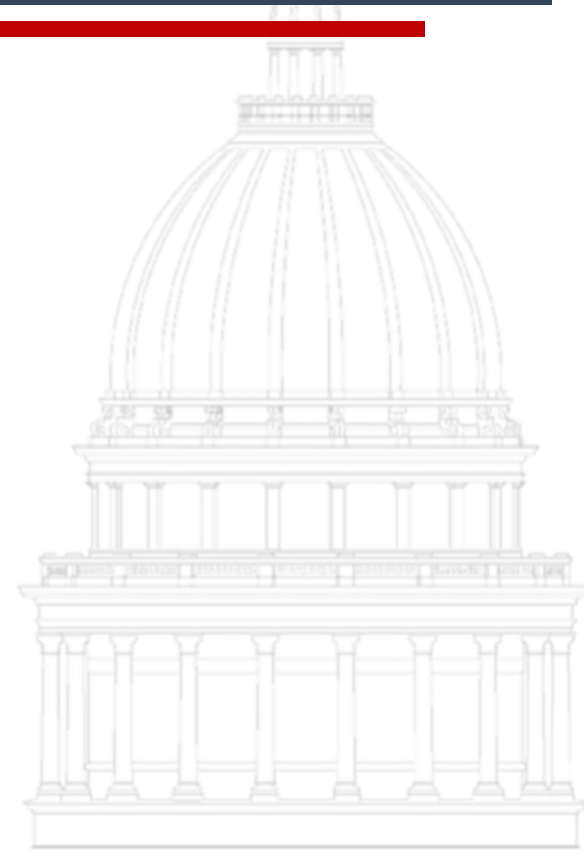
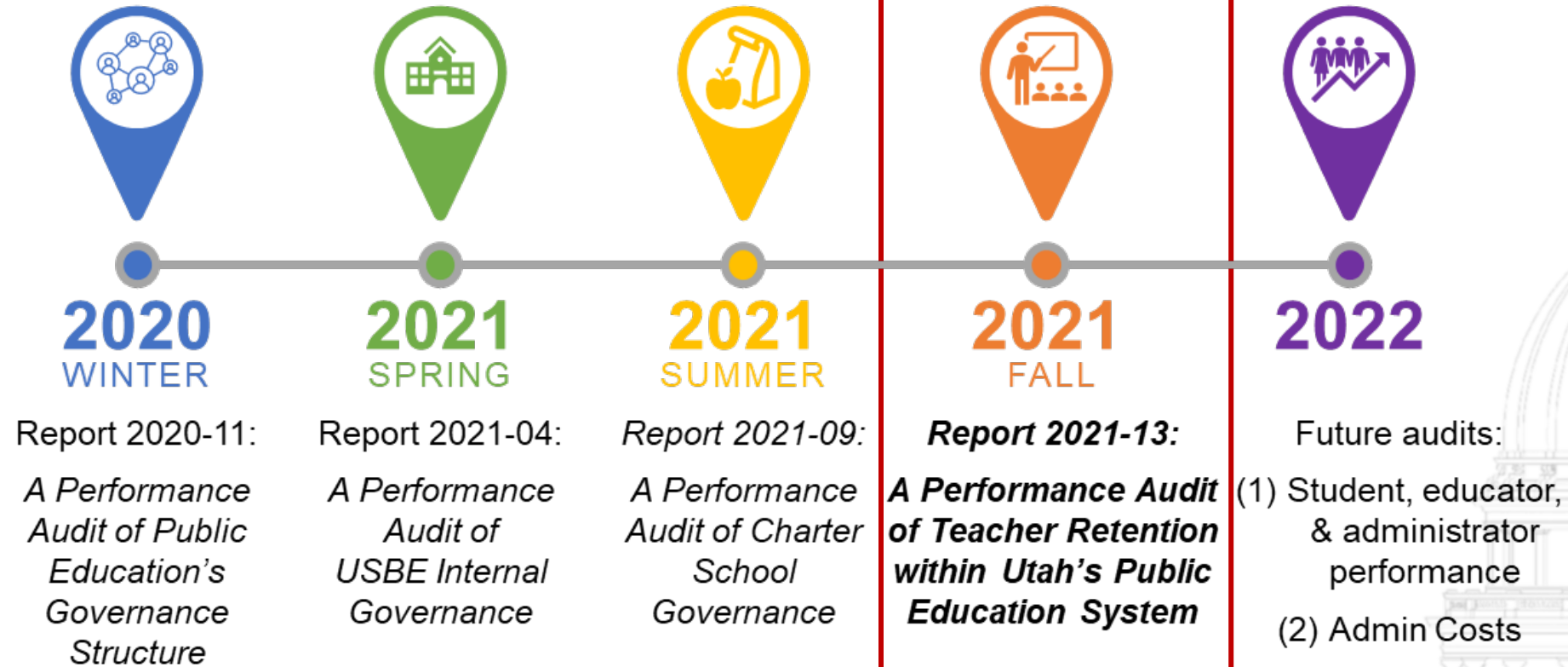

Performance Audit of Teacher Retention Within Utah's Public Education System

Utah Legislative Auditor General
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May 18, 2022



