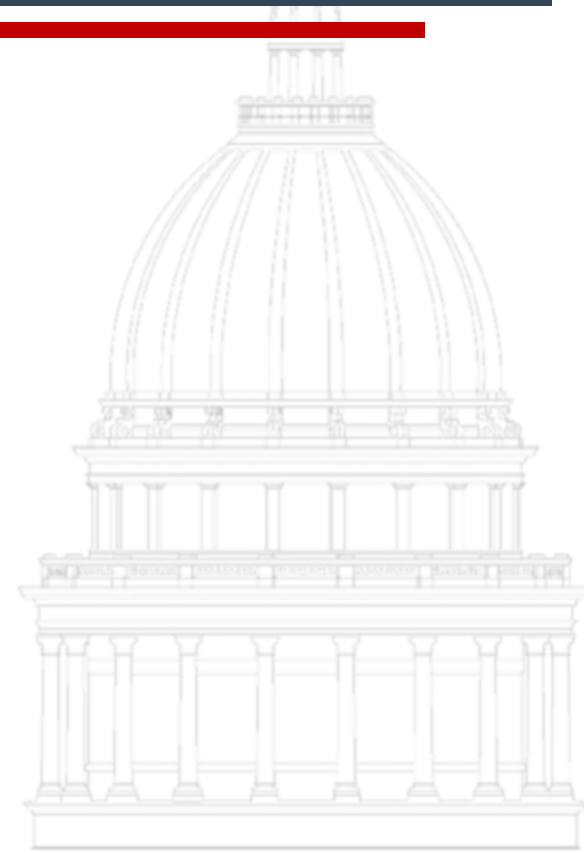
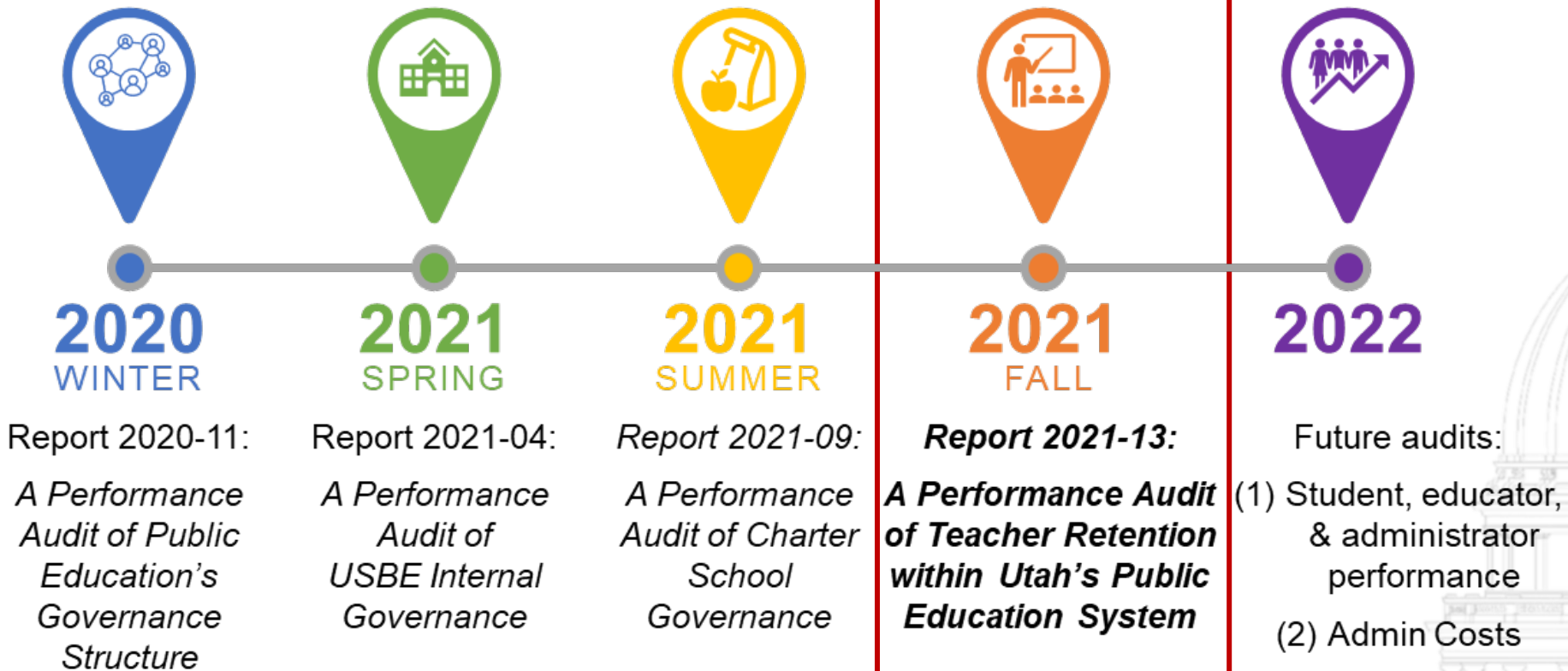

Performance Audit of Teacher Retention Within Utah's Public Education System

Utah Legislative Auditor General
Report to the Public Education
Appropriations Subcommittee
January 21, 2022



Audit Background



FOR MORE INFORMATION

See Ch. I, page 6

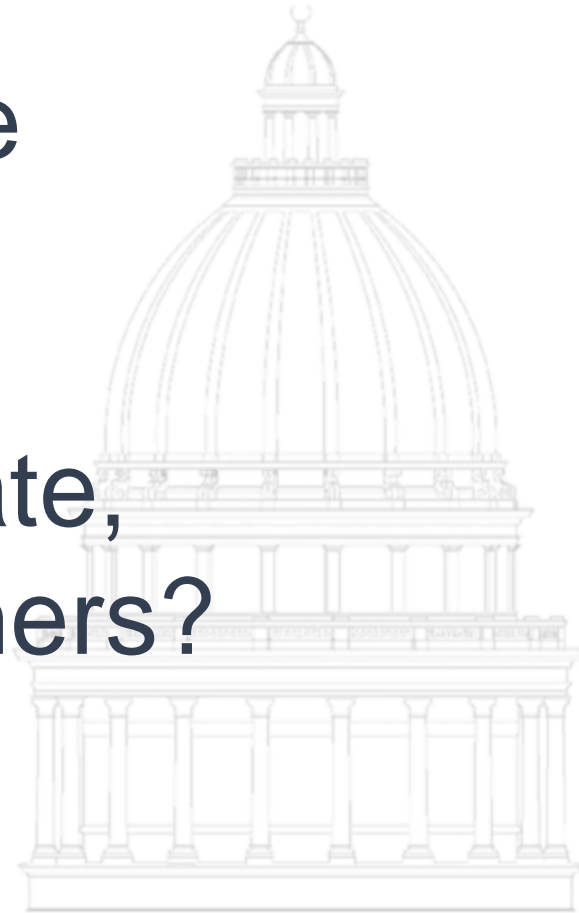
Ch. II Objective

Is there a teacher retention issue at the state or local level?

