



UNIVERSITY  
OF WYOMING

College of  
Education

# Labor Market Pressures

A new framework for supporting Wyoming's educators

# UW CoE Guiding Principles

**Every child** in Wyoming deserves an exceptionally well-prepared teacher capable of stirring the imagination, stoking curiosity, and revealing the power and thrill of learning to our young people.

**Every teacher** in Wyoming deserves a competent and motivated school and district leader. These leaders should be capable of setting the context enabling the excellence of every teacher and ensuring equitable learning opportunities for every student.

**Every teacher and principal** in Wyoming deserves access to a system of career-relevant learning opportunities and support to advance their effectiveness in advancing student learning and growth.

# A Program-Centric Look at UW Educator Prep and Support

- This year, there were 735 students in our nationally accredited **baccalaureate degree programs** leading to initial teacher licensure in WY.
  - The CoE undergraduate three-year rolling average enrollment has declined 5.5% over past 3 years.
- Enrollment in the college's educator-oriented **master's degree program** has declined linearly from 74 in 2017 to 36 in 2020.
- UW and its various centers and institutes offer many high quality **professional development (PD)** opportunities for in-service teachers across the state (regardless of their alma mater).
  - Demand for these PD programs exceeds our delivery capacity.

# Wyoming's school-aged population is forecast to remain constant

Through 2030, the school-aged population is projected to hold steady or decline slightly.

We will need to maintain a base of roughly **7,500** FTE teachers to support more than **90,000** K-12 students across **364** schools in Wyoming's **48** school districts.

# We Have a Shortage of Teachers...

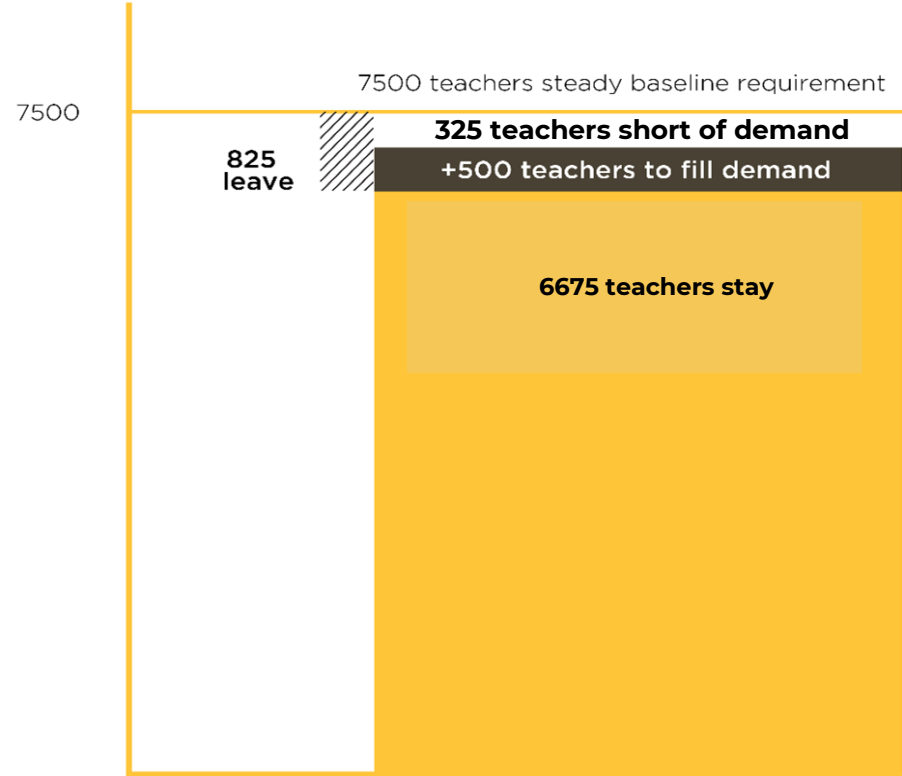
- Each year, UW's Educator Preparation Programs (EPPs) graduate more than 200 highly capable educators. The majority of these graduates remain in Wyoming.
- UW's output alone falls far short of 825 teacher vacancies experienced annually, and is supplemented by other educator preparation programs outside of the state's borders.
- Taken together, **UW and these other EPPs contribute to filling nearly 500 of those roughly 825 vacancies in Wyoming schools.** This leaves a durable 325 teacher gap affecting schools across WY.

