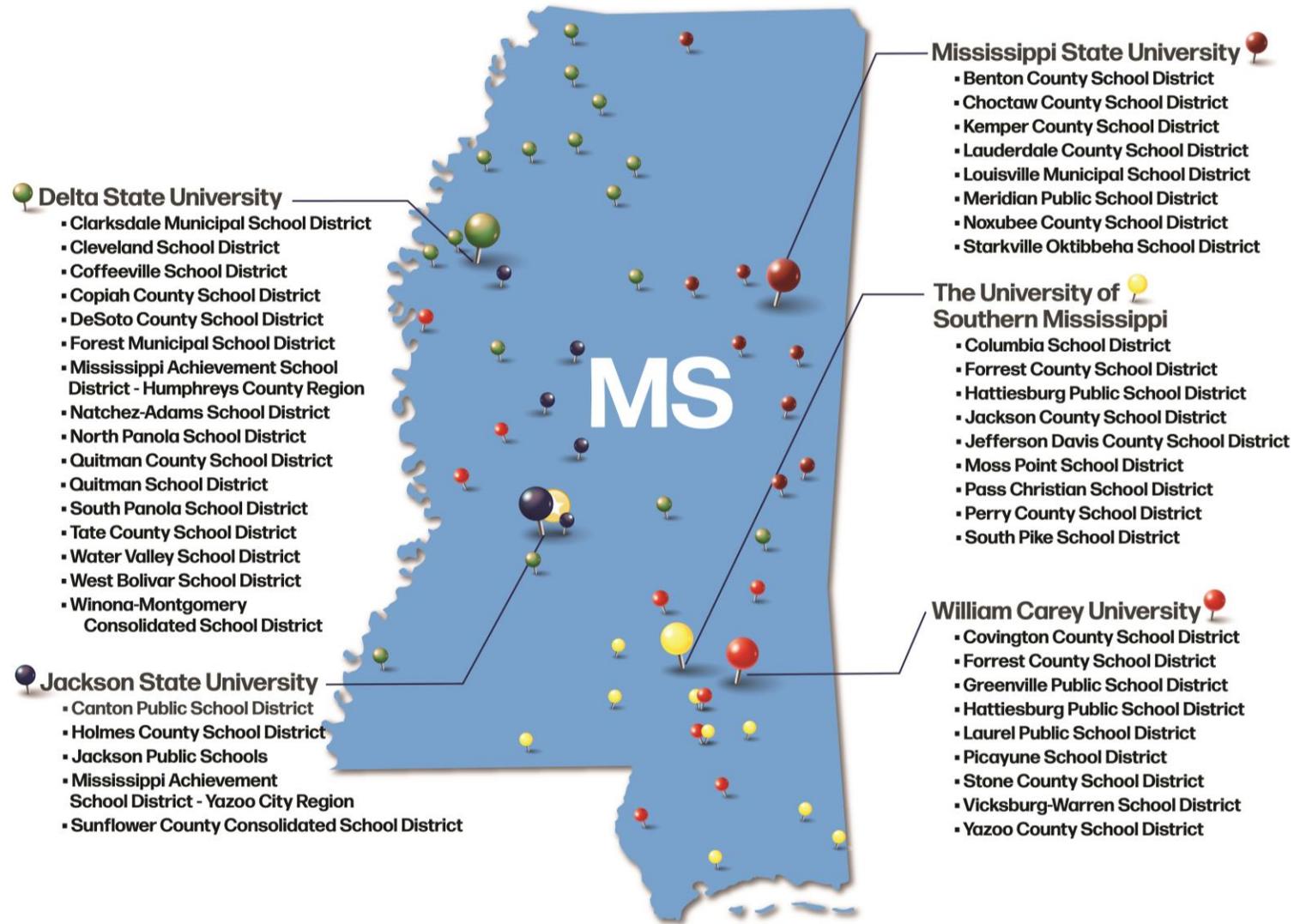
6 MDE Divisions



8 Universities

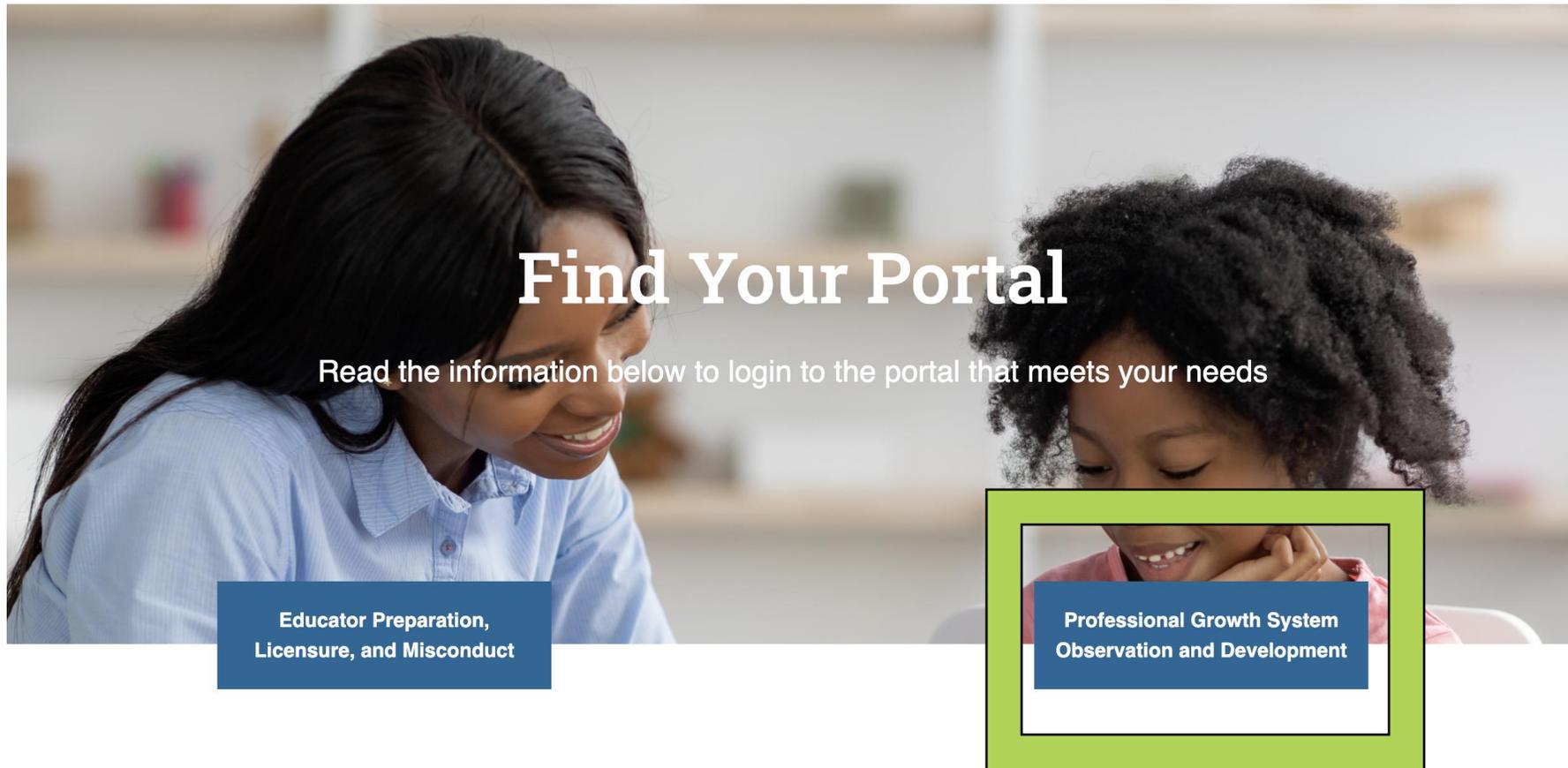


- Master of Arts in Teaching, alternate-route programs and supplemental endorsements are now approved for Elementary Education K-6 at:
 - Alcorn State University (supplemental endorsement only)
 - Belhaven University (MAT and supplemental endorsement)
 - Delta State University (MAT and supplemental endorsement)
 - Jackson State University (MAT only)
 - Mississippi College (MAT and supplemental endorsement)
 - Mississippi State University (MAT and supplemental endorsement)
 - University of Mississippi (supplemental endorsement only)
 - University of Southern Mississippi (supplemental endorsement only)
 - William Carey University (MAT and supplemental endorsement)





Mississippi Educator Career Continuum Archive



Find Your Portal

Read the information below to login to the portal that meets your needs

Educator Preparation,
Licensure, and Misconduct

Professional Growth System
Observation and Development

Portal Features

- MDE-approved observation tools
- Data dashboard for trend analysis
- Streamlined PGS data submission
- PGS-aligned PD opportunities

Empowering Educators: Crafting Professional Development Plans That Work

- May 29-30, 2024
- Itawamba Community College | Belden, MS
- 1.3 CEUs or 10 SEMIs
- District Teams: Superintendent, Central Office Staff, Principals, Curriculum Coordinators, Professional Development Coordinators, and/or Lead Teachers
- 7 Steps Outlined in Learning Forward Workbook--*Professional Learning Plans: A Workbook for States, Districts, and Schools*





Questions?

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