Audit Background



FOR MORE INFORMATION

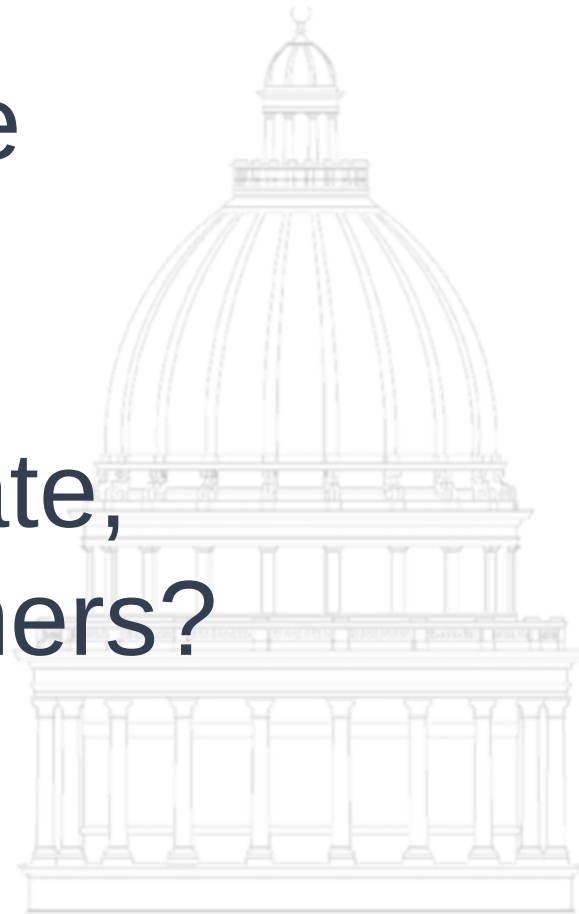
See Ch. I, page 6



Ch. II Objective

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

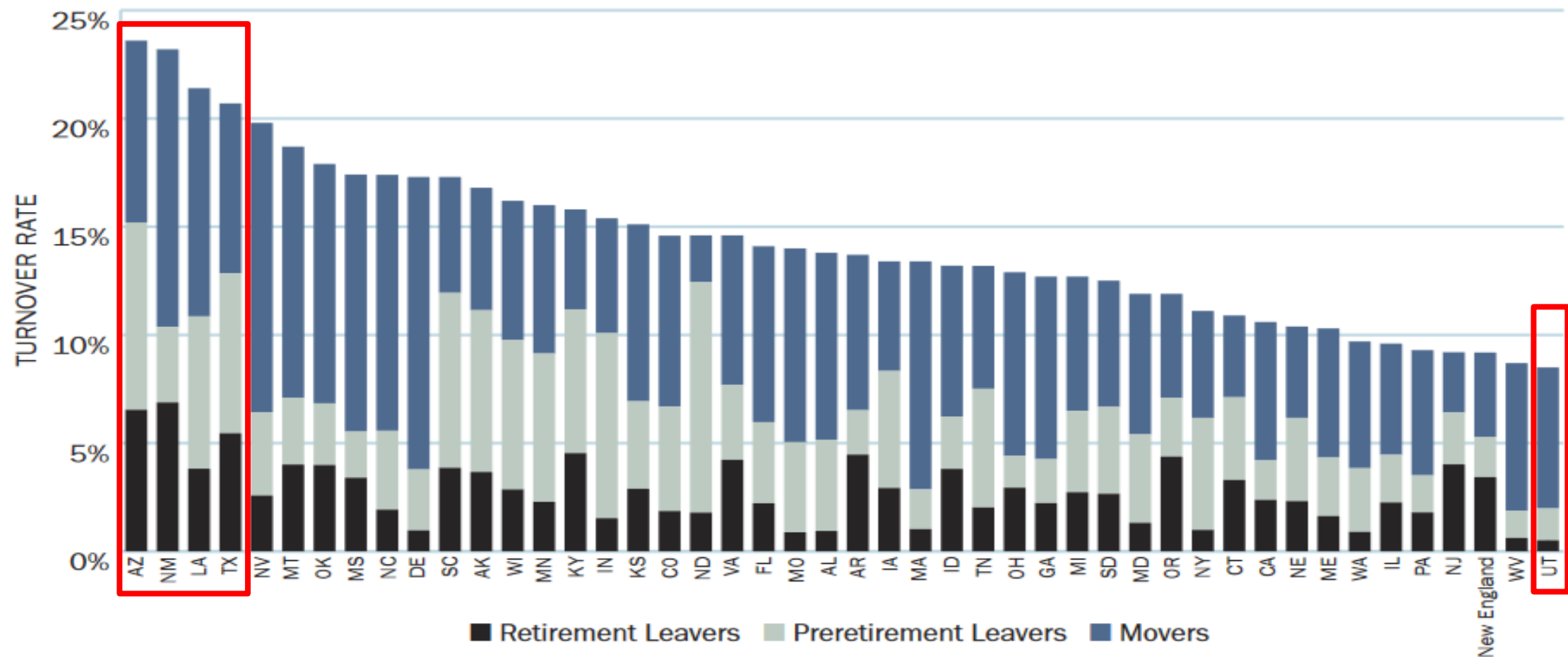
Do policymakers have the most accurate, up-to-date information to support teachers?



