

TEACHER JOB POSTINGS AND WHAT IS KNOWN ABOUT THE TEACHER LABOR MARKET

**Prepared for the Oregon Joint Task Force on Statewide Educator
Salary Schedules**

Dan Goldhaber

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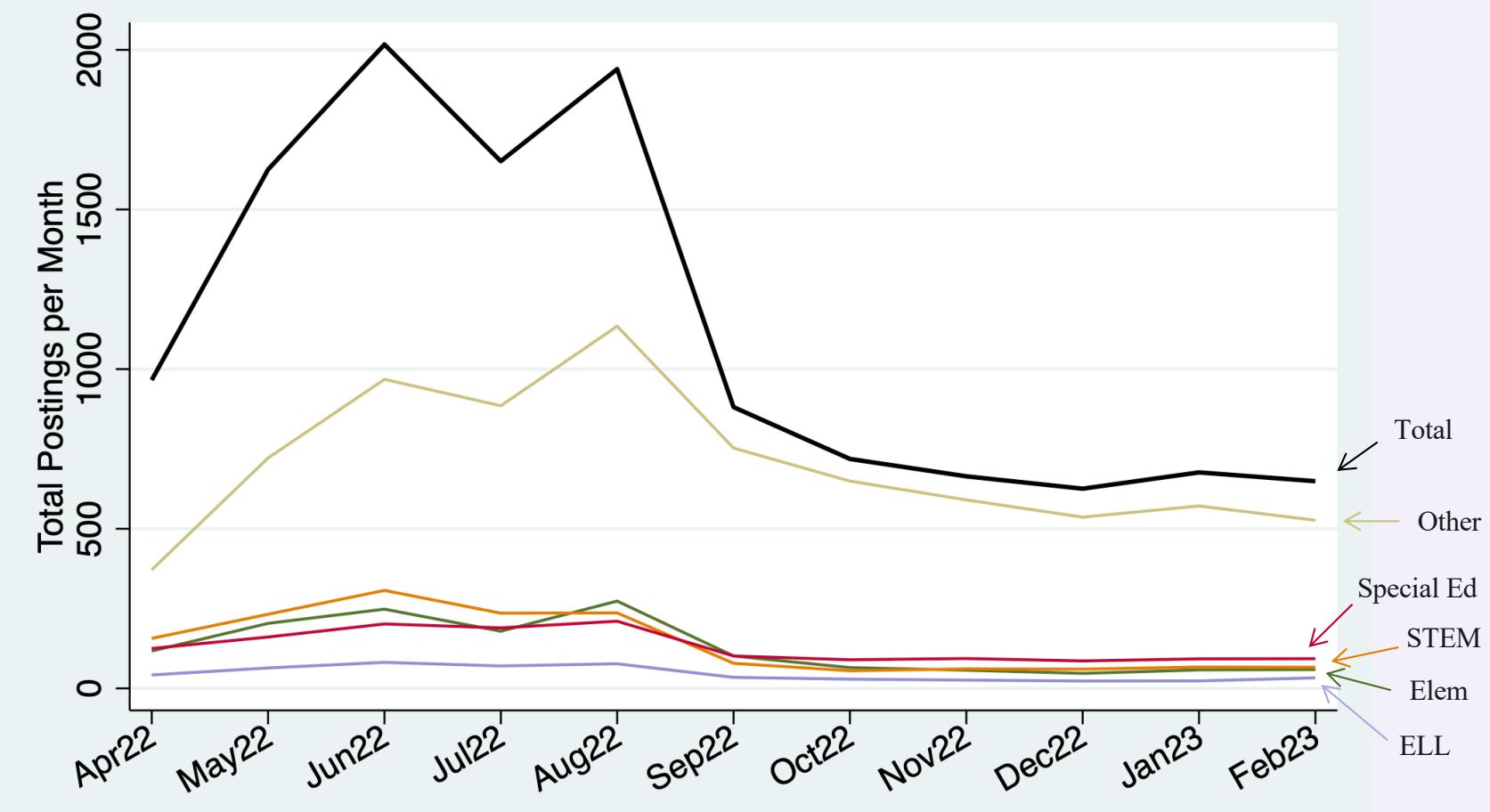
Web scraping

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- We utilize web scraping tools to visit websites where school districts post their job openings
 - Data collected for approx. 155 of the 197 public school districts in Oregon
 - Districts represent over 97% of students served in Oregon
- Collection began in April of 2022 and districts “surveyed” at least once a week and on “average” twice a week
- Informed by prior work in WA we group openings into 11 job categories (w/ further break down for teachers) and tracked both first time and total postings
 - In WA, we have validated the job postings data

Seasonality of Job Postings (all jobs)

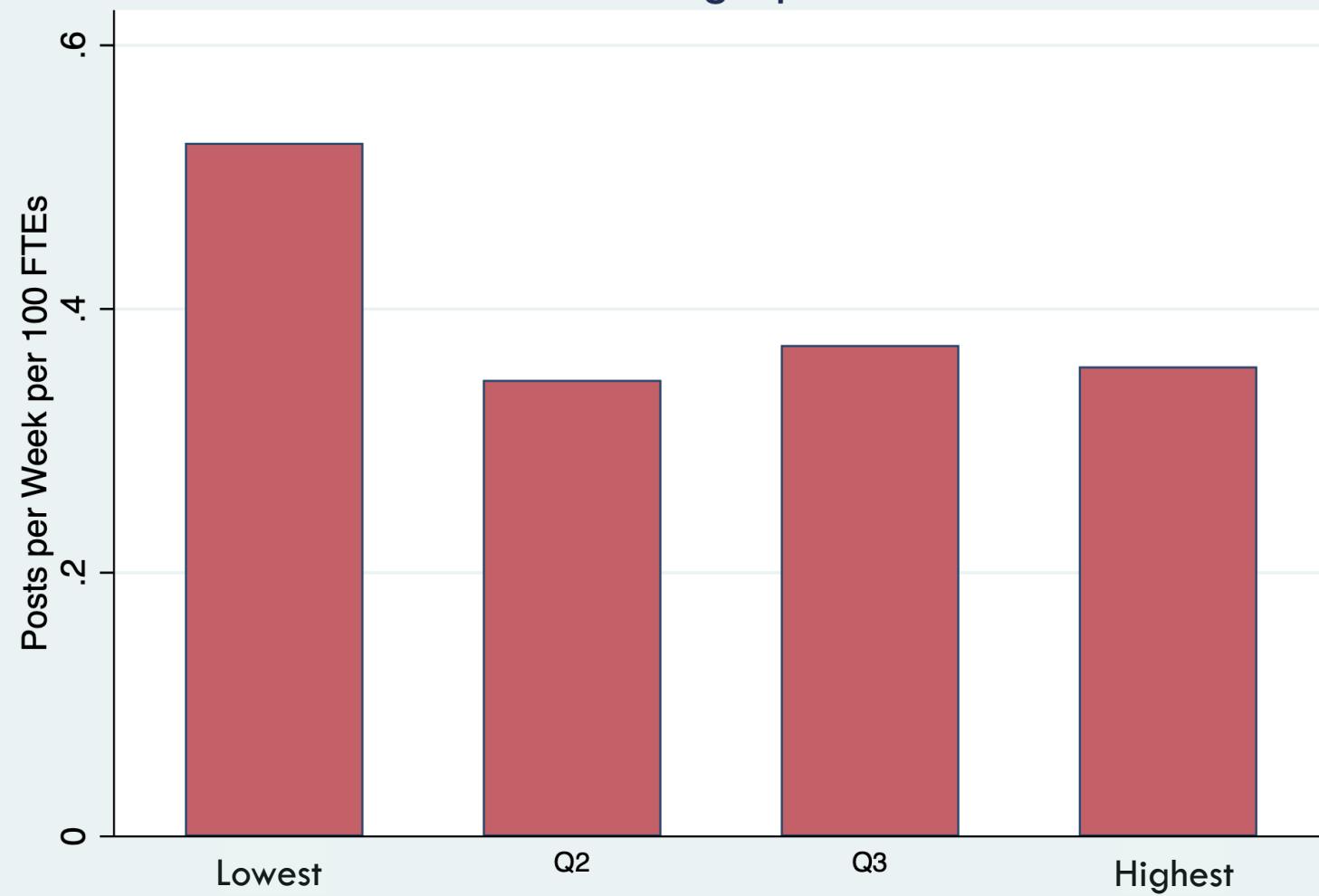
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Job Posting Rate (Postings/FTE) By URM