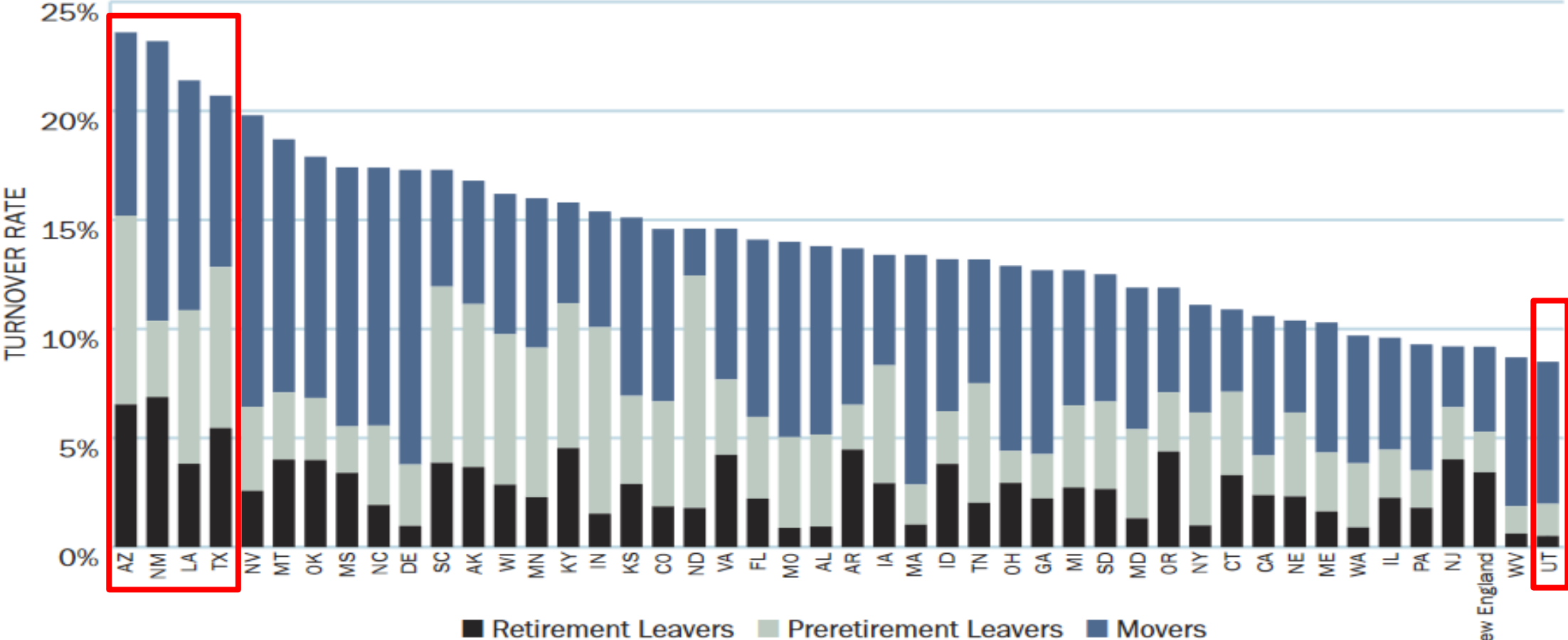
Do policymakers have the most accurate, up-to-date information to support teachers?

FOR MORE INFORMATION

See Ch. I, pages 6, 7



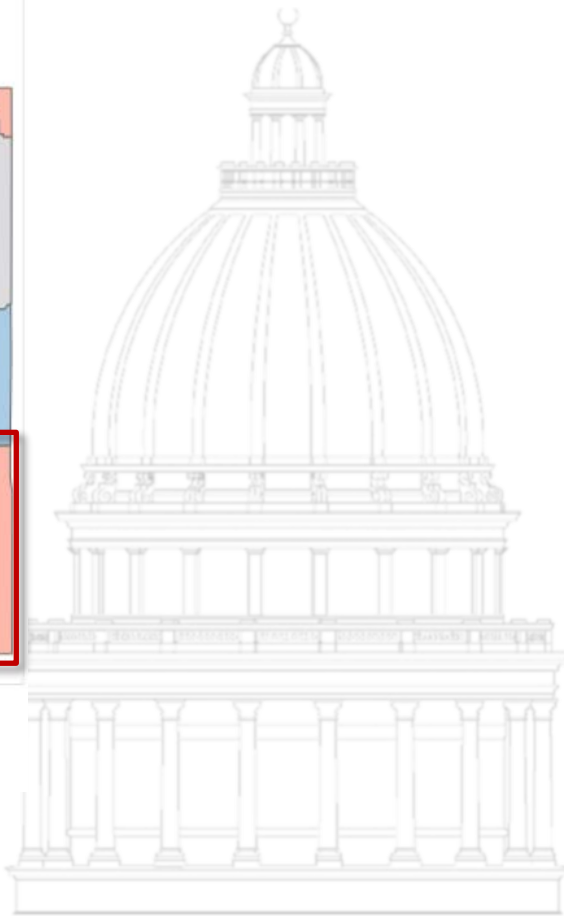
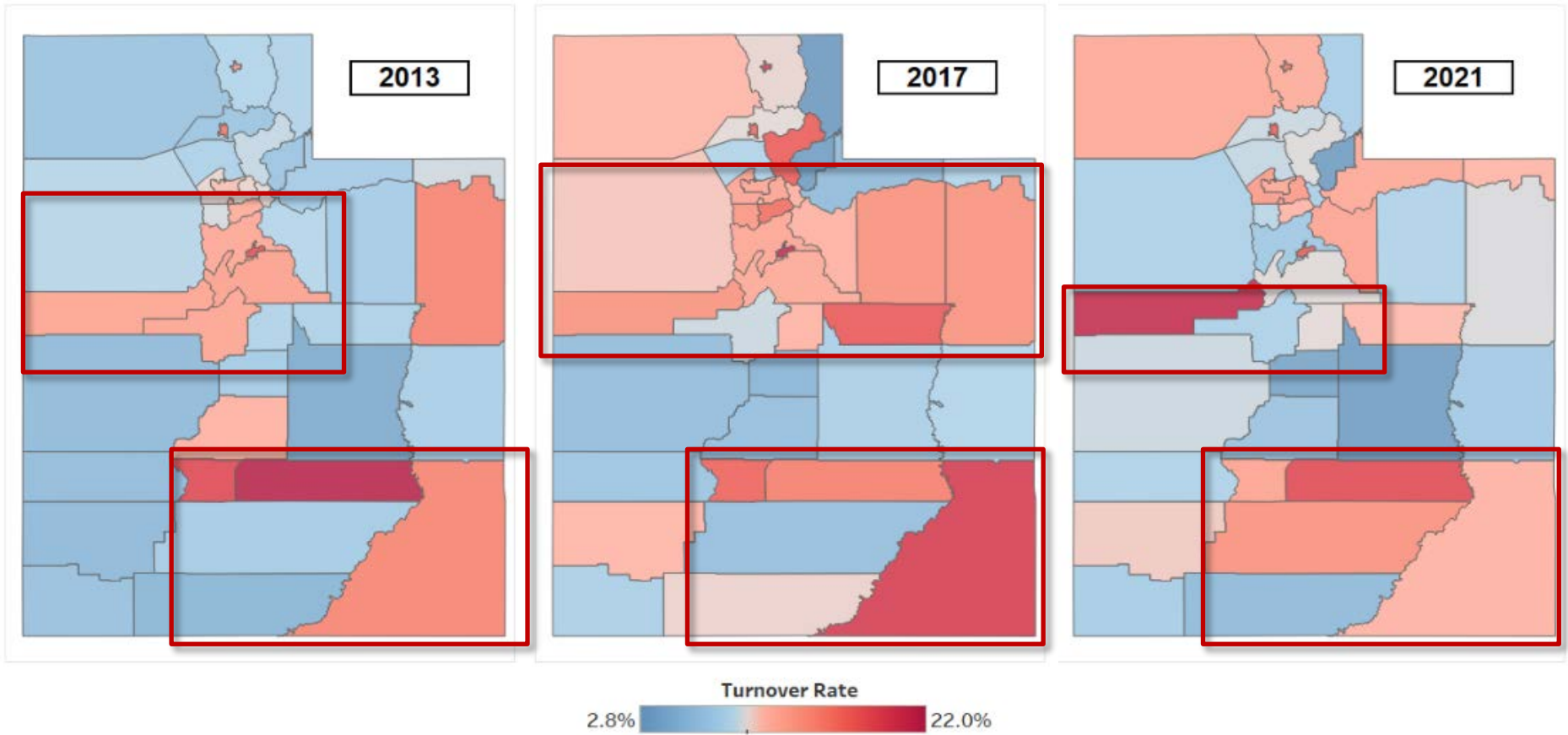
Utah Has Lower Turnover Than Other States