FOR MORE INFORMATION

See Ch. I, pages 6, 7

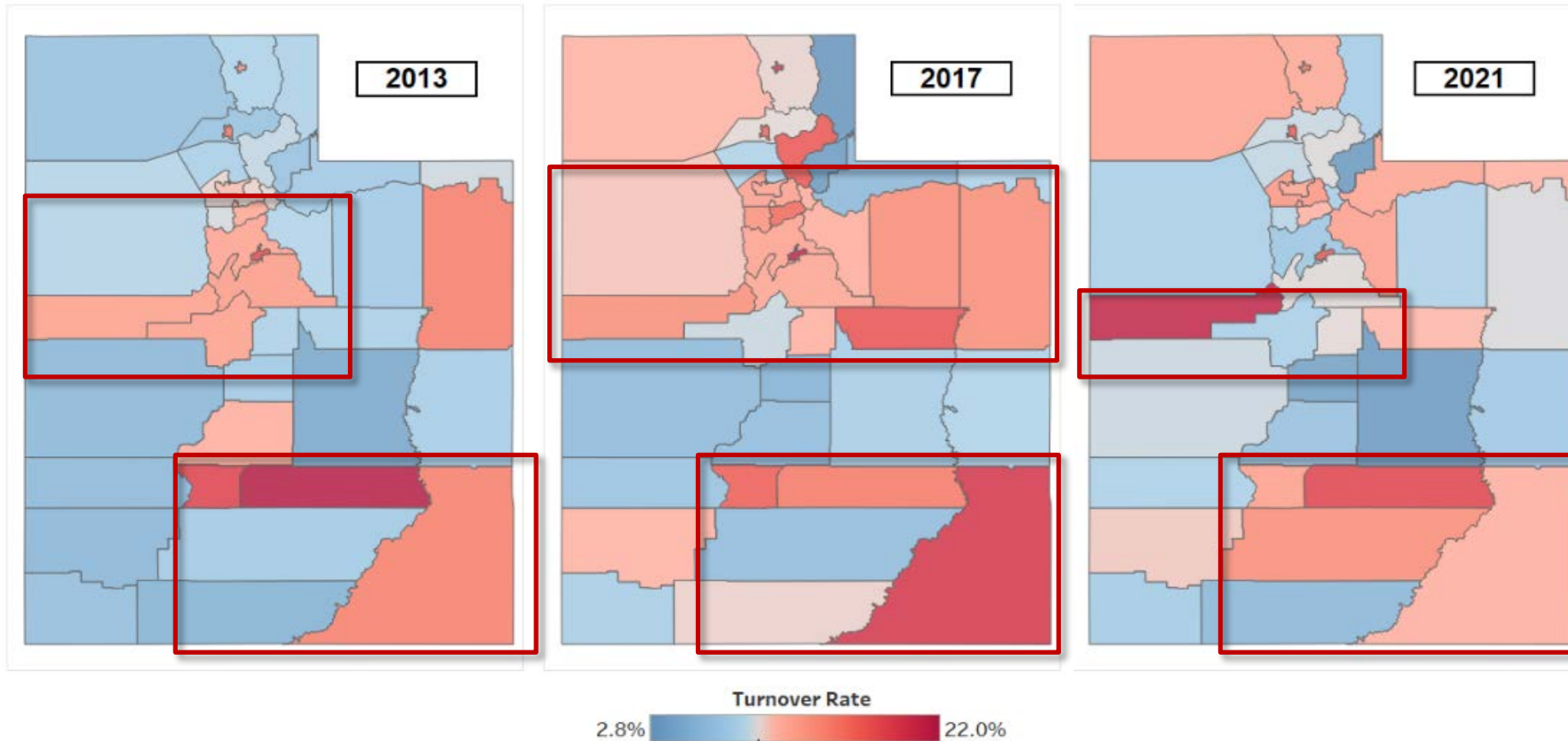
Utah Has Lower Turnover Than Other States