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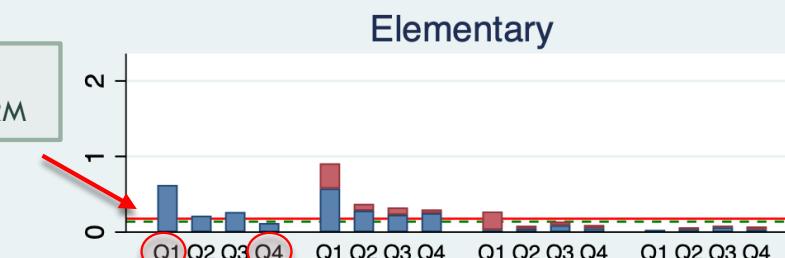
All Teaching Sp22-W23



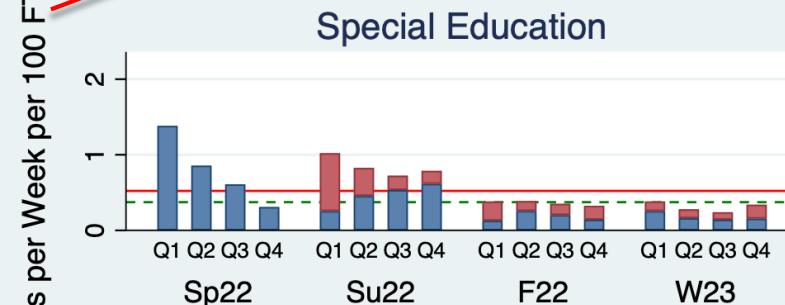
Teacher Job Posting Rate By Job Type

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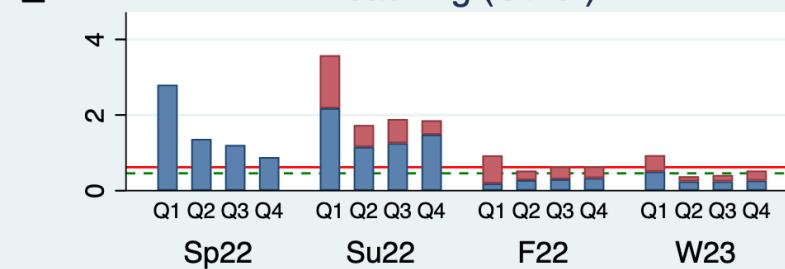
Q1 = Bottom quartile of %URM



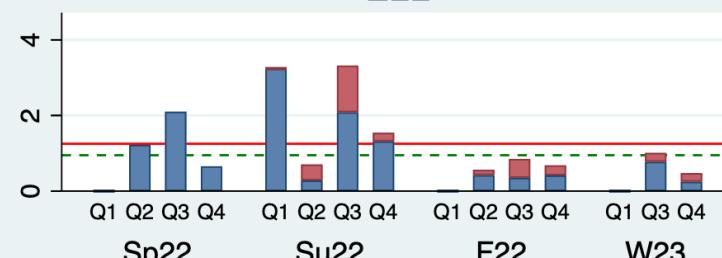
Q4 = Top quartile of %URM



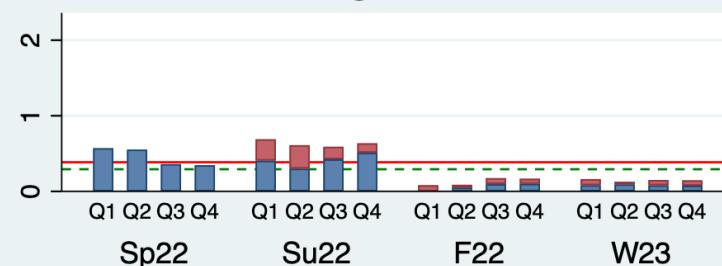
Teaching (Other)