**We Have a Shortage of Teachers...**

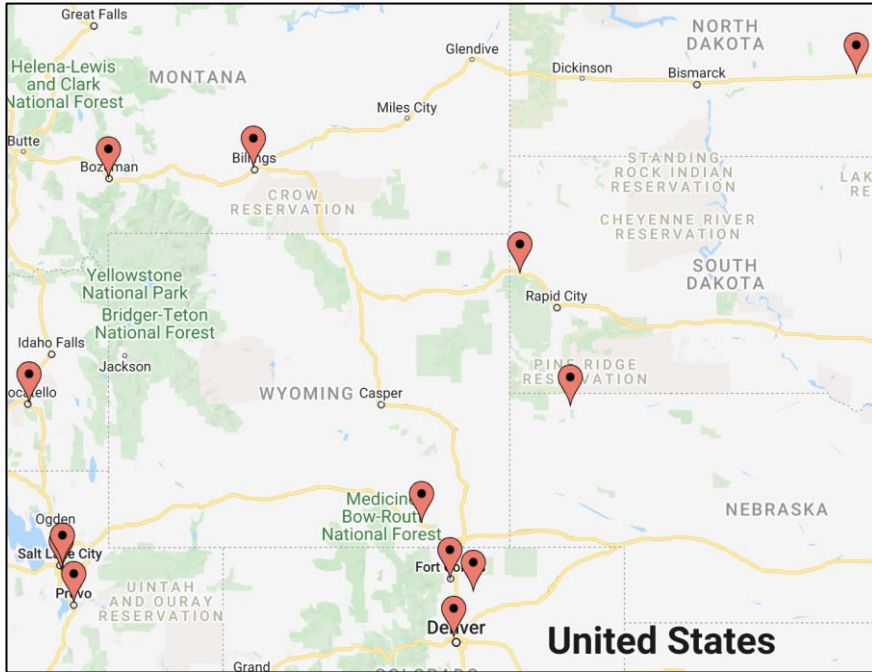
**...But Supply Alone is Not the Problem.**

# The Problem: Attrition

not market expansion.



**11% Attrition**  
on a base of 7500 FTE



## Supply: The Big-13

Together, UW and 12 border state institutions prepare **82%** of Wyoming's teachers