FOR MORE INFORMATION

See Figure 2.1, pages 7-9

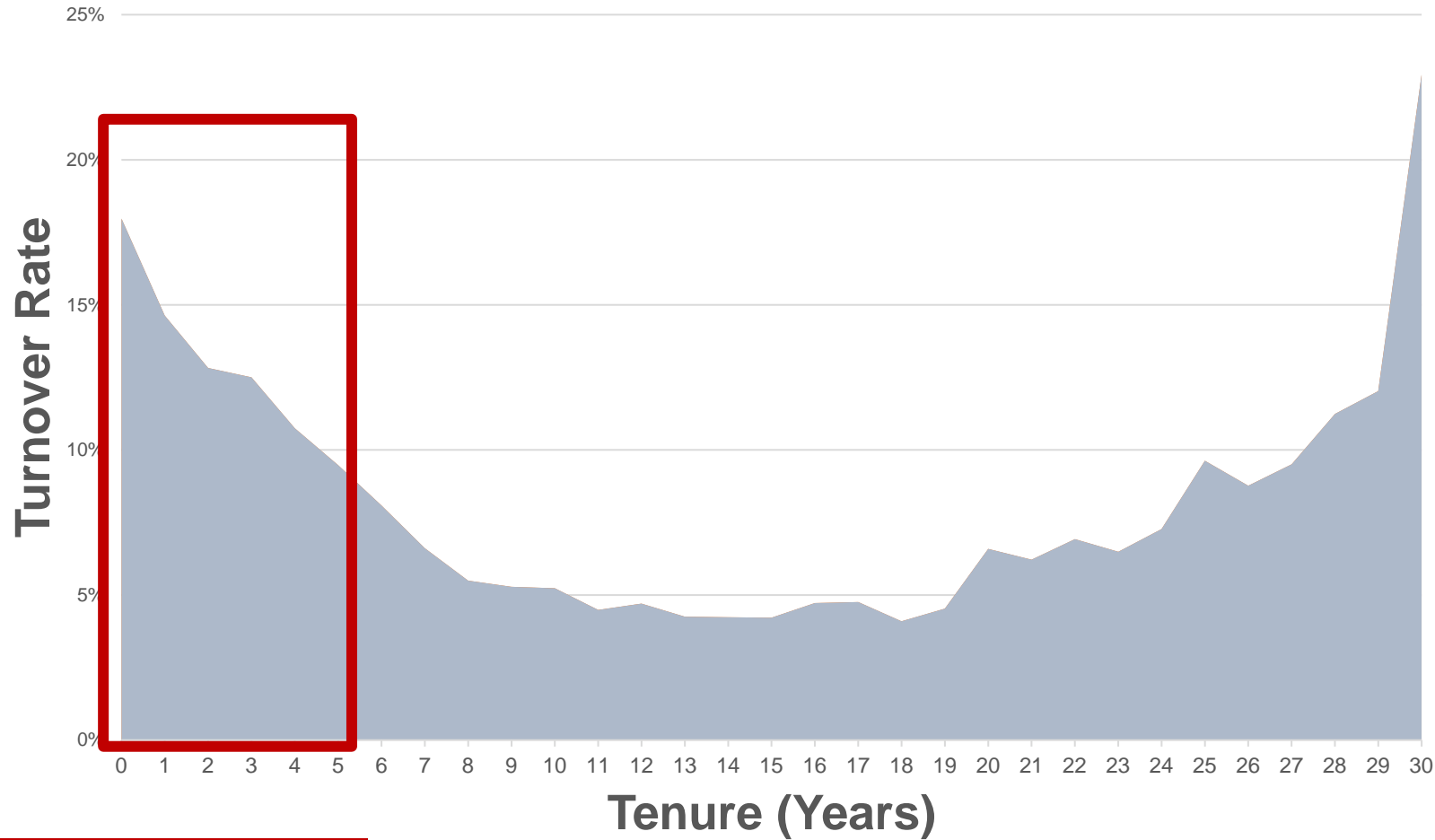
Teacher Turnover Is a Local Issue



FOR MORE INFORMATION

See Figure 2.2, pages 10-11

Retention Efforts Should Be Focused on Teachers' Early Years



**Utah's New
Teacher Turnover**

43%

**National Studies
on New Teacher
Turnover**

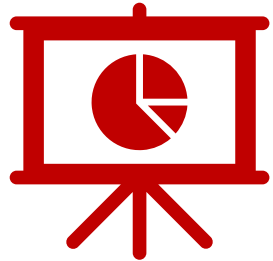
17 - 46%

FOR MORE INFORMATION

See Figure 2.3, pages 11 - 15

Gaps in Our Understanding of Teacher Retention, Recruitment, and Shortages

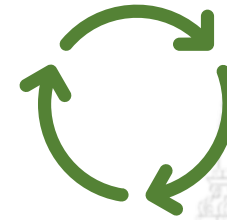
Utah Code 53E-6-103 “...comprehensive continuum of data-driven strategies”



**Little Analysis
or Reporting**



**Other States
Reporting More**



**Data Could
Help Policy**

FOR MORE INFORMATION

See Figure 2.6, pages 16 - 19

Ch. III Objectives

Is there a shortage of qualified teachers in the state?