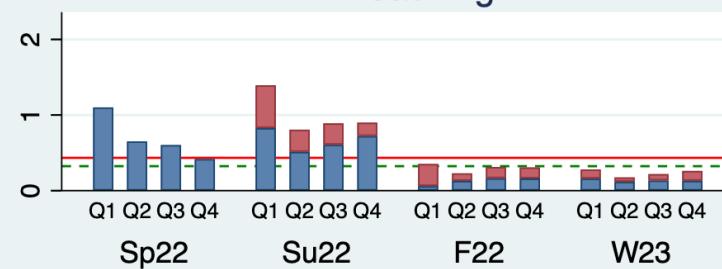
ELL



STEM



All Teaching



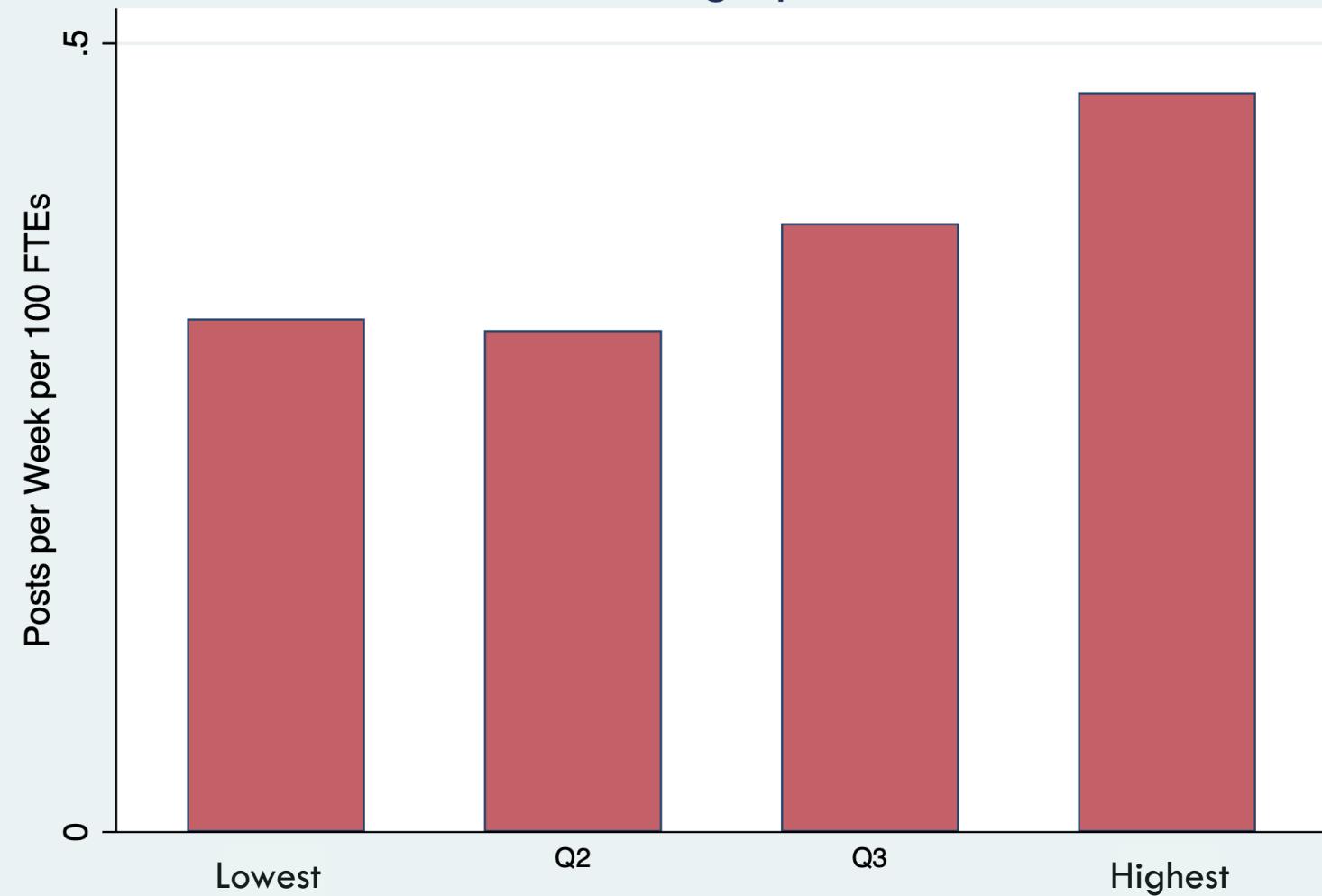
First Time Posted All Postings

F21: Sept-Nov W22: Dec-Feb Sp22: Mar-May Su22: Jun-Aug

Job Posting Rate (Postings/FTE) By FRL

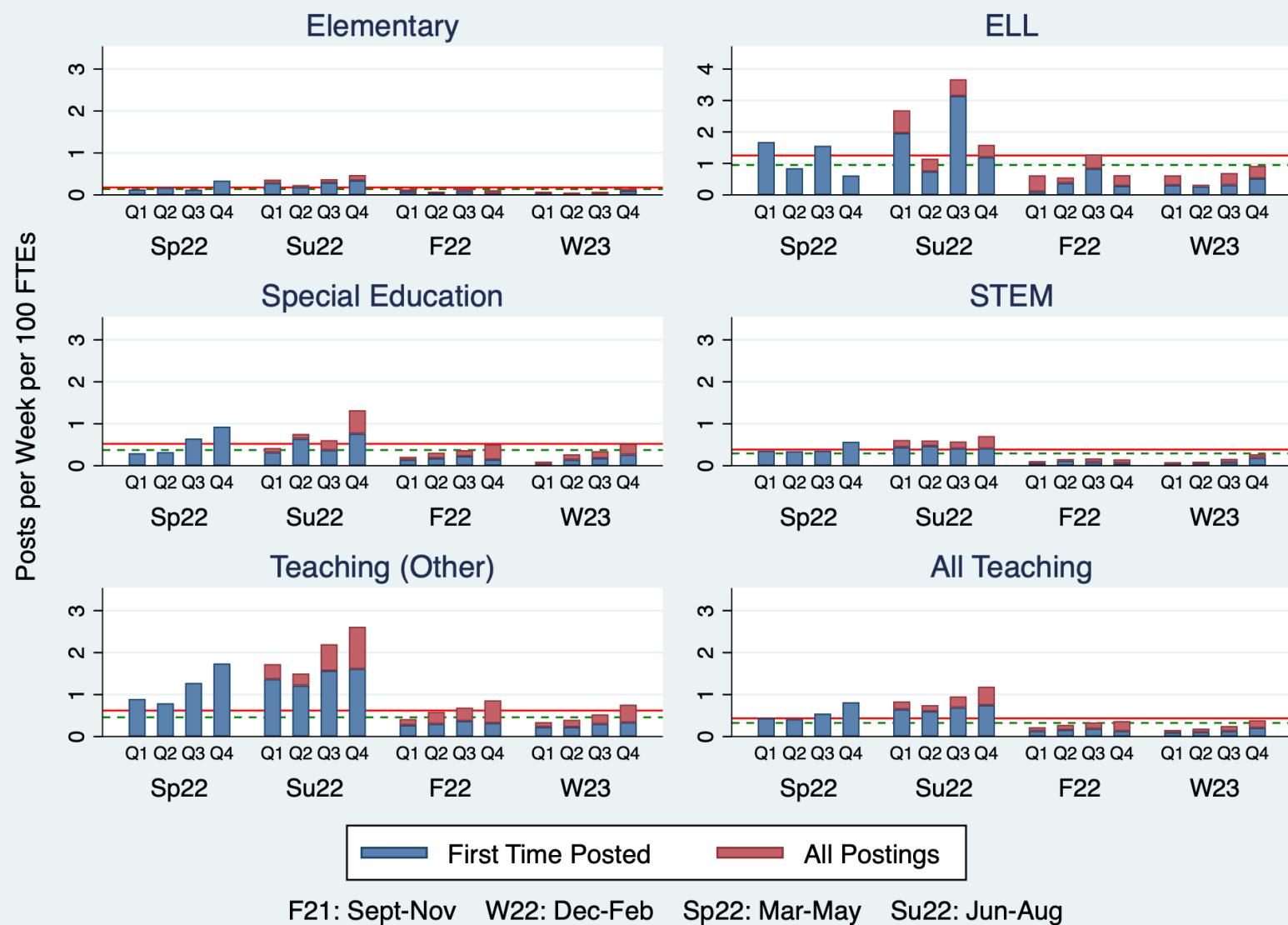
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All Teaching Sp22-W23