We might think of this group of providers as the Big-13

**46%** of Wyoming teachers hold a degree from the University of Wyoming

**36%** of Wyoming teachers hail from one of 12 border institutions

The remaining **18%** of Wyoming teachers come from EPPs outside of the Big-13



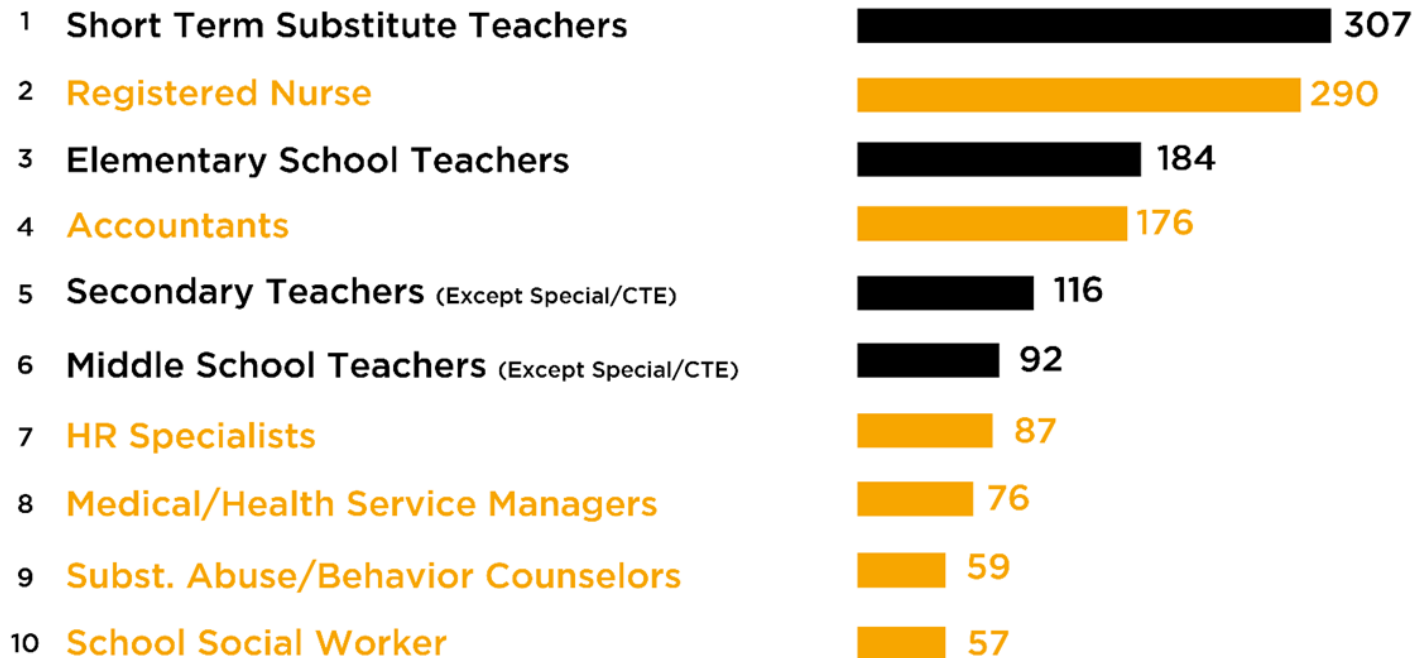
# The Big-13

<b>2020-21</b>		Total	Institution
Big 13	University Name	WY FTE	Percentage
1	UNIVERSITY OF WYOMING	3399	46%
2	BLACK HILLS STATE UNIVERSITY	546	7%
3	CHADRON STATE COLLEGE	494	7%
4	WESTERN GOVERNORS UNIVERSITY	469	6%
5	MONTANA STATE UNIVERSITY BILLINGS	228	3%
6	UNIVERSITY OF NORTHERN COLORADO	208	3%
7	UTAH STATE UNIVERSITY	170	2%
8	MONTANA STATE UNIVERSITY BOZEMAN	145	2%
9	VALLEY CITY STATE UNIVERSITY	145	2%
10	BRIGHAM YOUNG UNIVERSITY	112	2%
11	REGIS UNIVERSITY	107	1%
12	COLORADO STATE UNIVERSITY	96	1%
13	IDAHO STATE UNIVERSITY	66	1%
<b>TOTAL 2020-21</b>		<b>6185</b>	<b>83%</b>

# WY Vacancies & UW Enrollment

TEACHING AREA HIRING	WDE JOB OPENINGS 3-10-22	WDE JOB OPENINGS 5-08-22	UW FOUR YR ENROLLMENT 2020	5-YR ENROLLMENT TREND
SPED	51	49	57	UP 5%
ELEMENTARY	50	43	309	DOWN 20%
ENGLISH	31	40	60	LEVEL
MATH	25	30	25	DOWN 30%
SCIENCE	23	23	15	DOWN 30%
COACHING	16	34		
CTE (AG & OTHER - AG IS DOMINANT)	15	12	34	LEVEL
TECH/COMP SCI	12	13		
SOCIAL STUDIES	11	14	75	LEVEL
PE	10	9	42	DOWN 19%
OTHER	10	8		
MUSIC	9	11	69	LEVEL
LANGUAGES	6	8	10	DOWN 60%
BUSINESS	4	4		
ART	3	13	39	UP 70%
FCS	2	10		
	278	321	735	

## Top 10 Job Openings in Wyoming Requiring a Bachelors Degree 2020-2030



# Approaches to the Crisis that Will Fail

- **Generic solutions:** The shortage is often treated too broadly, inviting generic solutions to field- and geographic-specific challenges.
- **Growing our way out of the problem:** UW & the Wyoming Community Colleges are unlikely to realize an expansion of their programs that will adequately address the gap.
- **Treating symptoms rather than the cause:** Even if *UW could* fill this gap, we would still be plagued by attrition, which undercuts student achievement and success.

# A Path to Success - What We Know

Effective, **well-prepared** teachers are more likely to stay in the classroom.