FOR MORE INFORMATION

See Figure 2.1, pages 7-9

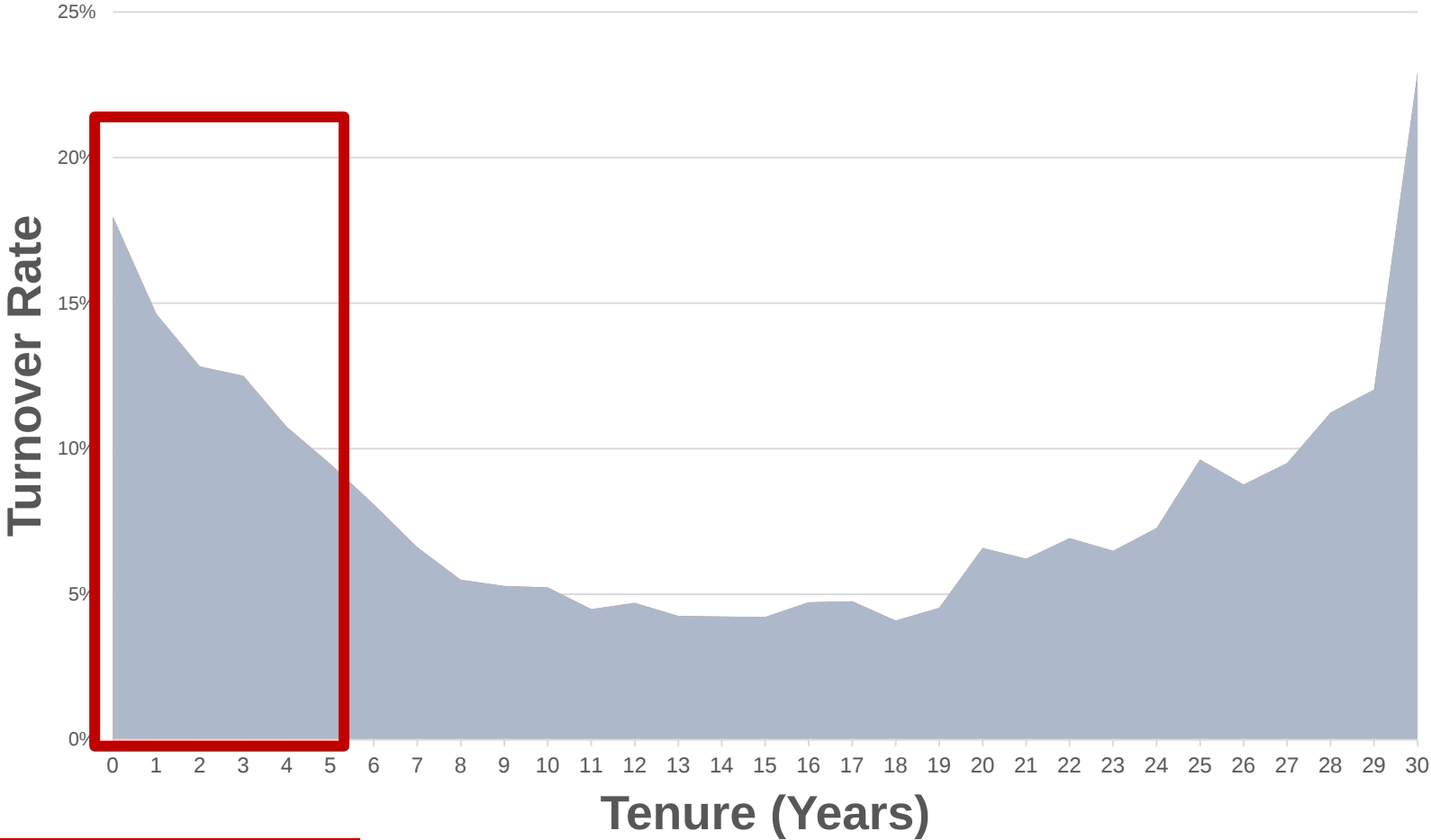
Teacher Turnover Is a Local Issue



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**

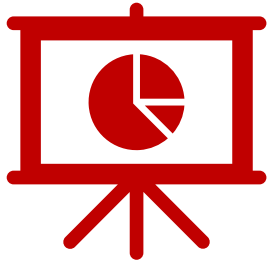
17 - 46%

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?

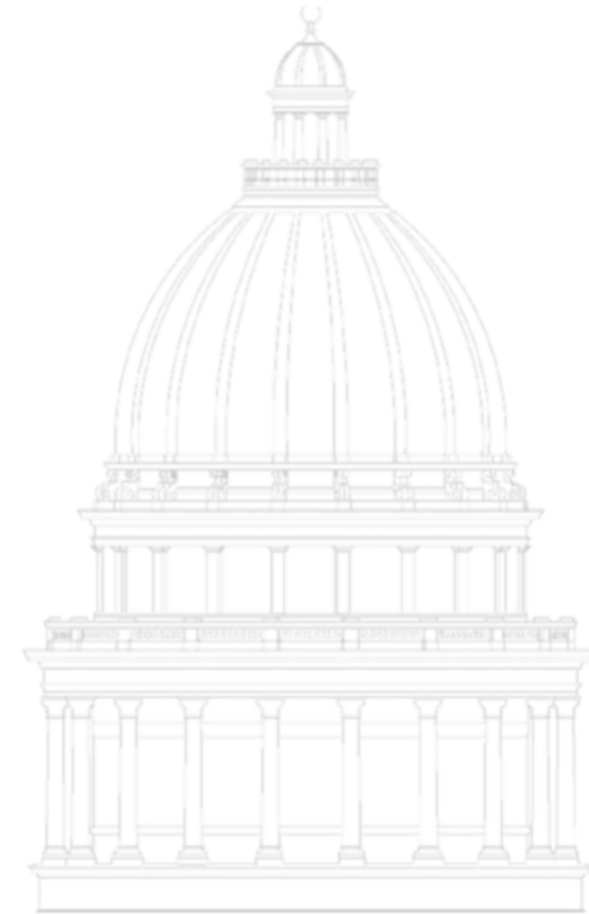
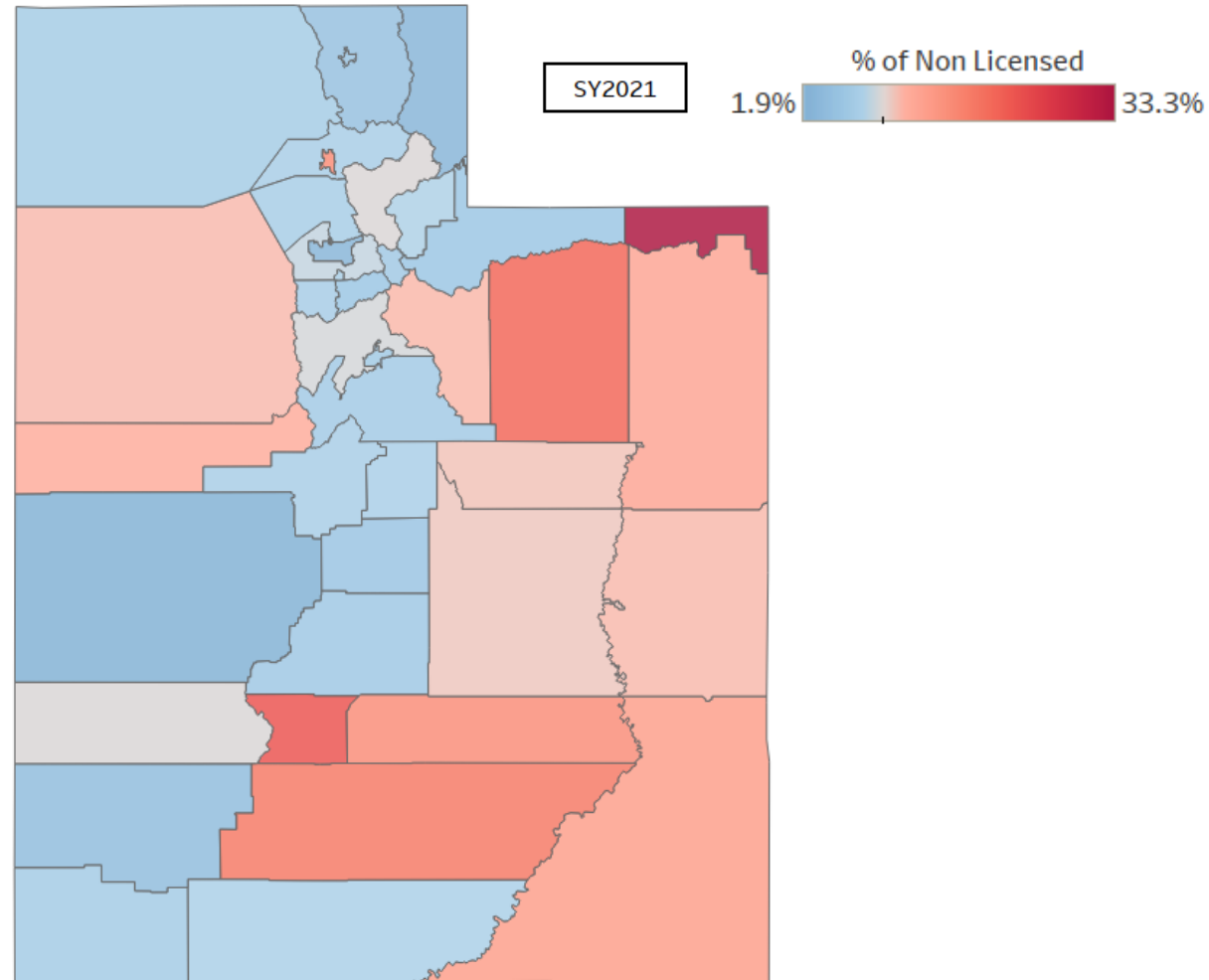
What barriers exist to understanding teacher shortages?