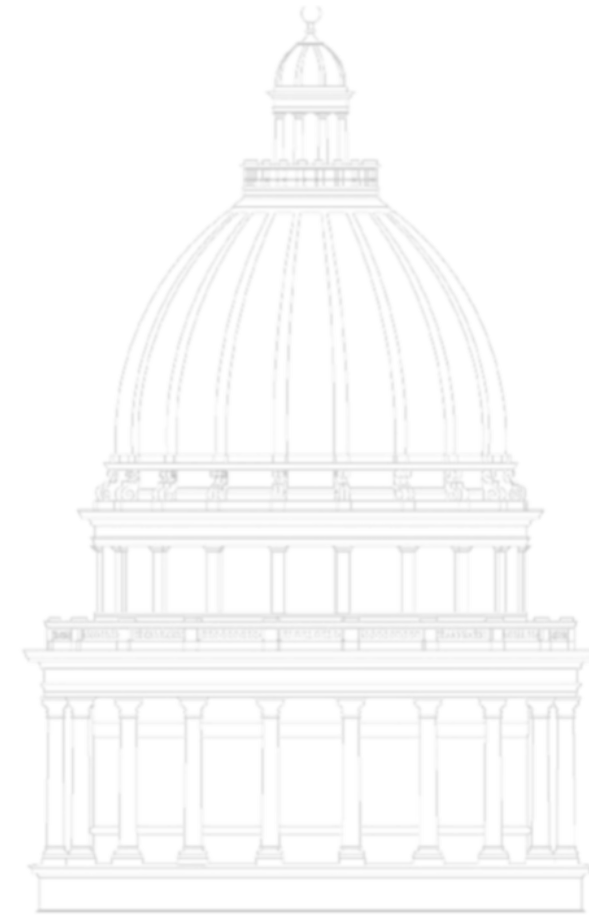
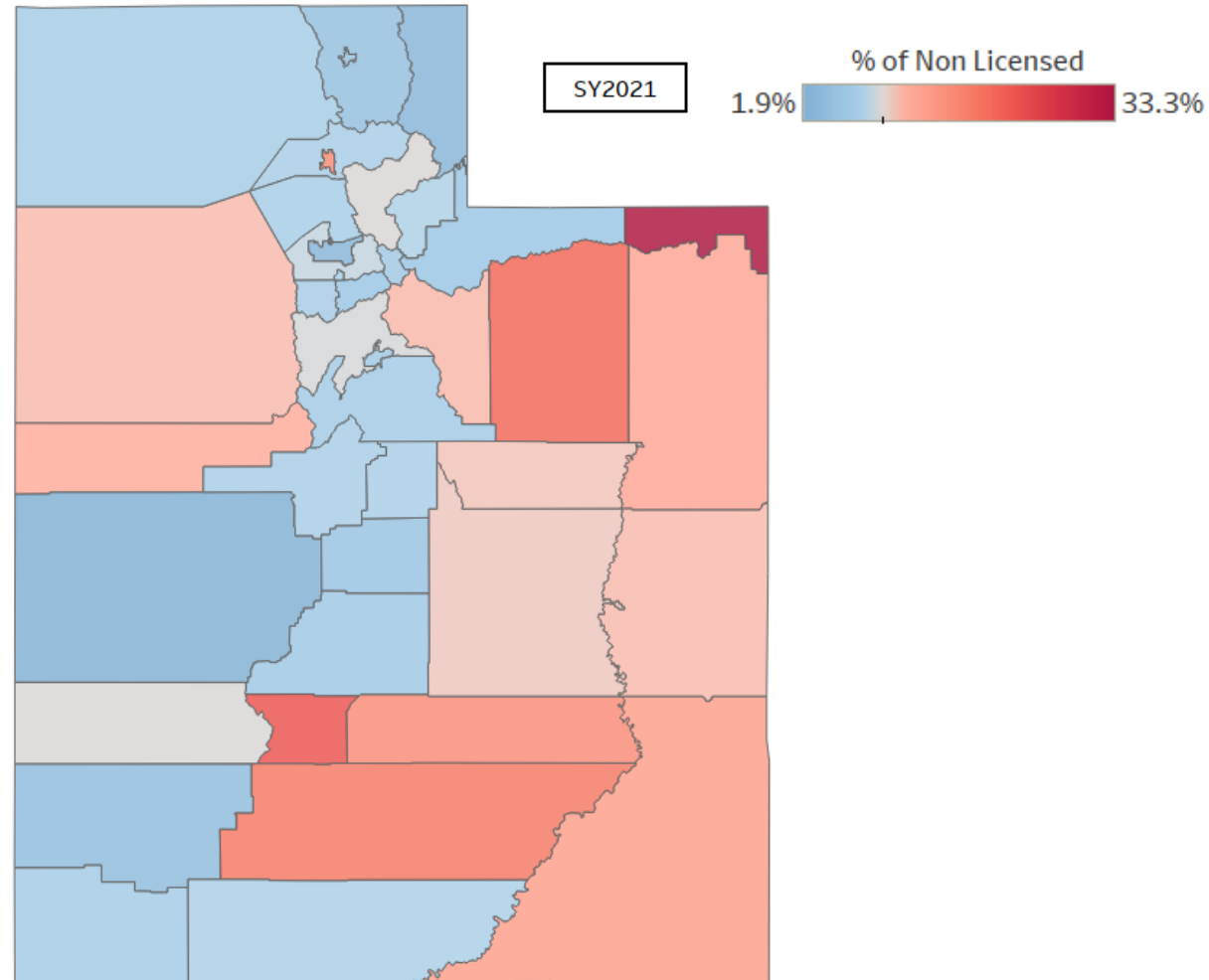
What barriers exist to understanding teacher shortages?