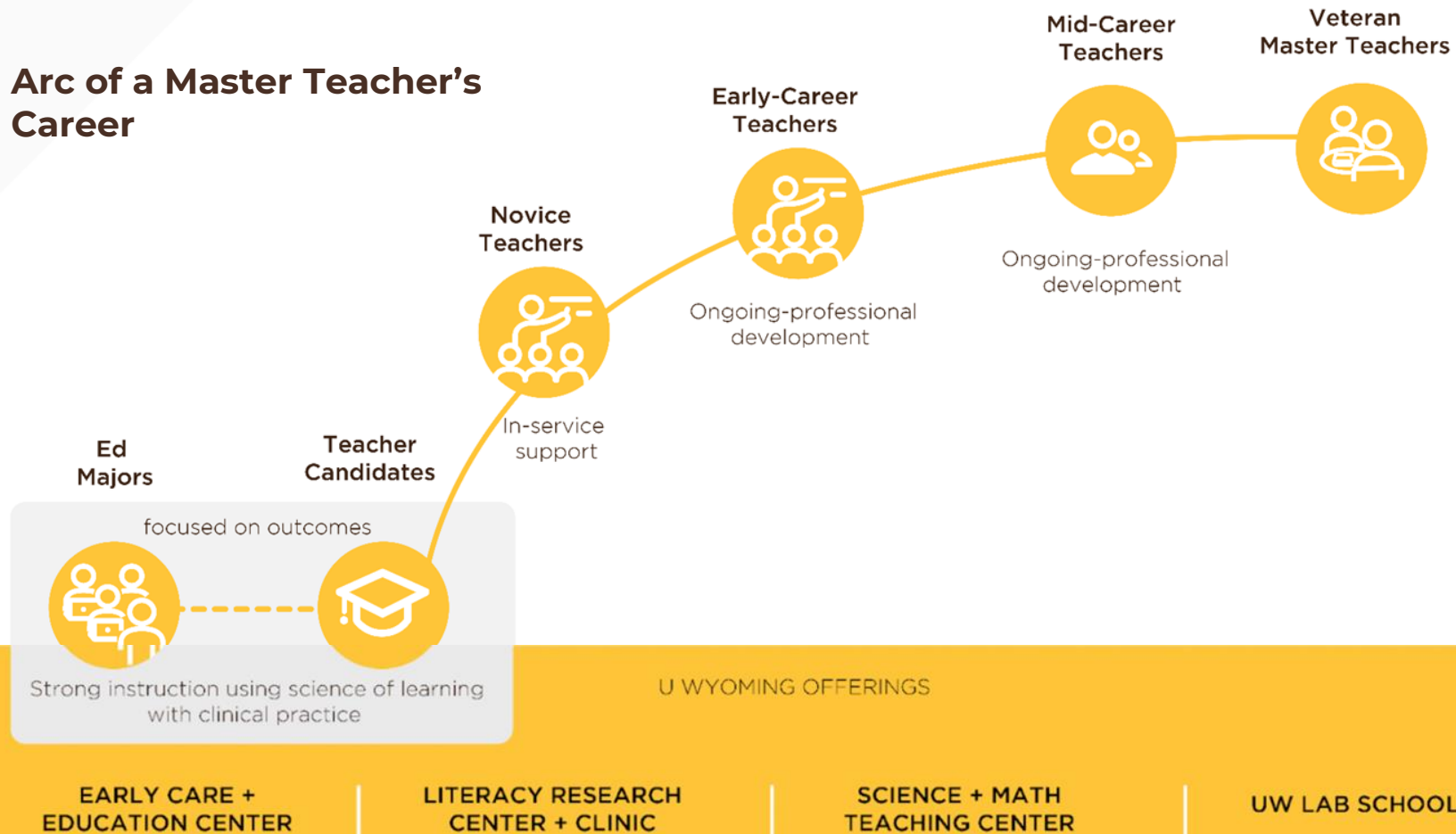
Effective, well-prepared and **well-supported** teachers have an even higher likelihood of staying in the classroom.

Because attrition outpaces the supply of new teachers, filling the chronic 325-teacher gap through increased supply focuses on the **symptom rather than the cause.**