Teacher Job Posting Rate By FRL & Type

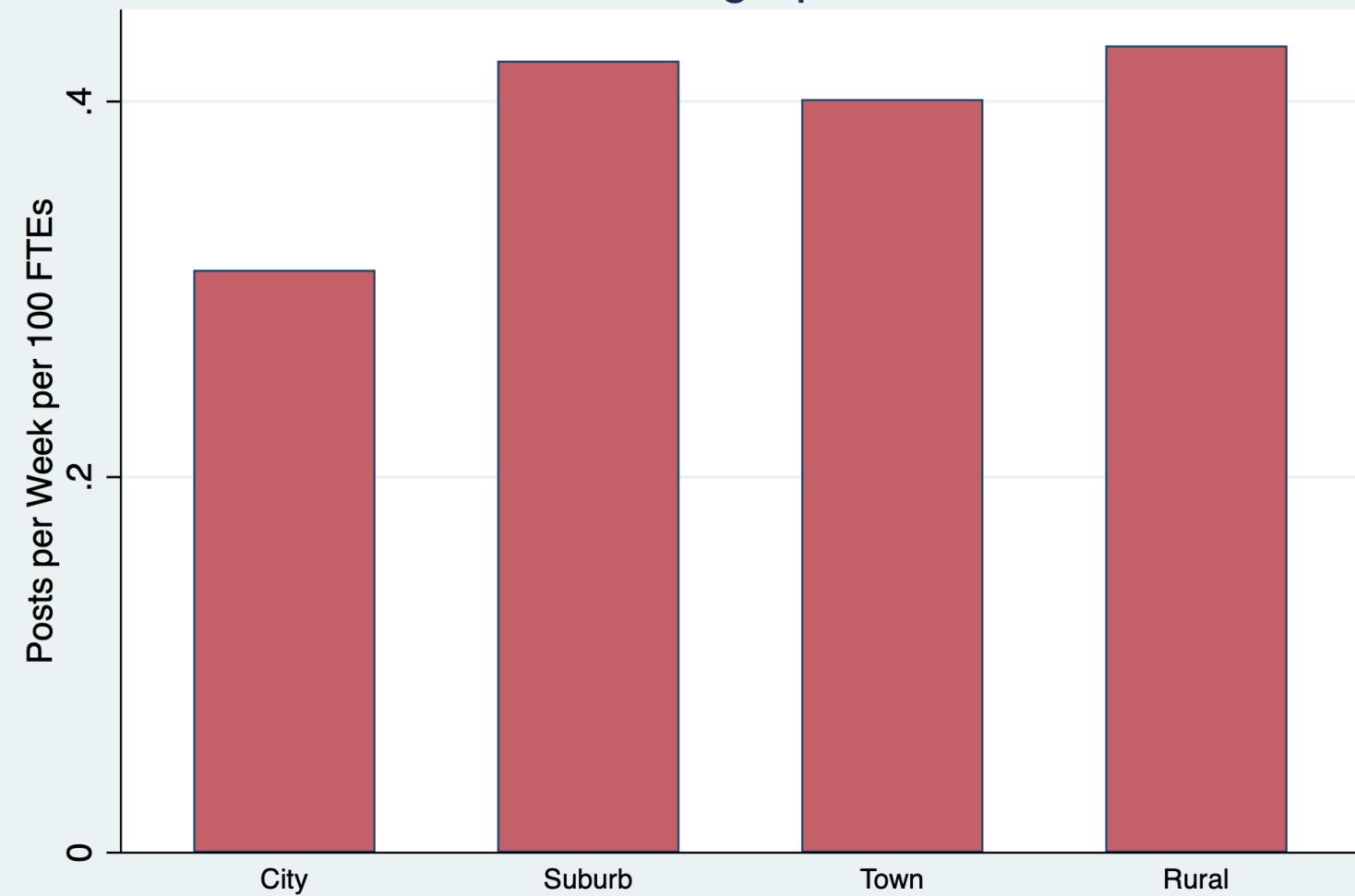
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Job Posting Rate By Urbanicity

