



H.R. XXX, Innovations to Recruit and Retain Excellent Teachers Act

[A 2016 Learning Policy Institute report](#) estimates our schools will face an annual shortage of 100,000 teachers by 2025. Compounding the problem is the systemic under-recruitment and retention of teacher candidates from diverse backgrounds, resulting in a current teacher workforce that does not mirror the diversity of our nation's students. [A 2016 Brookings Institution report](#) finds that 50 percent of K-12 students are from minority groups, as compared to only 18 percent of classroom teachers. With a growing body of evidence demonstrating that the diversity gap negatively impacts student achievement and school culture, it is imperative that states and school districts use innovative strategies to recruit and retain a diversified workforce.

Issues of teacher recruitment and retention impact students' current and future socioeconomic outcomes. [Studies repeatedly show](#) that teachers are the most important school-based factor in student achievement. Increasing the quality of a poorly performing teacher's classroom instruction has been shown to increase his or her students' lifetime income by \$250,000, [according to a 2011 study](#). The revolving door of inexperienced, typically less-effective, and under-supported teachers plaguing low-income schools is putting our students at educational and financial risk.

The Innovations to Recruit and Retain Excellent Teachers Act empowers states and school districts to develop innovative, tailored strategies to ensure that students, especially those from low-income families, are taught by a well-supported and diverse workforce of excellent teachers. The bill would build on the recruitment and retention initiatives funded through Title II of the Elementary and Secondary Education Act, as updated by the Every Student Succeeds Act. The bill would provide a minimum of \$2 billion per year in supplemental federal funding to states and school districts for activities including:

- **Hiring and recruiting diverse and high-potential teachers. The bill does this by:**
 - Encouraging partnerships with teacher prep programs or non-profits to provide pre-clinical training opportunities for diverse teaching candidates;
 - targeting recruitment strategies to develop a diverse teacher workforce that addresses teacher subject shortage areas;
- **Developing and retaining excellent and diverse teachers. The bill does this by:**
 - Improving compensation structures to better align teacher pay with roles and responsibilities;
 - Creating high-quality, intensive comprehensive induction programs for novice teachers that include individualized coaching, reduced course load, or co-teaching along master teachers;
- **Creating teacher leadership and professional growth opportunities. The bill does this by:**
 - Establishing leadership pathways for excellent teachers to coach and mentor novice or Struggling teachers while remaining in the classroom;
 - Empowering teachers to lead their schools through teacher-led initiatives such as communities of practice, curriculum development, and providing input on school policies; and
 - Providing teachers with professional learning opportunities, such as advanced credentialing.