FOR MORE INFORMATION

See Ch. I, page 6

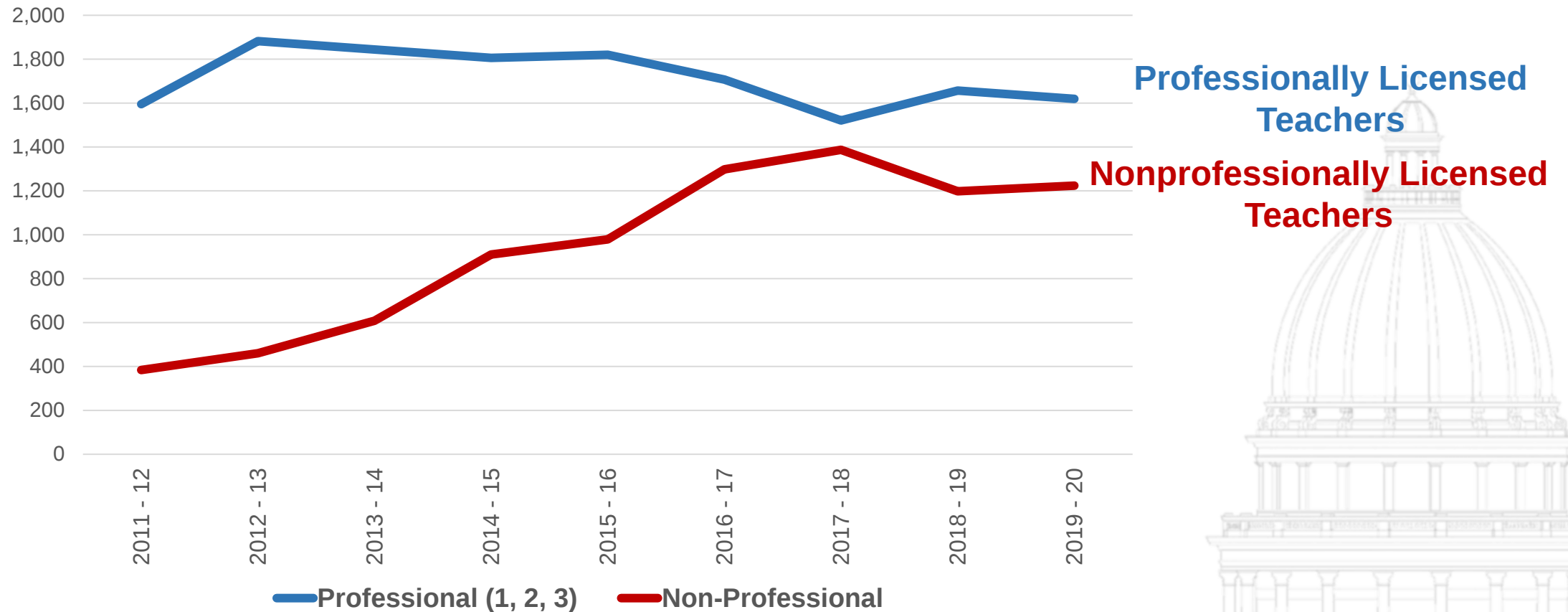
Some Districts Are Filling Vacancies with Nonprofessionally Licensed Teachers