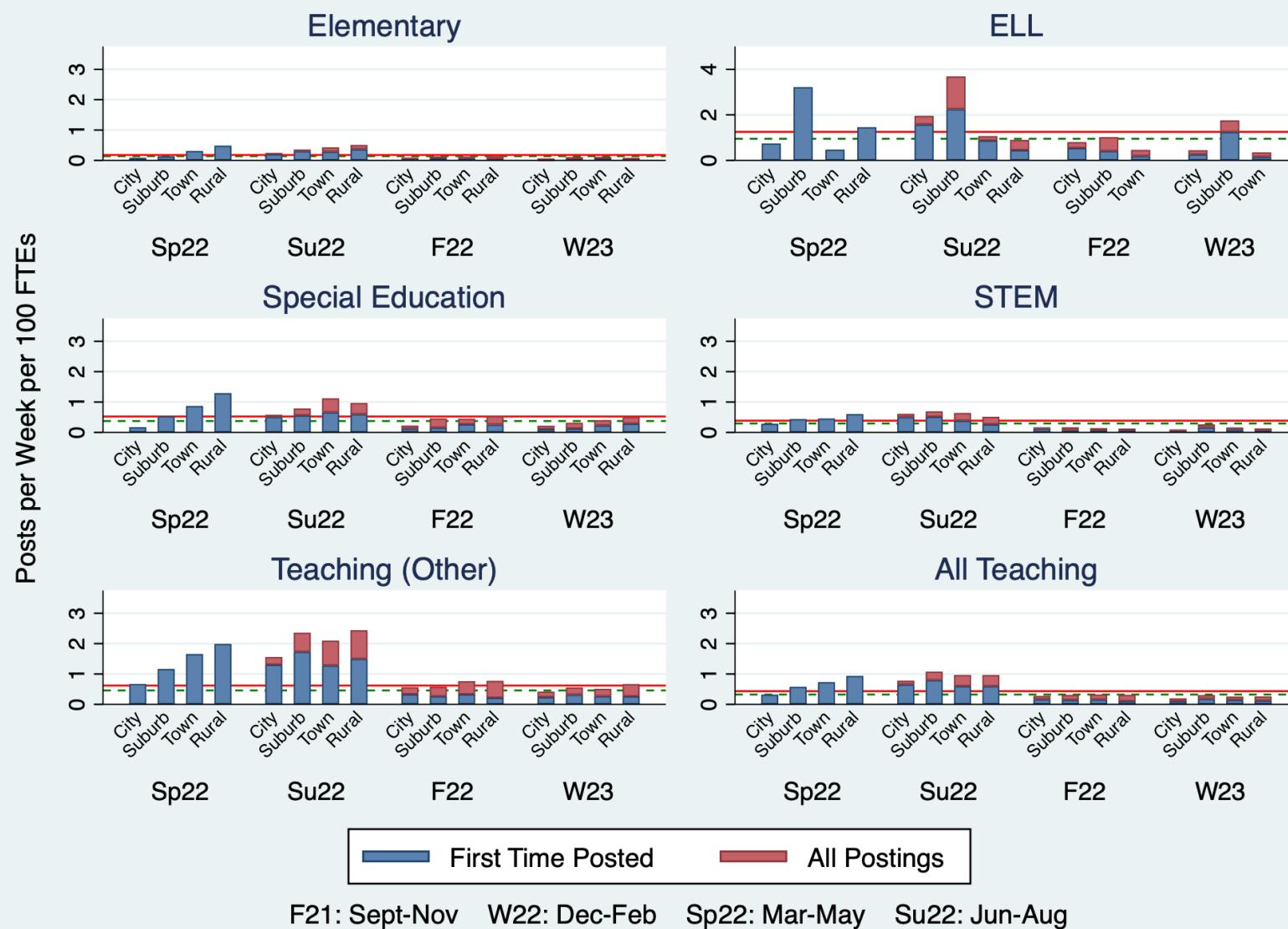
8

All Teaching Sp22-W23



Job Posting Rate By Urbanicity & Type

9

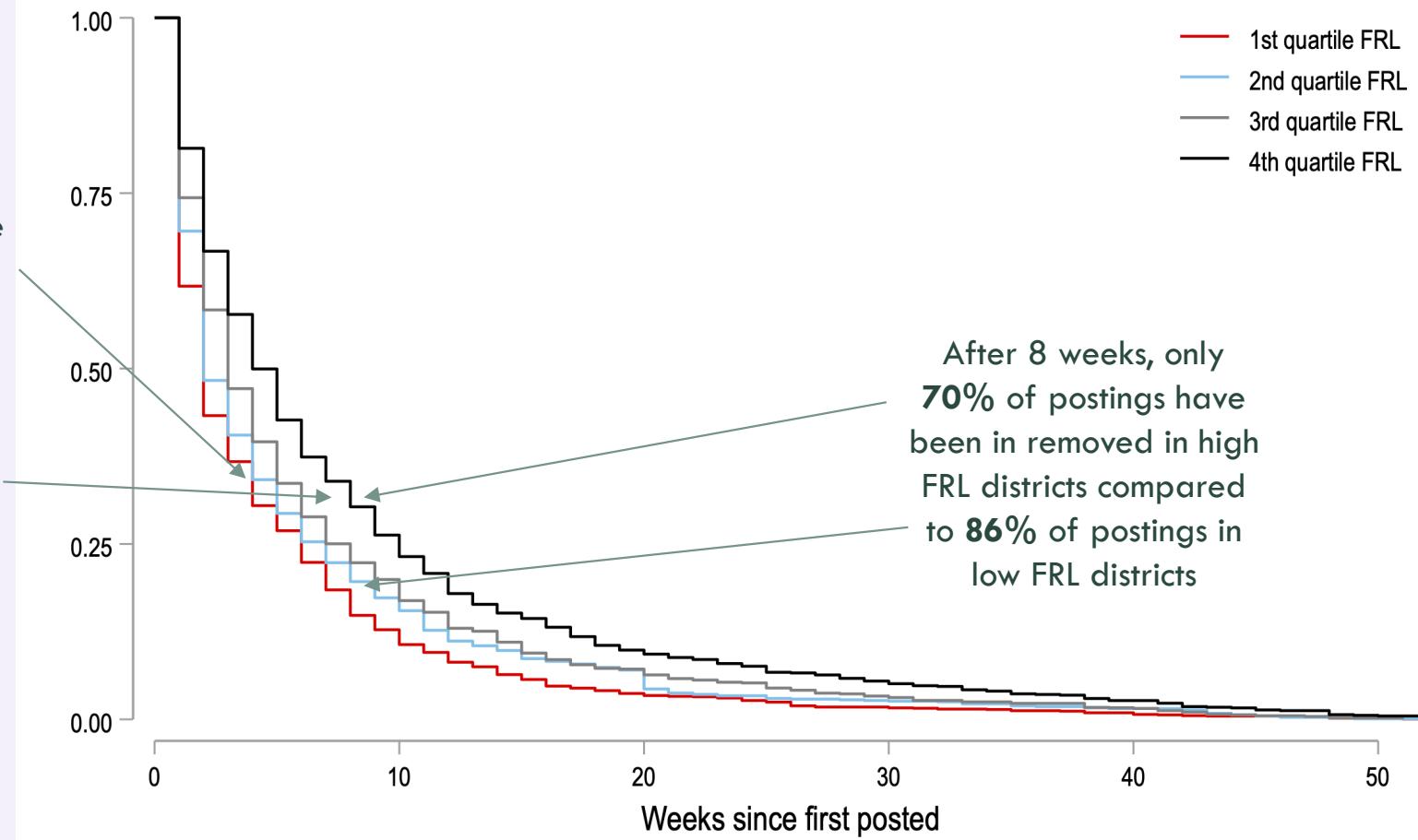


Time to Fill Postings by FRL

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Posts in districts in the bottom quartile FRL take **4.75** weeks to fill, on average, compared to **8** weeks for posts in the top quartile districts.

