

# Student Teacher Compensation

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A review of recent state action



# YOUR HOST

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# WHO WE ARE.

The essential, indispensable member of any team addressing education policy.



# WHAT WE DO.

We believe in the power of learning from experience, and we know informed policymakers create better education policy.



# HOW WE DO IT.



**Research**



**Report**



**Convene**



**Counsel**



# Student Teacher Compensation

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# Rationale & Research

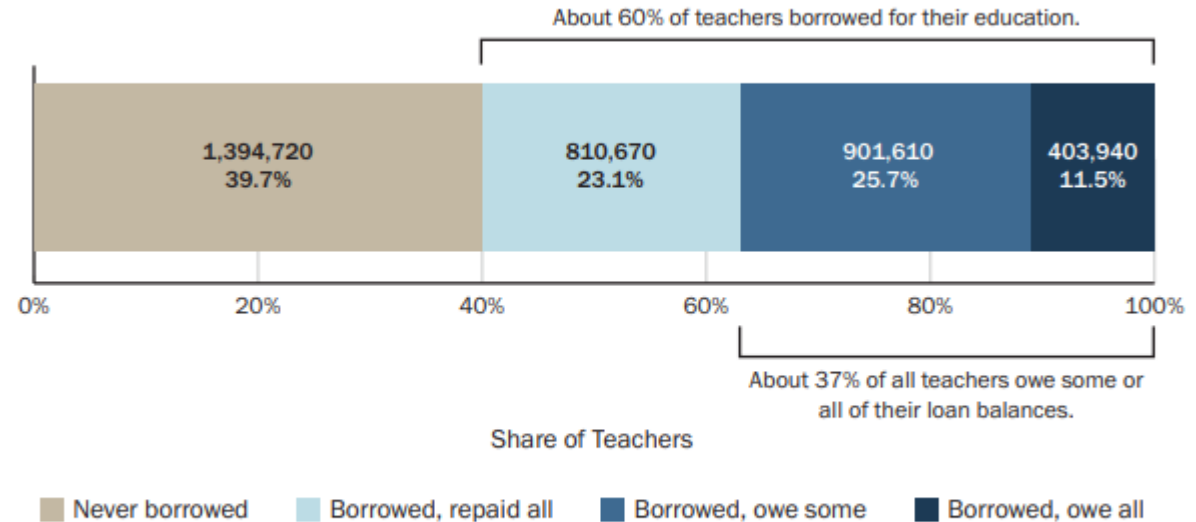
- States are struggling with a shortage of quality teachers, particularly for certain positions
- The cost of educator preparation can be prohibitive for some prospective teachers





# Teachers and Student Loan Debt

**Figure 1: Teachers' Student Loan Borrowing and Repayment Status**



Note: Percentages may not sum to 100% due to rounding. Numbers of teachers are rounded to the closest 10. Results are based on full-time, public school teachers who have at least a bachelor's degree.

Source: Learning Policy Institute analysis of the National Teacher and Principal Survey, 2020–21. (2023).

Teachers in repayment reported paying an average of **\$342 / month** on student loans

From: In Debt: Student Loan Burdens Among Teachers, Learning Policy Institute (2023)



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# Colorado



## **Student Educator Stipend Program**

- 16-week residency: up to \$11,000
- 32-week residency: up to \$22,000
- Definition of eligible students



# Maryland



## **Educator Shortage Reduction Act**

- Initial Stipend: up to \$3,500
- Internship Stipend: up to \$20,000
- Definition of eligible students



# Minnesota



## Two Grant programs are available:

**Minnesota Student Teachers in Shortage Areas Grant (STSA)**

**Minnesota Underrepresented Student Teacher Grant (USTG)**

- Awards up to \$7,500



# Pennsylvania



## **Educator Pipeline Support Grant**

- Grant of \$10,000 plus additional \$5,000 for certain schools
- \$2,500 grant to cooperating teacher
- Requires student teachers to teach for at least 3 years



# Policy Considerations

- 1) Is the goal to support all educator candidates? Or, to provide targeted support for specific candidates?
- 2) Is the financial incentive sufficient to influence candidate behavior?
- 3) What other factors influence program completion and initial hiring for candidates?
- 4) How will the policy be evaluated?





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Your education policy team.

# THANK YOU

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