# Our Approach: Support Teachers Across the Arc of their Career

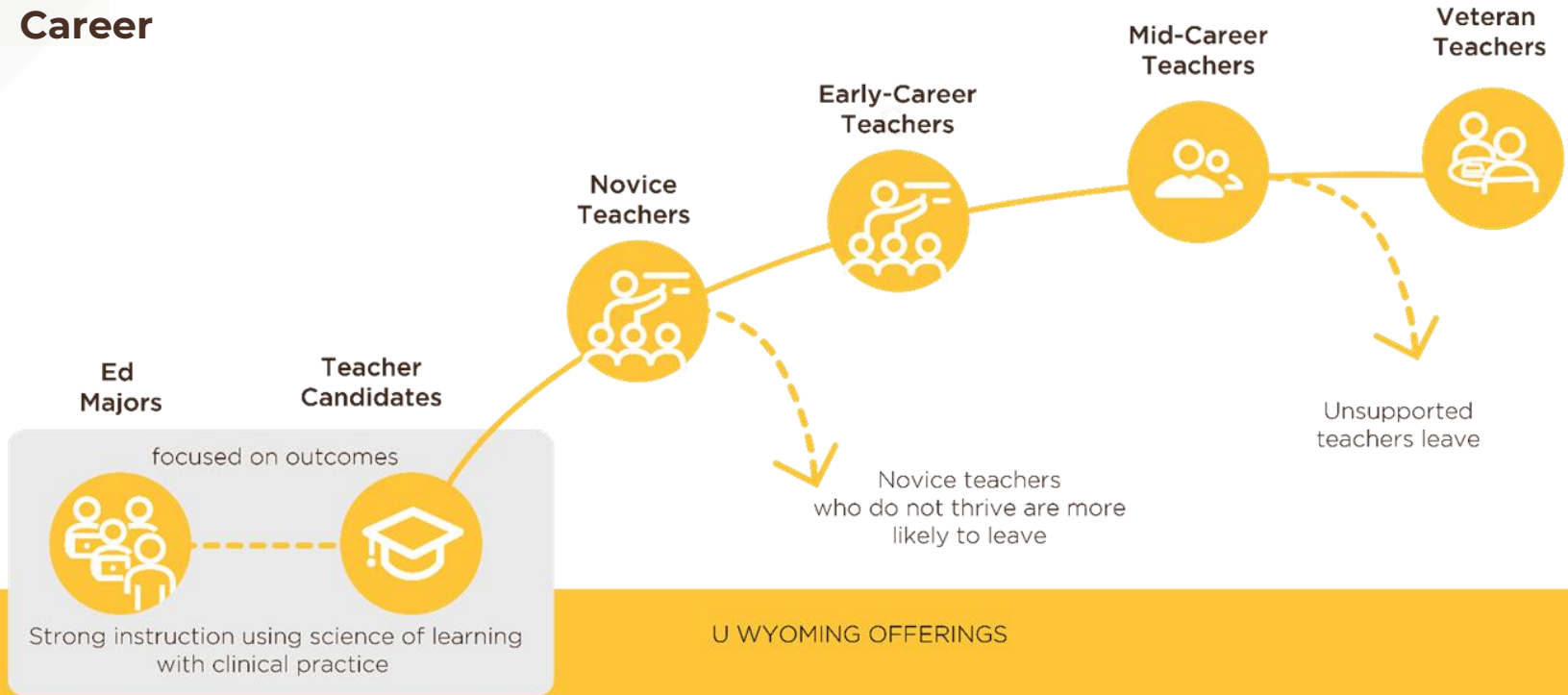
- Reframing our work to provide continuous, career-stage relevant support will enhance commitment to the profession and reduce teacher attrition.
- Main features of **Arc of the Career** model:
  - Enhanced pre-service field experiences
  - Continued “outcomes focus” on quality improvement of programs
  - Strengthening of the Wyoming School University Partnership
  - Implementation of the Wyoming Teacher-Mentor Corps (WTMC)
  - Development of the Master Educator Competency Program (MECP)