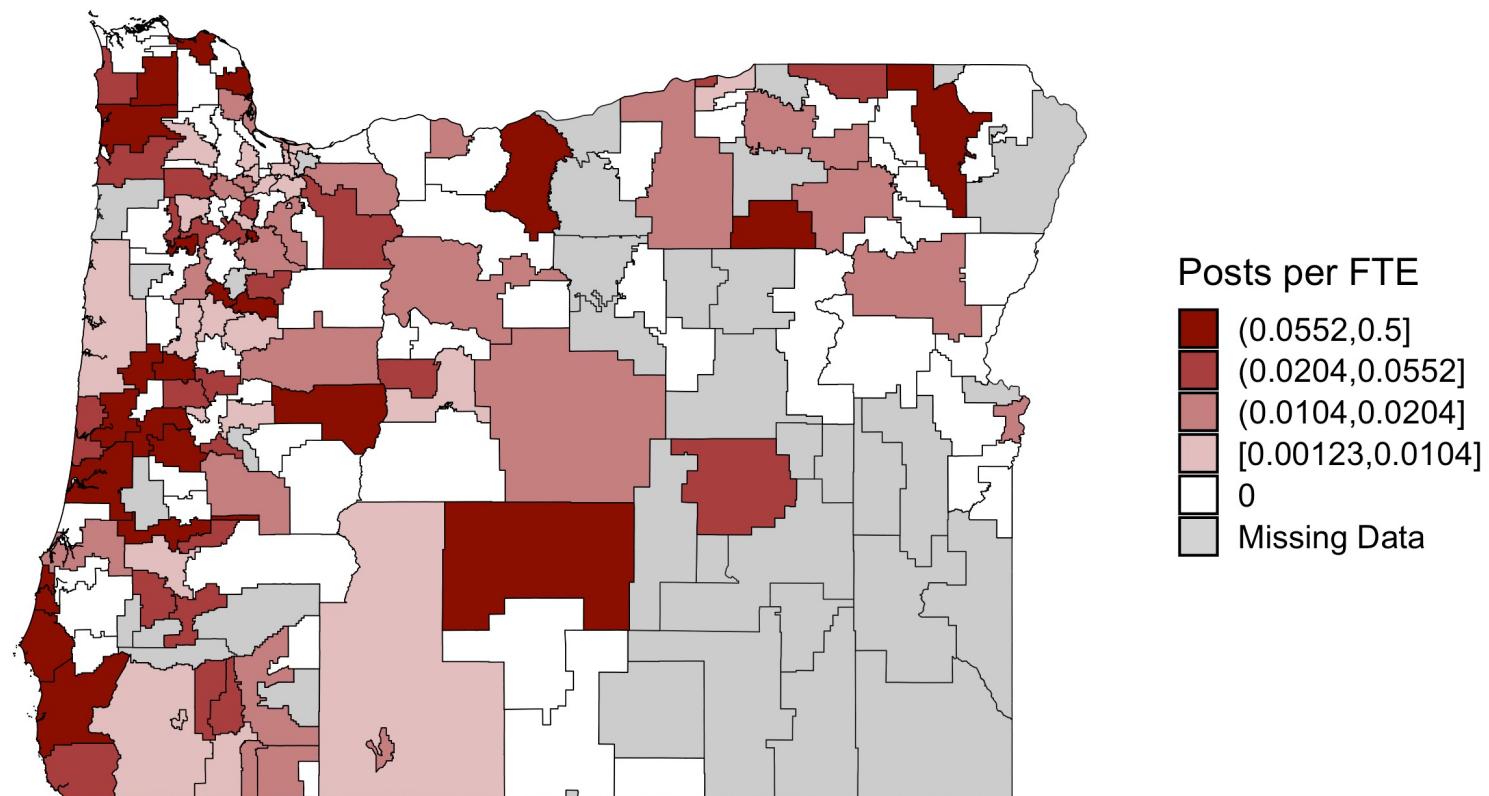
Kaplan-Meier survival estimates



Variation in Elementary Postings Across Districts

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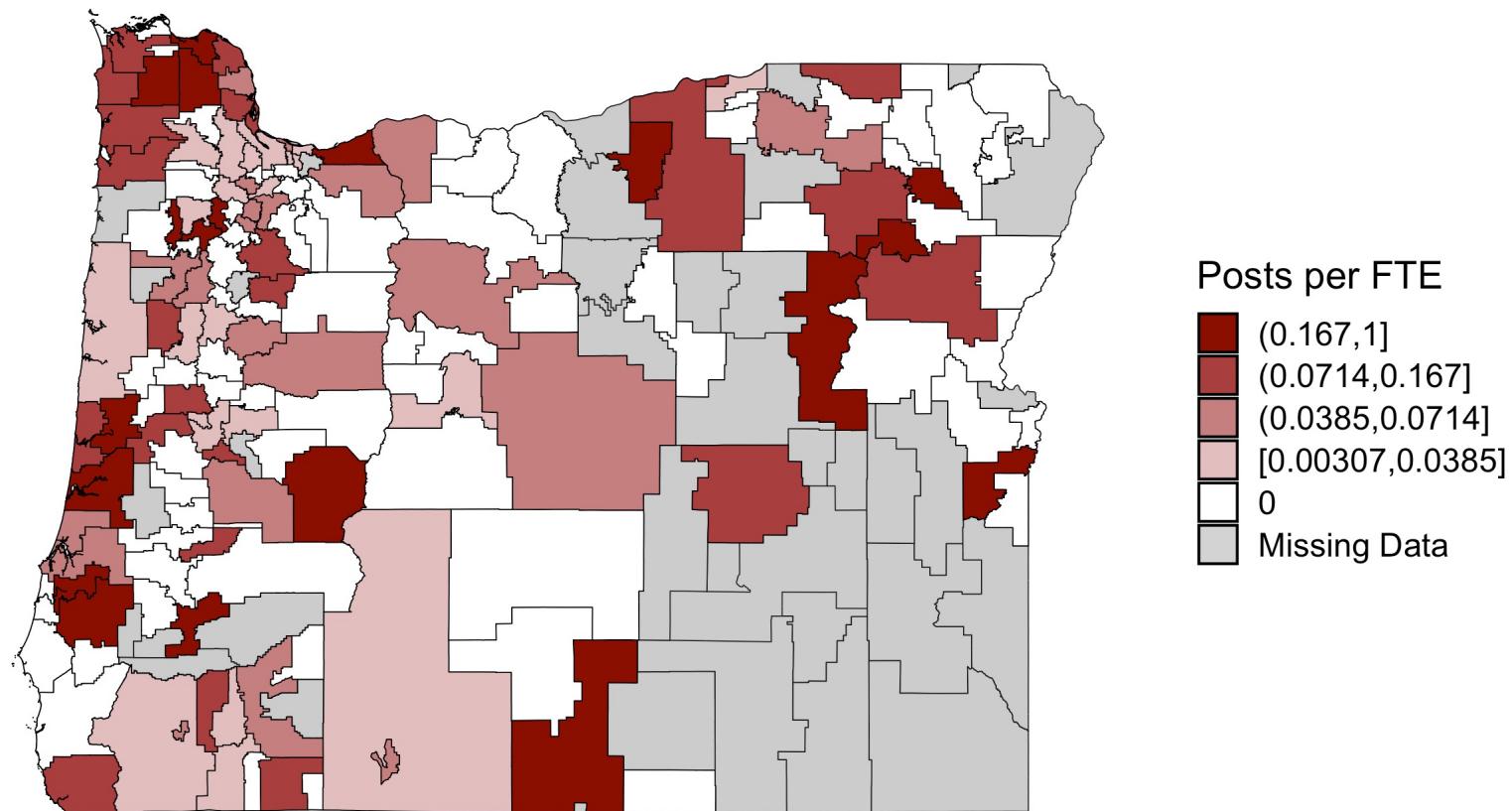
Weighted Teaching (Elementary) Postings per FTE in Spring 2023



Variation in Special Education Postings Across Districts

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Weighted Teaching (Special Education) Postings per FTE in Spring 2023



Preliminary Regression Analysis

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- Models suggest that there are very similar trends between prior work in WA and newer results from OR across several measures
 - Ex. Seasonality (far more postings in Spring and Summer than openings observed in Fall or Winter); Within subject attrition is an important predictor (makes sense!); Similar FRL results (higher FRL generally associated with more job openings; note URM is less consistent compared to WA findings and this is also shown in the previous bar chart)
 - This latter finding is worth exploring and may hinge in part on demographic differences and distribution of students of color across the two states
 - Caveat – we stress preliminary results also because these findings are in part based on key measures (e.g., Teacher Subject FTE) from 2017-18 instead of more recent data