FOR MORE INFORMATION

See Ch. I, page 6

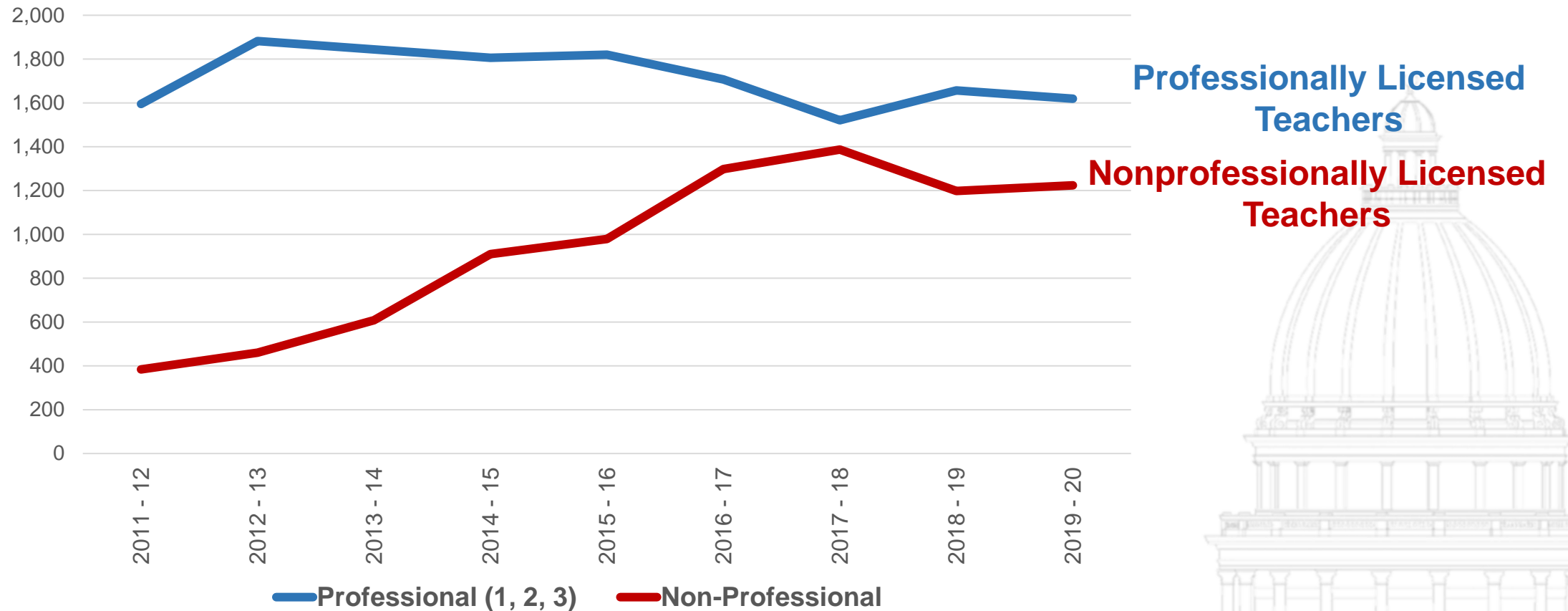
Some Districts Are Filling Vacancies with Nonprofessionally Licensed Teachers



FOR MORE INFORMATION

See Ch. III, page 25 - 26

Some Districts Are Filling Vacancies with Nonprofessionally Licensed Teachers



FOR MORE INFORMATION

See Ch. III, page 25 - 26

Policymakers Need Additional Data to Fully Address Teacher Shortages

Necessary Factors to Quantify the Teacher Shortage

Supply

Retained Teachers

Traditional EPP Graduates

Alternative EPP Graduates

Out of State/Transfers

Demand

Attrition

Pupil - teacher ratio

Population Growth Rate

Student Enrollment



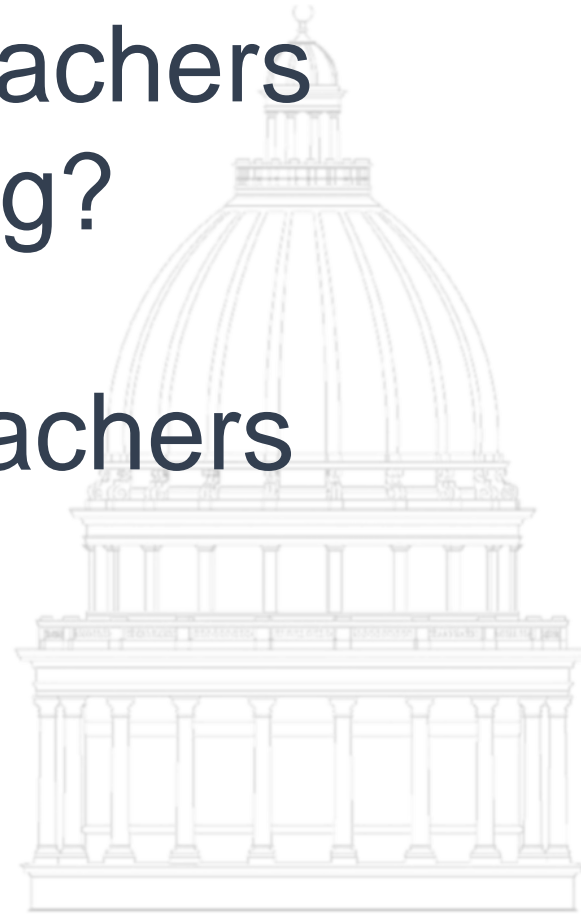
FOR MORE INFORMATION

See Ch. III, page 25 - 26

Ch. IV Objectives

What are the Primary Concerns of Teachers Considering Whether to Stay Teaching?

How well Does Utah Compensate Teachers Compared to Other States?



FOR MORE INFORMATION

See Ch. I, page 6

Teacher Interviews Reveal Their Major Concerns



200+
Teachers



25
Schools

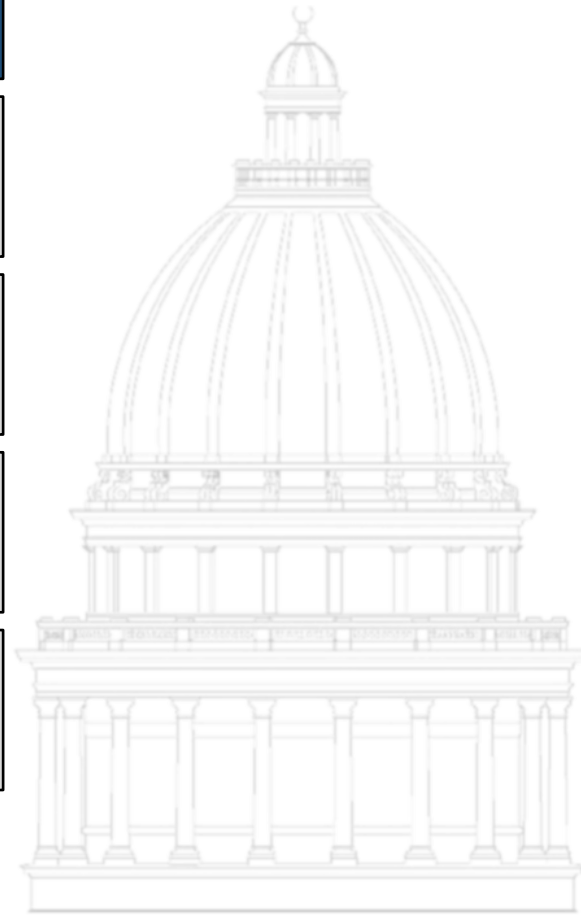
**4 Concerns Highlighted
in the Report**