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



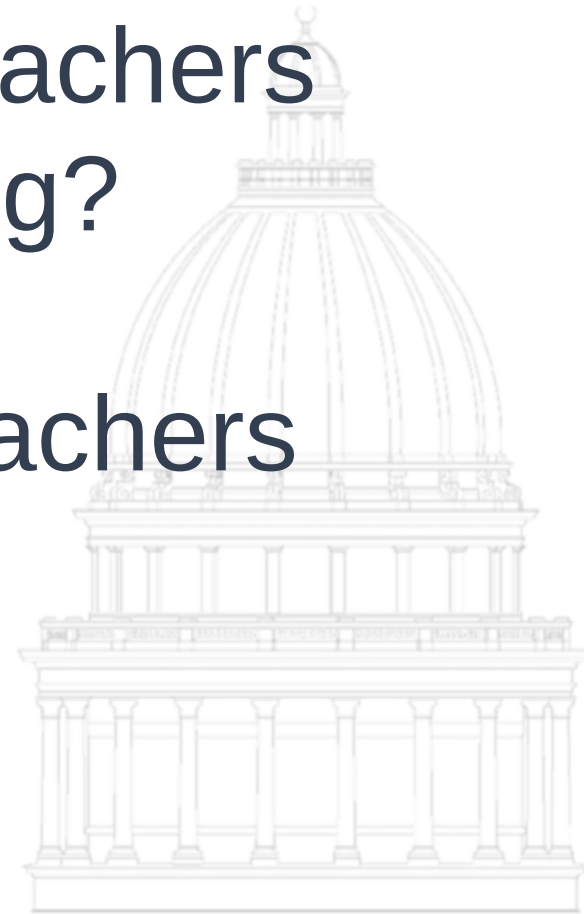
Ch. IV Objectives

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

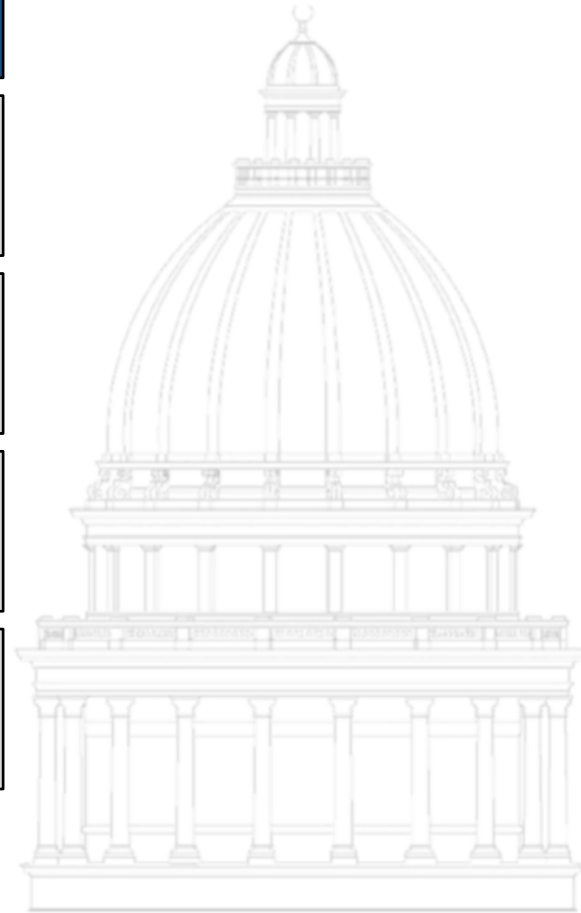
4 Concerns Highlighted in the Report

Stress

Workload

Administrators

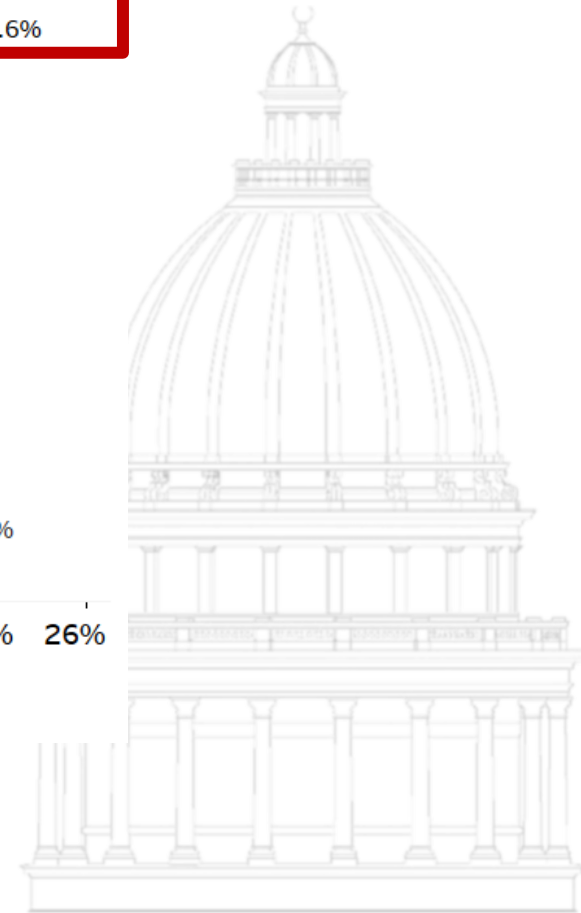
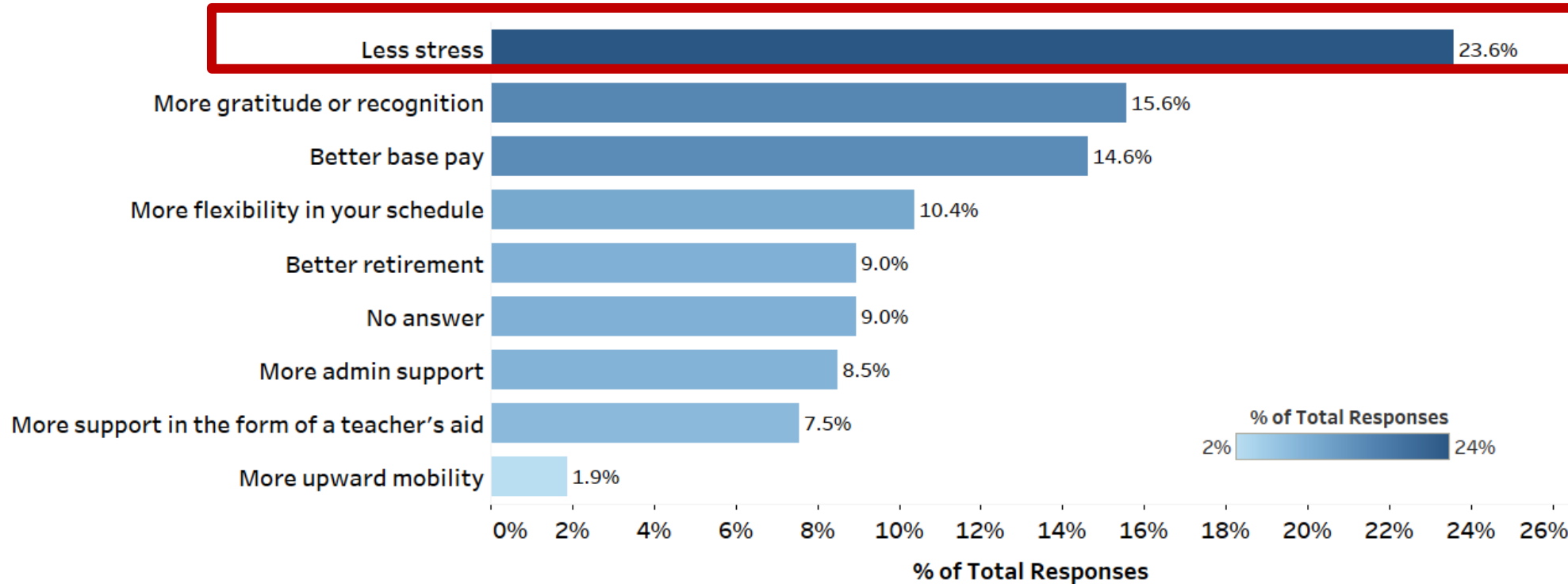
Pay