# Arc of a Master Teacher's Career





# Arc of a Master Teacher's Career



**EARLY CARE +  
EDUCATION CENTER**

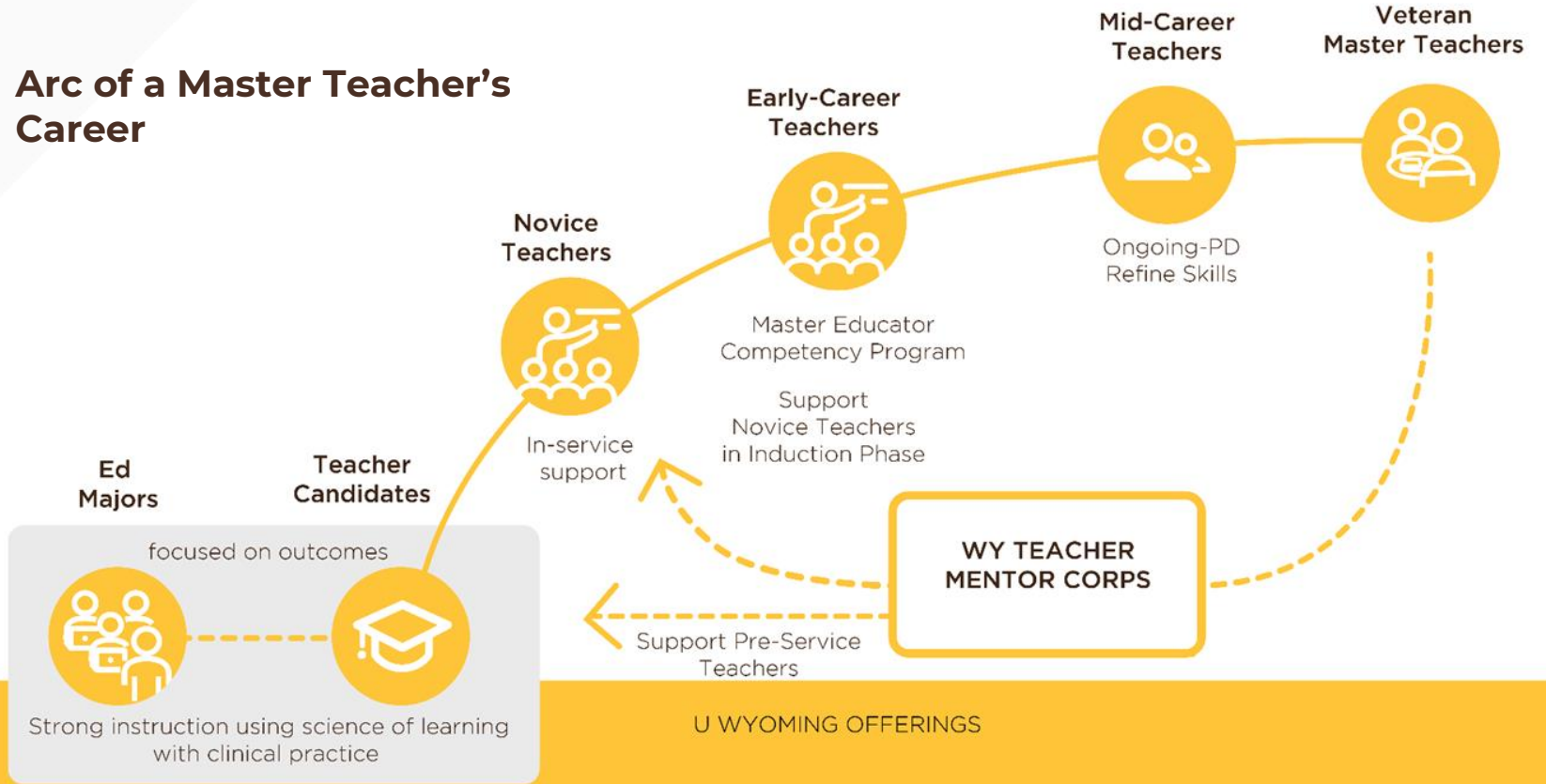
**LITERACY RESEARCH  
CENTER + CLINIC**

**SCIENCE + MATH  
TEACHING CENTER**

**UW LAB SCHOOL**



# Arc of a Master Teacher's Career



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UW LAB SCHOOL

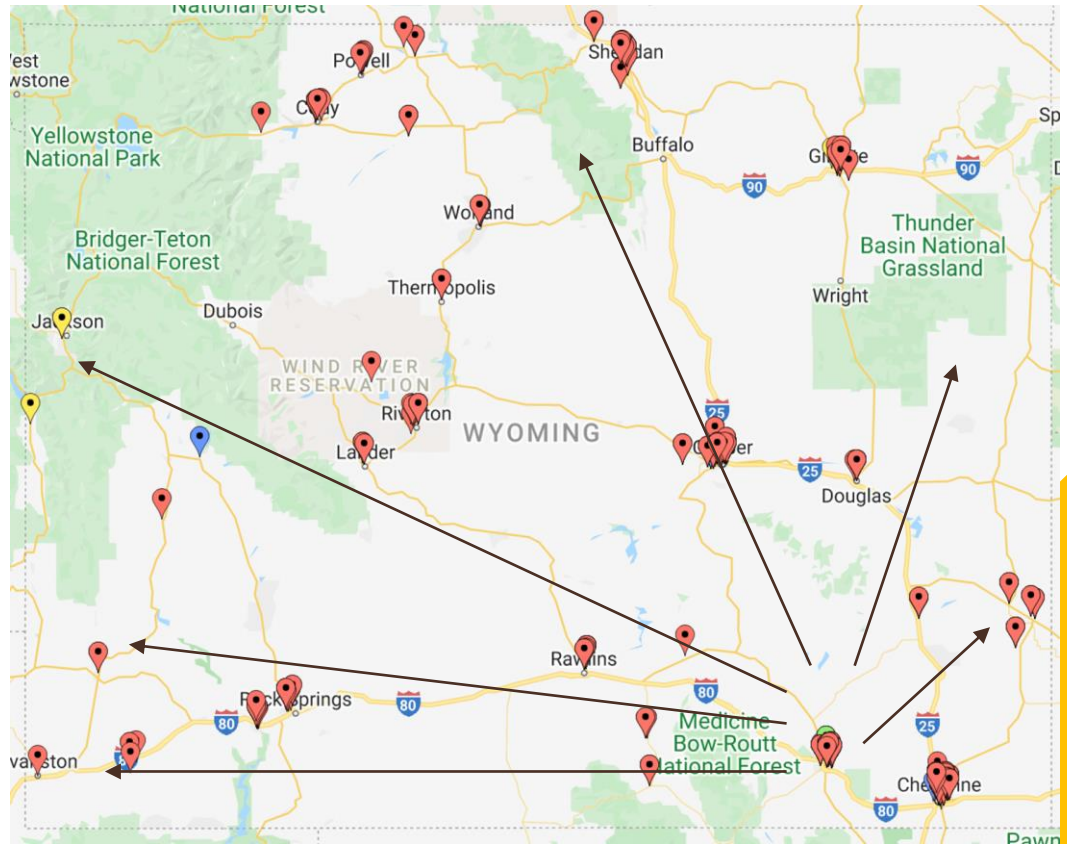
# Growing and Supporting Teachers

- Enhance the pre-service apprenticeship experience in UW programs.
- Provide expert support (for all teachers) across the in-service induction period.
- Provide collaboratively developed competency-based professional development (for all teachers) leading to professional degrees.
- Unbundle in-service professional development for badging of competencies for pre-service candidates in UW programs.

# Broad Field Placements

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# Wyoming School University Partnership