Closing Thoughts

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- Job posting findings generally (URM is an exception) reflect what we see from other ways of assessing challenges in hiring (surveys, emergency credentialed teacher hires, attrition)
- Hiring challenges are not equal across-the-board
 - Shortages are increasing but challenges vary by subject, geography, and types of students served
- The single salary schedule may be seen as egalitarian, but it creates inequities for students and often the wrong incentives for equity and teacher quality
 - Doesn't recognize outside of teaching opportunities
 - Doesn't target parts of teacher's career where attrition is high
 - Doesn't reflect differences in school working conditions

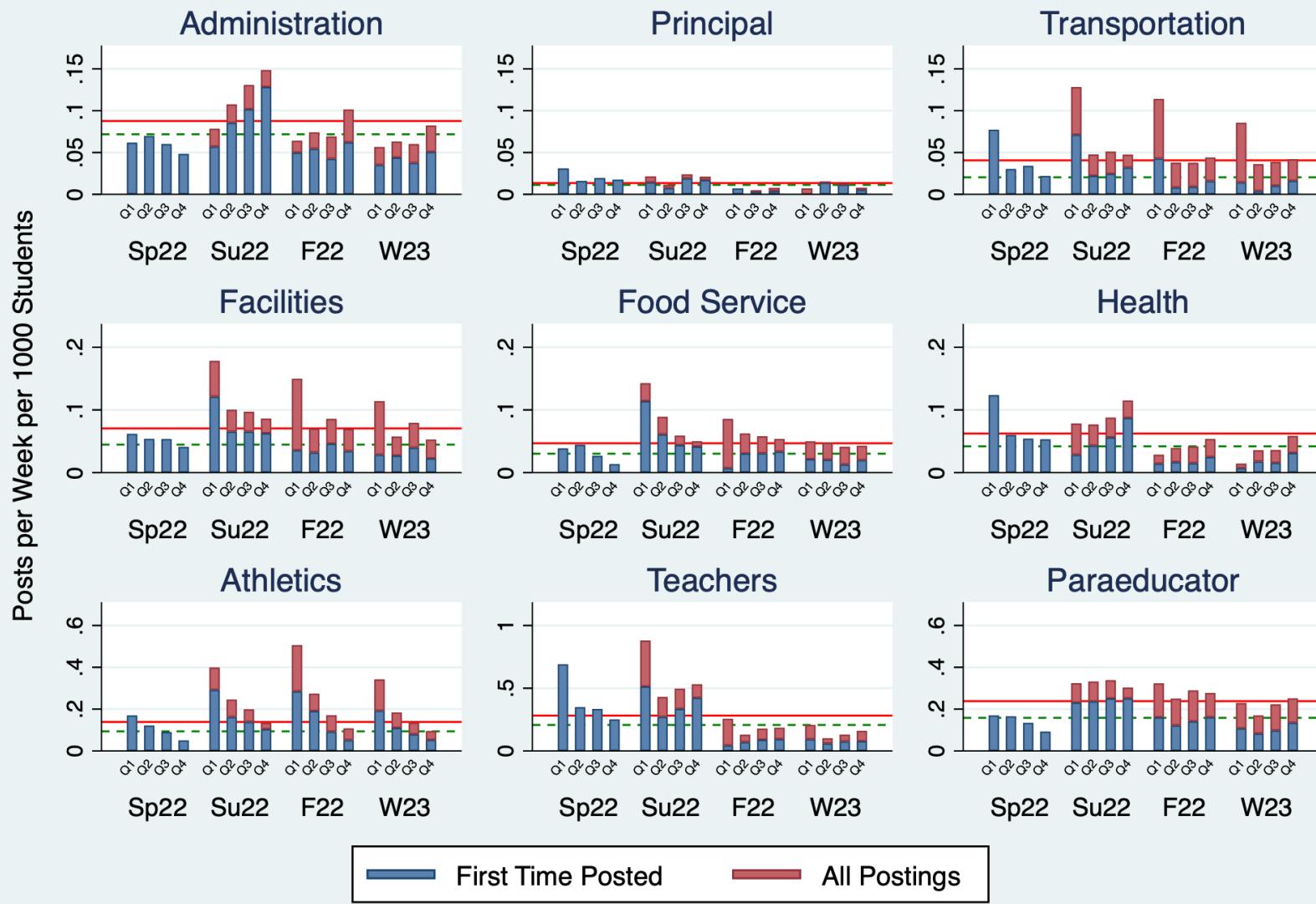
Additional resources

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- Goldhaber, D., Falken, G., Theobald, R., & Goodman Young, M. (2023). A New Method to Get Timely Information on Teacher Hiring Needs. CEDR Flash Brief No. 05042023-2. University of Washington, Seattle, WA.
https://www.cedr.us/_files/ugd/1394b9_747f71f4f82e4c8cb1f79a82337f7211.pdf
- Goldhaber, D., Brown, N., Marcuson, N., & Theobald, R. (2022). School District Job Postings and Staffing Challenges Throughout the Second School Year During the COVID-19 Pandemic. CEDR Working Paper No. 10112022-1. University of Washington, Seattle, WA.
https://www.cedr.us/_files/ugd/1394b9_6d61bd93e19e4c05a104e27ea25b4506.pdf
- Goldhaber, D., & Gratz, T. (2021). School District Staffing Challenges in a Rapidly Recovering Economy. CEDR Flash Brief No. 11082021-1. University of Washington, Seattle, WA.
https://www.cedr.us/_files/ugd/1394b9_7709c1ab926247469c2aa9c076b977bc.pdf

Vacancies for Non-Teaching and Teaching Overall (by URM)