FOR MORE INFORMATION

See Ch. III, page 25 - 26

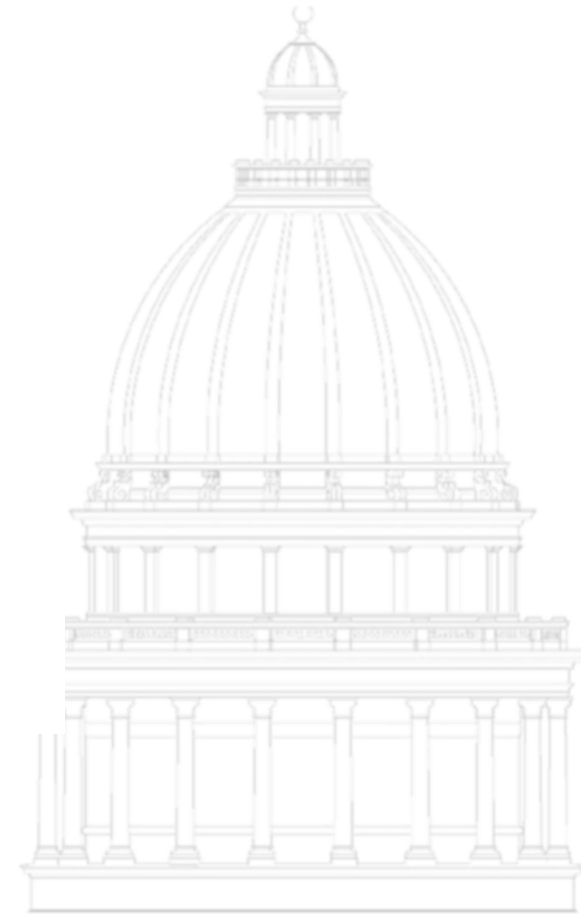
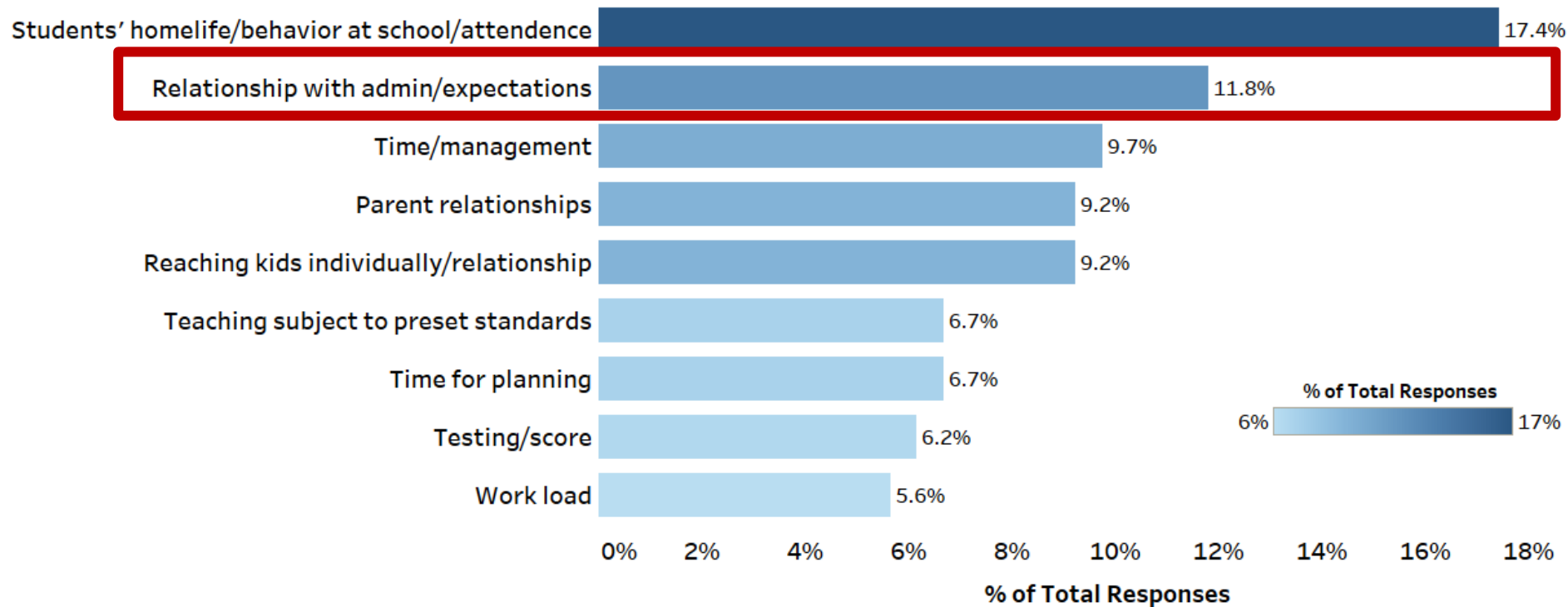
Teacher Interviews Reveal Their Major Concerns