**Deadline  
Friday  
Apr 1st**

# Wyoming Teacher- Mentor Corps (WTMC)

## Fostering Teacher Excellence across Wyoming

**Do you know an excellent teacher?  
Nominate them to become a Mentor Fellow**

*Fostering*  
**TEACHER  
EXCELLENCE**

Announcing the Teacher-Mentor Corps at



College of  
Education

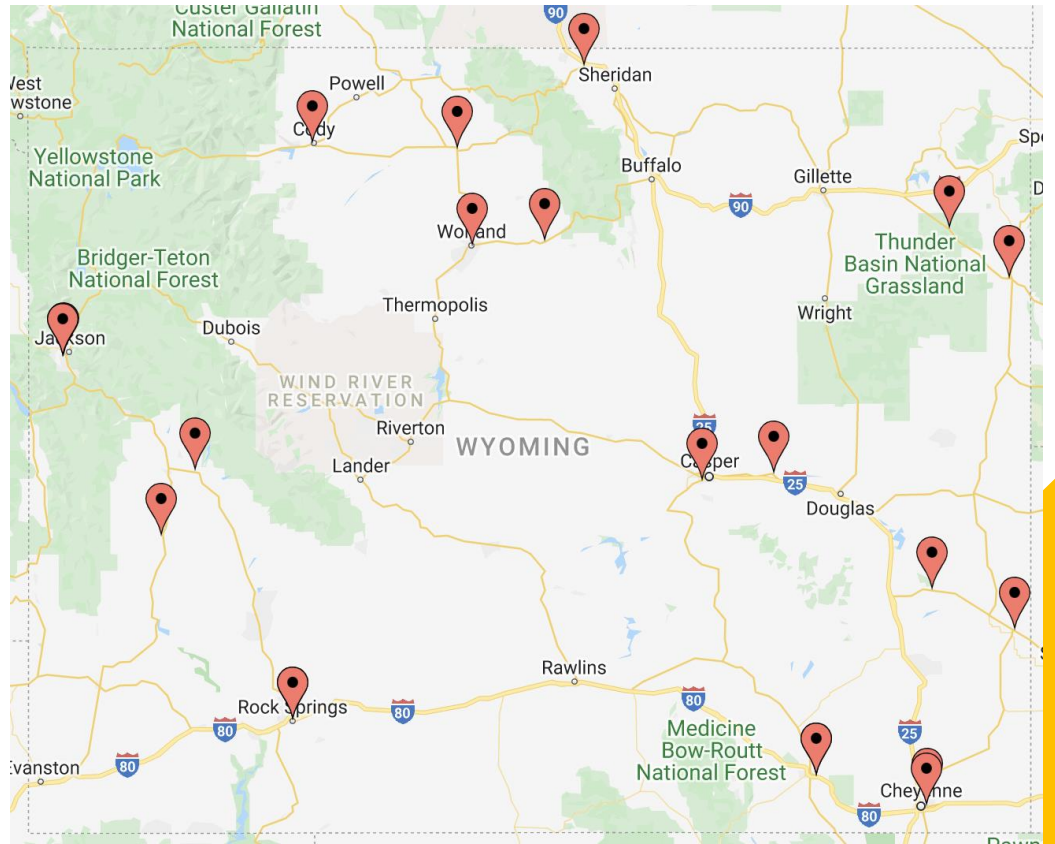
## **Program Features**

- Inaugural year
- 98 nominations
- 39 acceptances
- 22 selected
  
- 18-month program
- Serves all teachers
- Wide geographic area
- First of 3 (18-month) cohorts

# **Wyoming Teacher- Mentor Corps**

**Fostering Teacher  
Excellence across Wyoming**


# Geographic coverage of first WTMC cohort





# **A New Approach to Professional Development: Competencies**

The University of Wyoming Master Educator Competency Program (MECP) will use both statewide and local definitions of educator success to help fundamentally improve learning experiences and educator outcomes.