Stress

Workload

Administrators

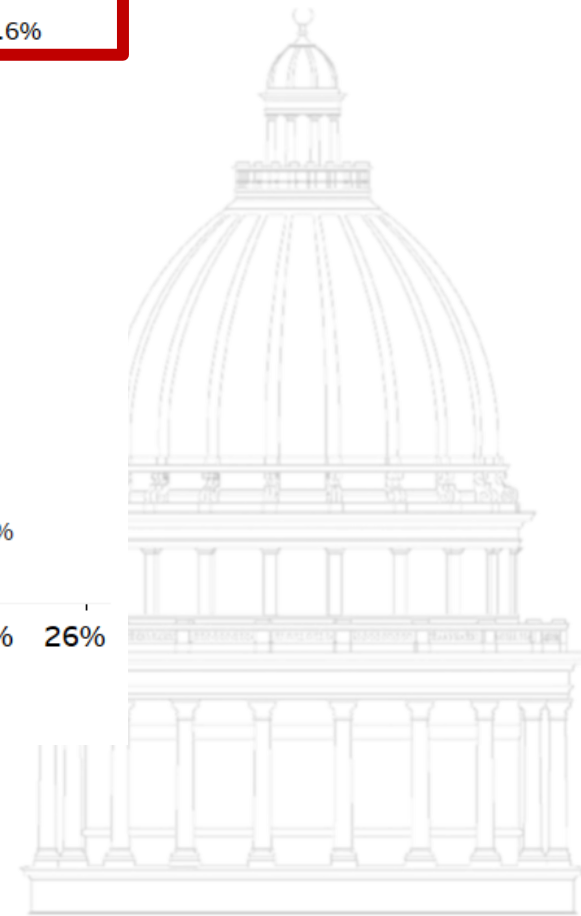
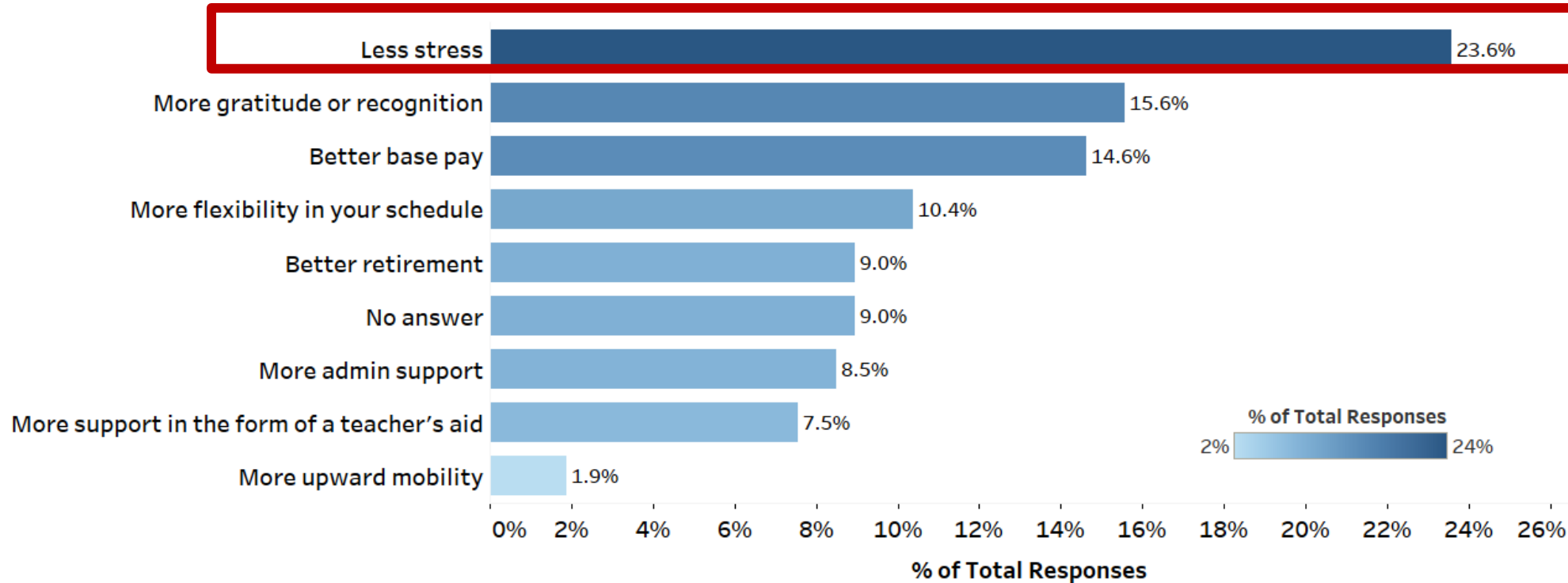
Pay



FOR MORE INFORMATION

See Ch. III, page 25 - 26

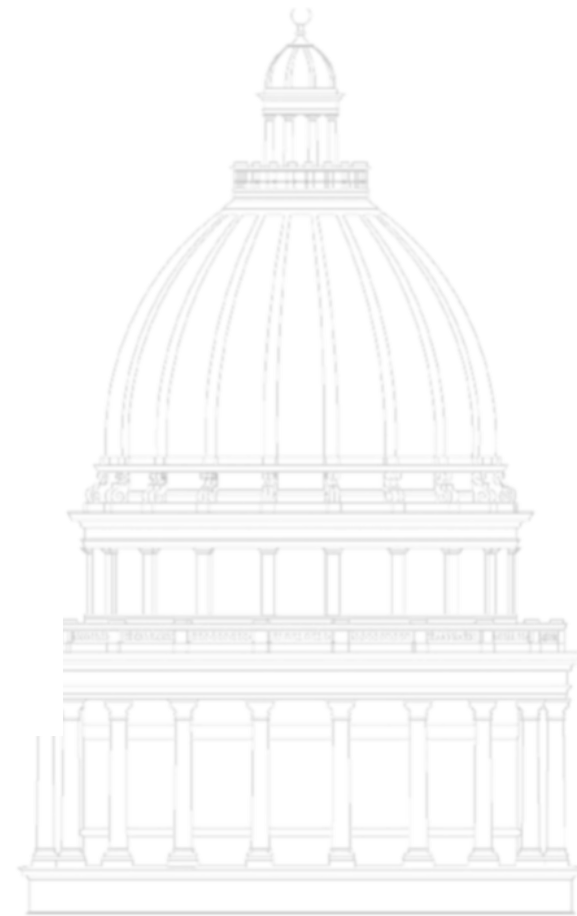
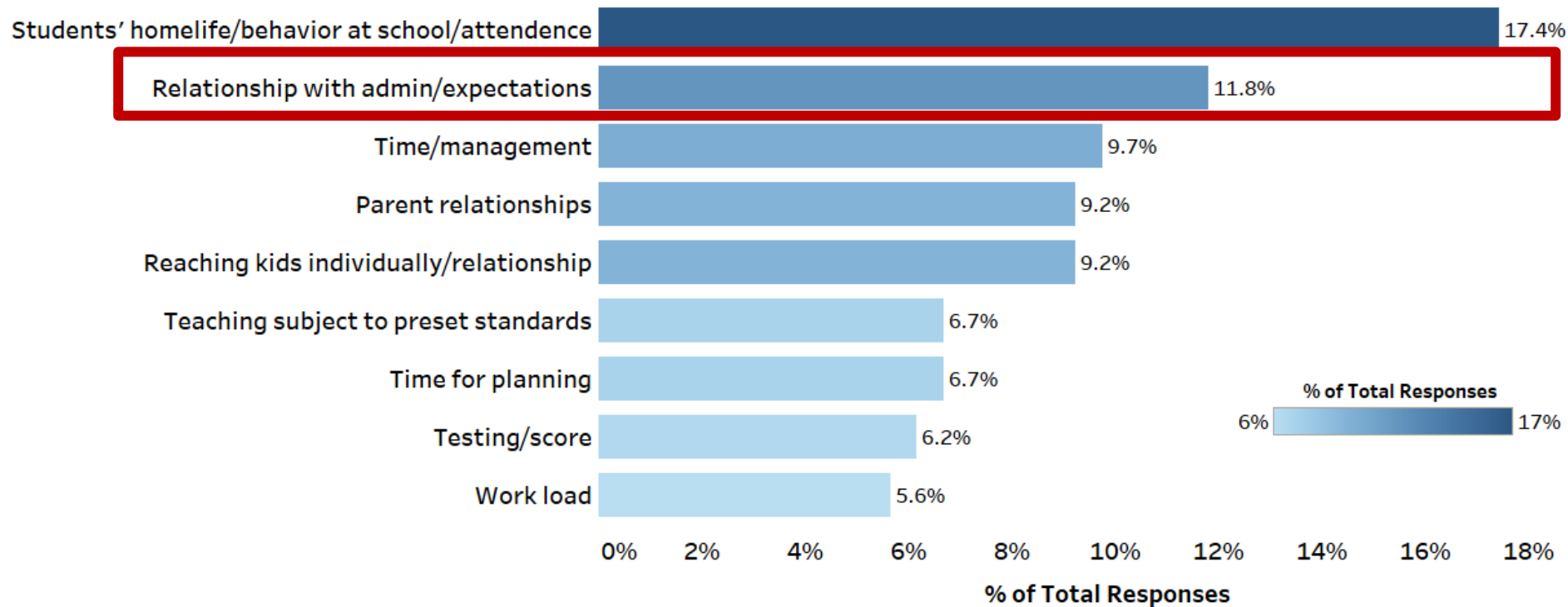
Teacher Interviews Reveal Their Major Concerns