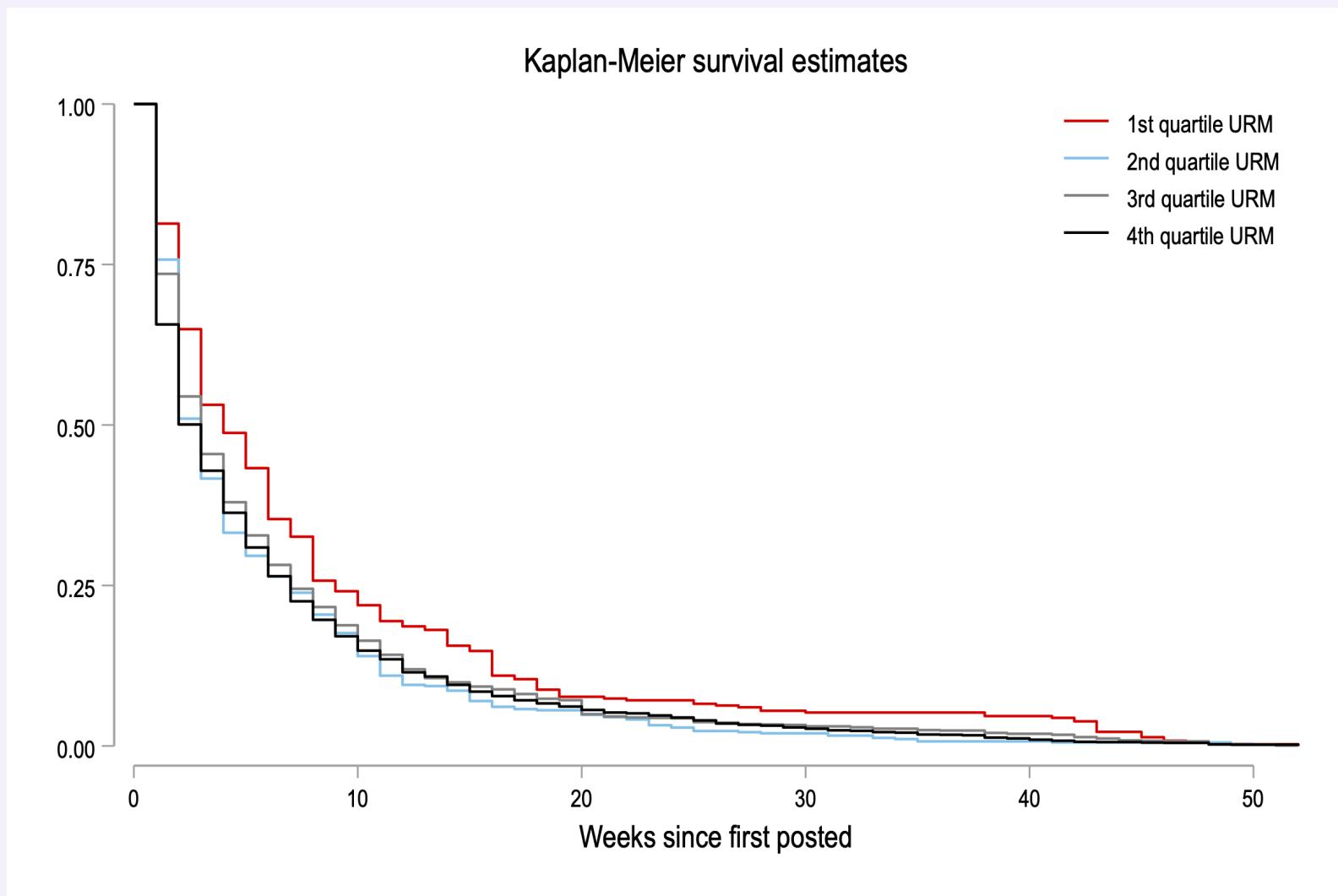
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Sp22: Mar-May Su22: Jun-Aug F22: Sep-Nov W23: Dec-Feb

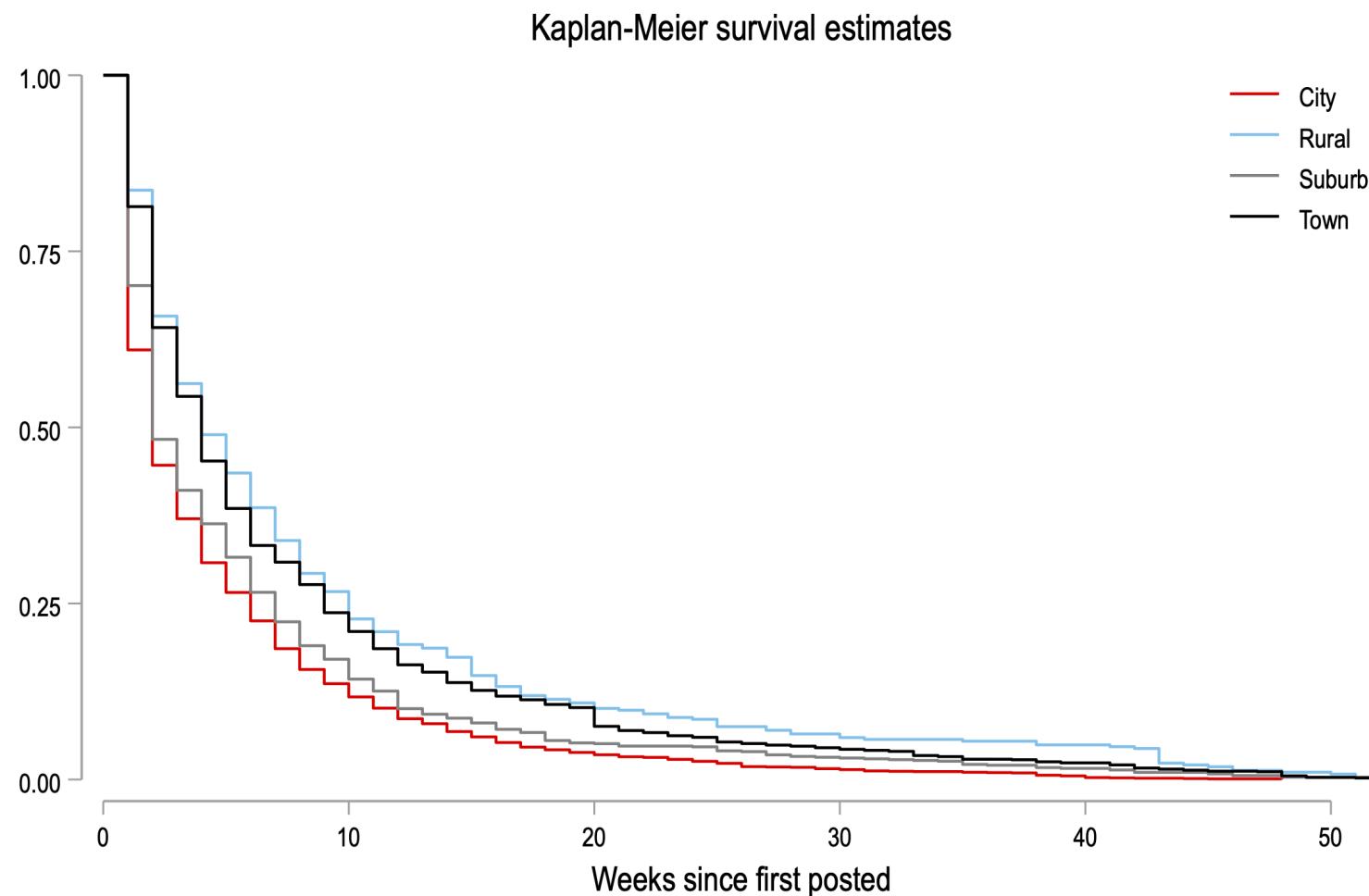
Time to Fill Postings by URM

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Time to Fill Postings by Urbanicity

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Time to Fill Postings by Subject

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