



# Kentucky can...



Increase the quality and retention of teachers by investing in the student-teacher pipeline

Kentucky students need classrooms supported by high-quality teachers, and educators need support as they train to join the workforce. A recent report shows the magnitude of shortages in Kentucky reaching all schools and subjects, declines in enrollment and teacher prep programs, and emergency certifications doubling over the last three years.

**To combat this crisis, Kentucky can provide financial support for the student-teacher pipeline.**

There are many pathways to the classroom whether it be through a traditional higher-education program, local routes to certification, or even emergency certification. Student teachers that are in traditional pathways -- which include the majority of the workforce -- are required to do the work of a full-time educator without pay, whereas many alternative and emergency certifications can do the work of a full-time teacher and receive commensurate pay.

## Current trends in Kentucky show:

- A decrease in teacher pipeline over the past five years, including enrollment in post-secondary education programs.
- An increase in teacher vacancies in elementary, middle, and high schools.
- An increase in alternative certification routes, specifically teachers on emergency certification.



**Kentucky's traditional education routes do not allow student teachers to receive direct compensation for their time in the classroom teaching students, despite a growing body of research that associates the traditional pathway with better student outcomes.**

## **Student Teacher Pay in Action:**

- Current states that offer student-teacher stipend programs include Colorado, Michigan, Oklahoma, in some North Dakota local districts, and Pennsylvania.
- Innovations in Georgia, Texas, and Tennessee to allow teachers to receive pay.
- Recommended for adoption in Indiana and Kentucky by Teacher and Superintendent Associations.

The amount of time required for student teaching eliminates the ability for other work. Providing stipends to student teachers empowers aspiring educators, nurtures a high-quality learning environment, and alleviates financial burdens. A stronger teacher pipeline also means a stronger educational foundation and outcomes for Kentucky's students.

## **Blueprint for Kentucky's Children Policy Solution:**

**Allow student teachers to be compensated for their work in the classroom and allocate funding to support the student-teacher pipeline.**