

Miguel Cardona, U.S. Secretary of Education, answers question regarding teacher shortage:

One of the top-of-mind challenges right now is teacher shortages. You've been a big proponent of grow-your-own programs. Why that strategy?

Education Week, By Libby Stanford — August 23, 2022, [Article link](#)

I've been in education for over a couple of decades, and it's always been, "Do more with less." We've always been fighting for respect in the profession. Then, the pandemic hit and exacerbated the challenges that we have. I'm secretary, so now it's on me to make sure that we're messaging loud and clear that **the teacher shortage is a symptom of a teacher respect issue**. That, for me, is really clear.

We are not going to take a passive role in this. We are going to take a very active role in this. We have encouraged the use of the **American Rescue Plan dollars** to address this issue in both short-term and long-term ways. Short term, **use the money to provide incentives, signing bonuses**, to ensure that we're **paying retired teachers to come back** even if it's for six months while we wait for the next graduating class. Give our **retired teachers an option to come back** without losing any benefits. We worked with [the U.S. Department of the] Treasury to make that happen. With the bus driver shortage, we worked with [the U.S. Department of] Transportation to **make it a little bit easier for folks to get their license to drive buses** without compromising safety. We're working with the Department of Labor to talk about [paid] **apprenticeships for teaching**.

We talk a lot about **diversifying the profession** to represent the beautiful diversity of this country. We have the students in front of us. What are we doing to tap those students on the shoulder and say, "Here's a **program in your high school that could get you interested in teaching**, that could get you some college credits, could get you some scholarship money and we can guarantee you an interview in this district in four years?" Those programs exist, and we're strongly encouraging the use of American Rescue Plan dollars for this.

Sometimes we hear American Rescue Plan dollars, we hear \$130 billion, what does that mean? **All 50 states are dealing with some sort of teacher shortage issue**. If it weren't for American Rescue Plan dollars, it would be worse. There'd be students whose beginning of school would be delayed. While all 50 states are benefiting from it, only half of Congress voted for it. If we didn't have the American Rescue Plan dollars, we'd be talking about which colleges are closing, which schools are not able to start because they don't have adequate staffing, because they don't have funding.

Teaching-Point.net Answer: Although Secretary Cardona admits the teacher shortage is a respect issue, he does not address it in his answer. The only things addressed are using American Rescue Plan dollars for Band-Aid solutions like bringing back retired teachers, incentivizing recruits with signing bonuses, and paid teaching apprenticeships.

Recruitment, development and retention: No part of the answer addresses the need for **lesson plan support** as part of a recruitment, development and retention plan as part of a solution to the teacher shortage and respect issues. Offering **complete, full-year, subject specific course material** to teachers who have never taught these courses would be a powerful incentive to accept or not leave a teaching position. The trepidation a new teaching recruit feels most is the unpreparedness to teach specific course content. This issue can be minimized if the educator new to a course is given an expert teacher's daily pacing guide, detailed daily lesson plans, class notes (to prep student for labs and activities), plus all the labs and activities (that prep students for all the assessments) plus all the editable tests, quizzes and answer keys, all designed to work with any text the district adopts. Teaching Point has over 100 such course materials. The system has been **proven with empirical evidence** in pre- and post-testing on the job environments by \$1,200,000 in grants from the State of Florida over a 2-year study.

Respect: Common sense dictates that a well-prepared teacher of a specific course will be awarded more respect from their class than a teacher who obviously is floundering in their knowledge of that subject. Thus, a good portion of the answer to the teacher shortage and respect issues can be addressed by supplying teachers with the subject-specific course material tools that directly affects their daily teaching life.