FOR MORE INFORMATION

See Ch. III, page 25 - 26

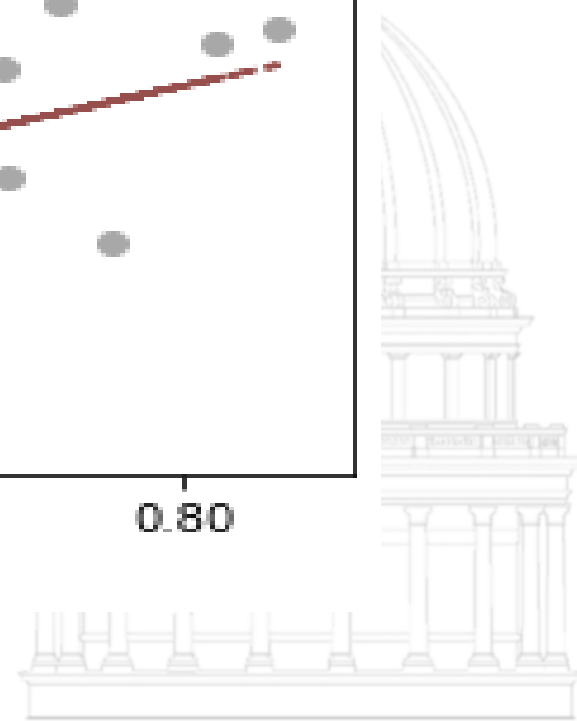
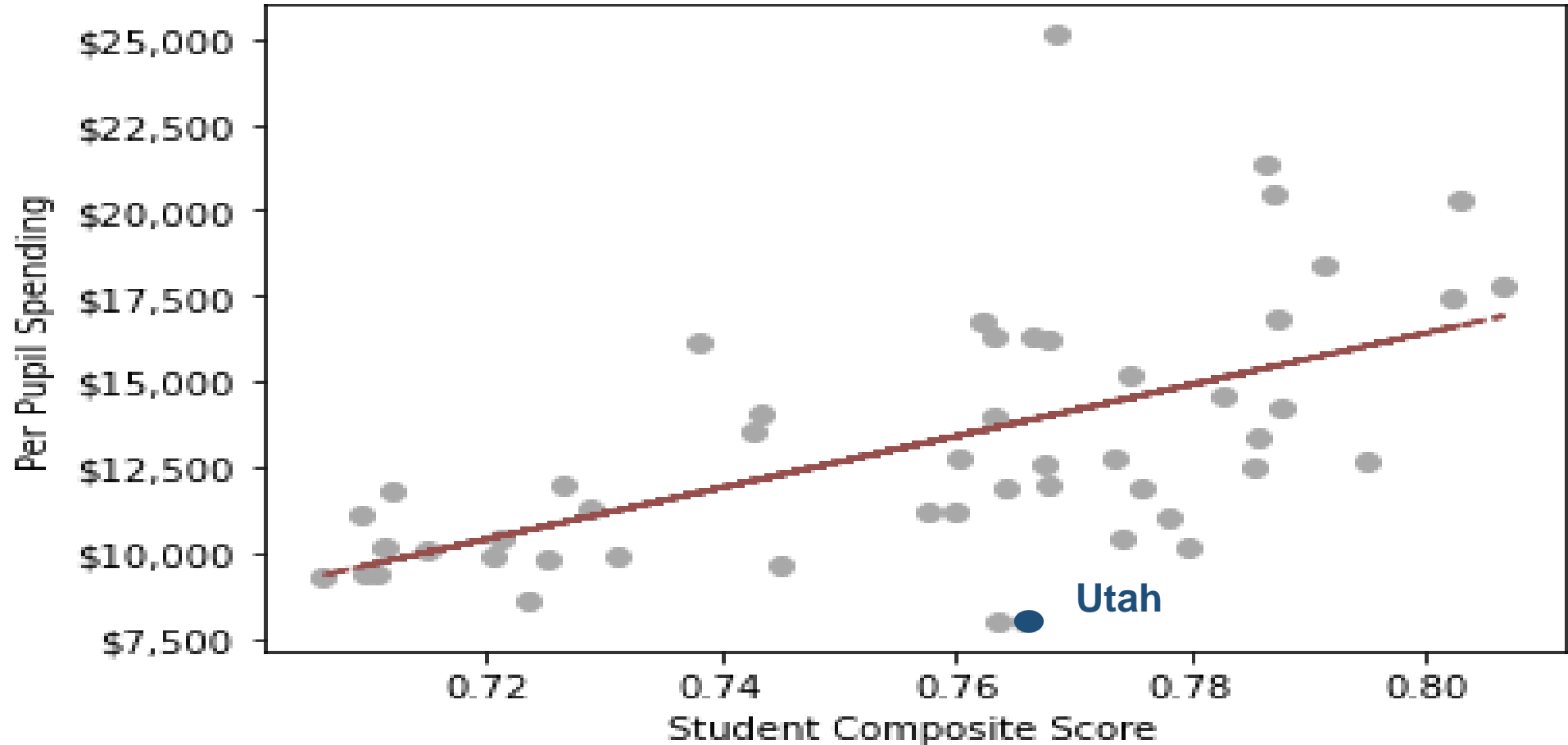
Teacher Interviews Reveal Their Major Concerns