FOR MORE INFORMATION

See Ch. III, page 25 - 26

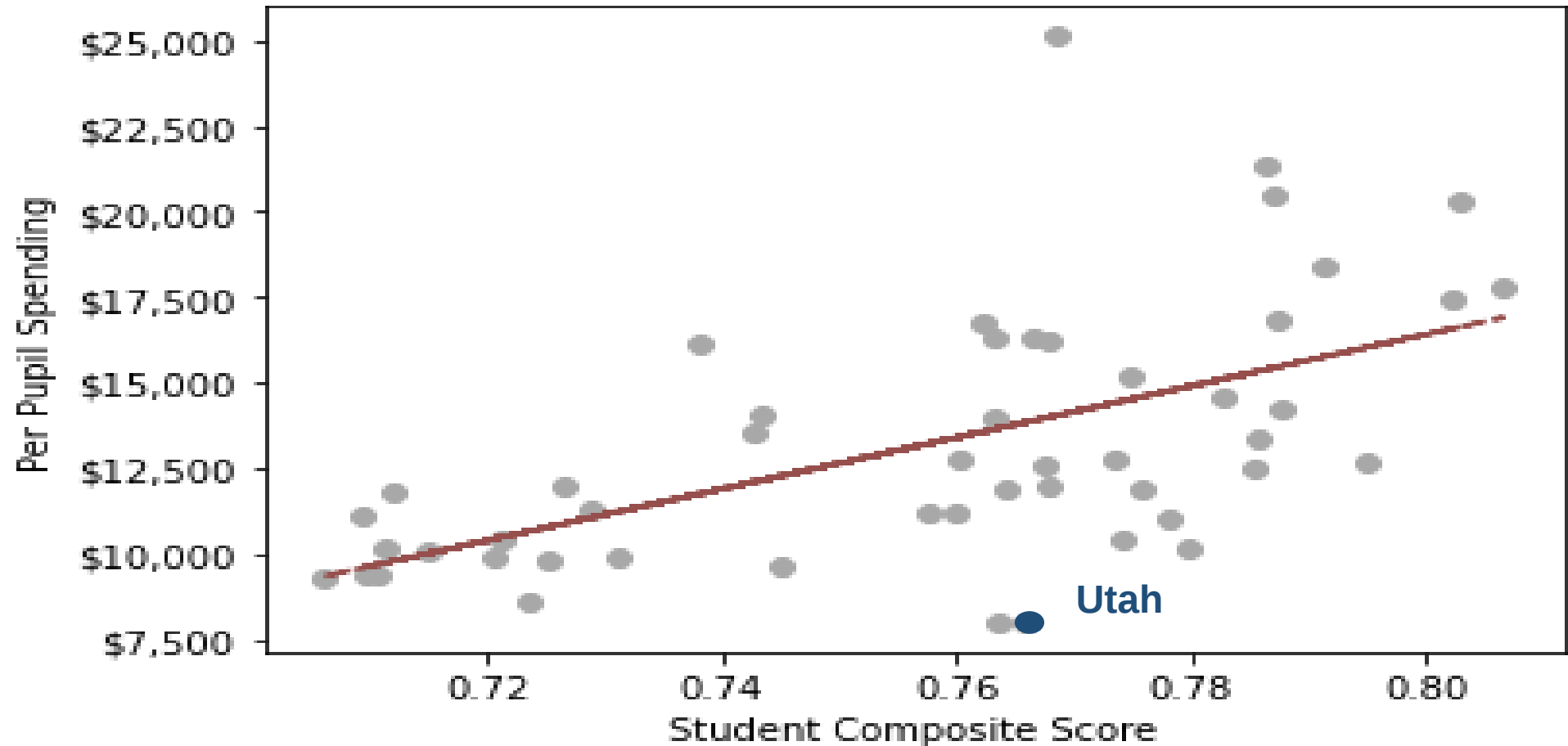
Teacher Interviews Reveal Their Major Concerns



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

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