FOR MORE INFORMATION

See Ch. III, page 25 - 26

Utah's Student Outcomes Strong Despite Spending



FOR MORE INFORMATION

See Ch. III, page 25 - 26

Utah Spends Significant Amount on Public Education

National Rankings For Public Education Spending (% of State Budget)

Utah

14th

Idaho

10th

Colorado

13th

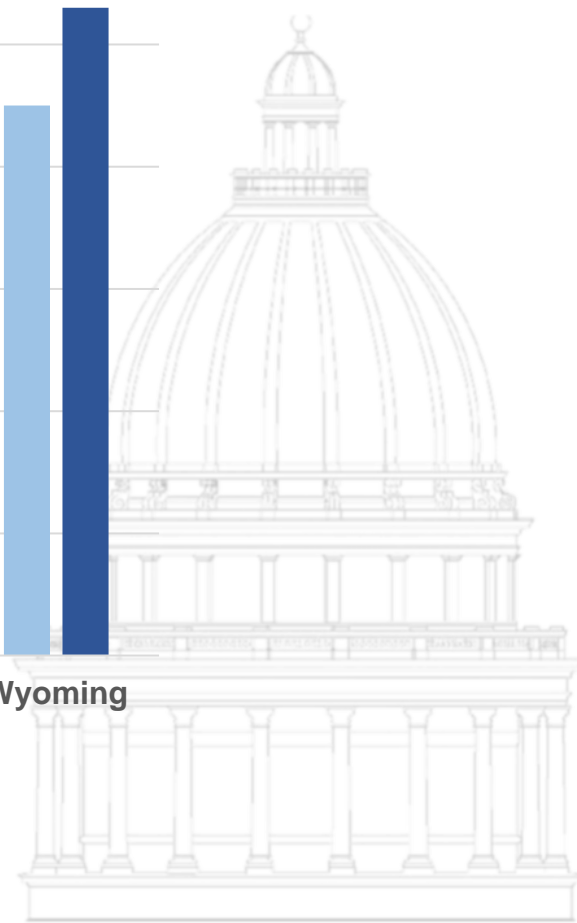
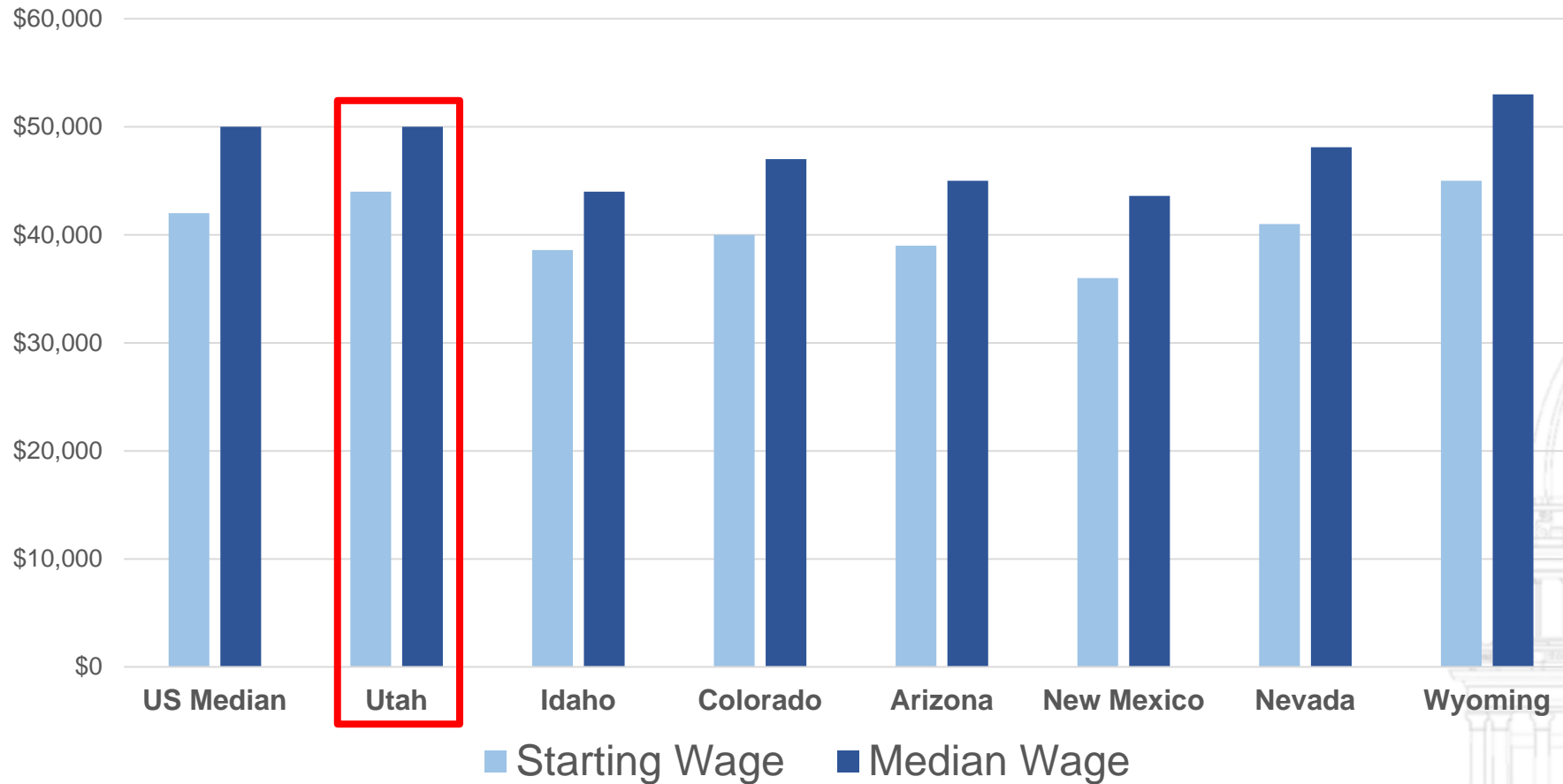
*Utah funds better than all other surrounding states



FOR MORE INFORMATION

See Ch. III, page 25 - 26

Utah Teacher Salaries Are in Line With the National Average



FOR MORE INFORMATION

See Ch. III, page 25 - 26

Performance Audit of Teacher Retention Within Utah's Public Education System

Utah Legislative Auditor General
Report to the Public Education
Appropriations Subcommittee
January 21, 2022