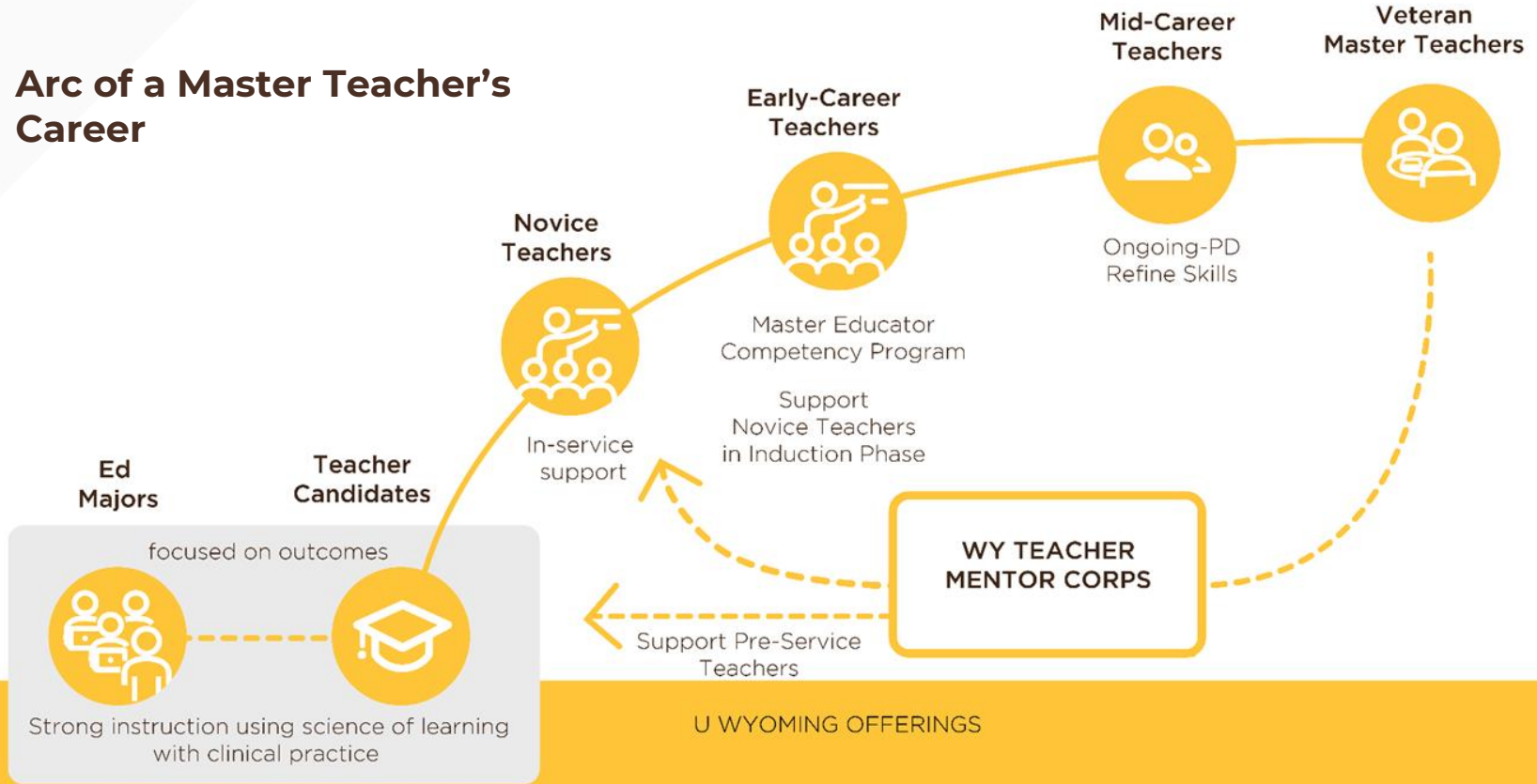


# Master Educator Competency Program

- Time is a terrible measure of learning.
- Competency Based Education (CBE) requires professionals to concretely demonstrate their knowledge, skills and abilities, without requiring them to sit through a traditional time-based course
- Competencies co-developed with WDE and districts across Wyoming
- World class, online, adaptive learning experiences leading to CEUs, graduate credit, and professional degrees, with learning support of expert UW CoE faculty and staff.
- State of the Art delivery system and eight competencies will be in place by Spring of 2023.



# Arc of a Master Teacher's Career



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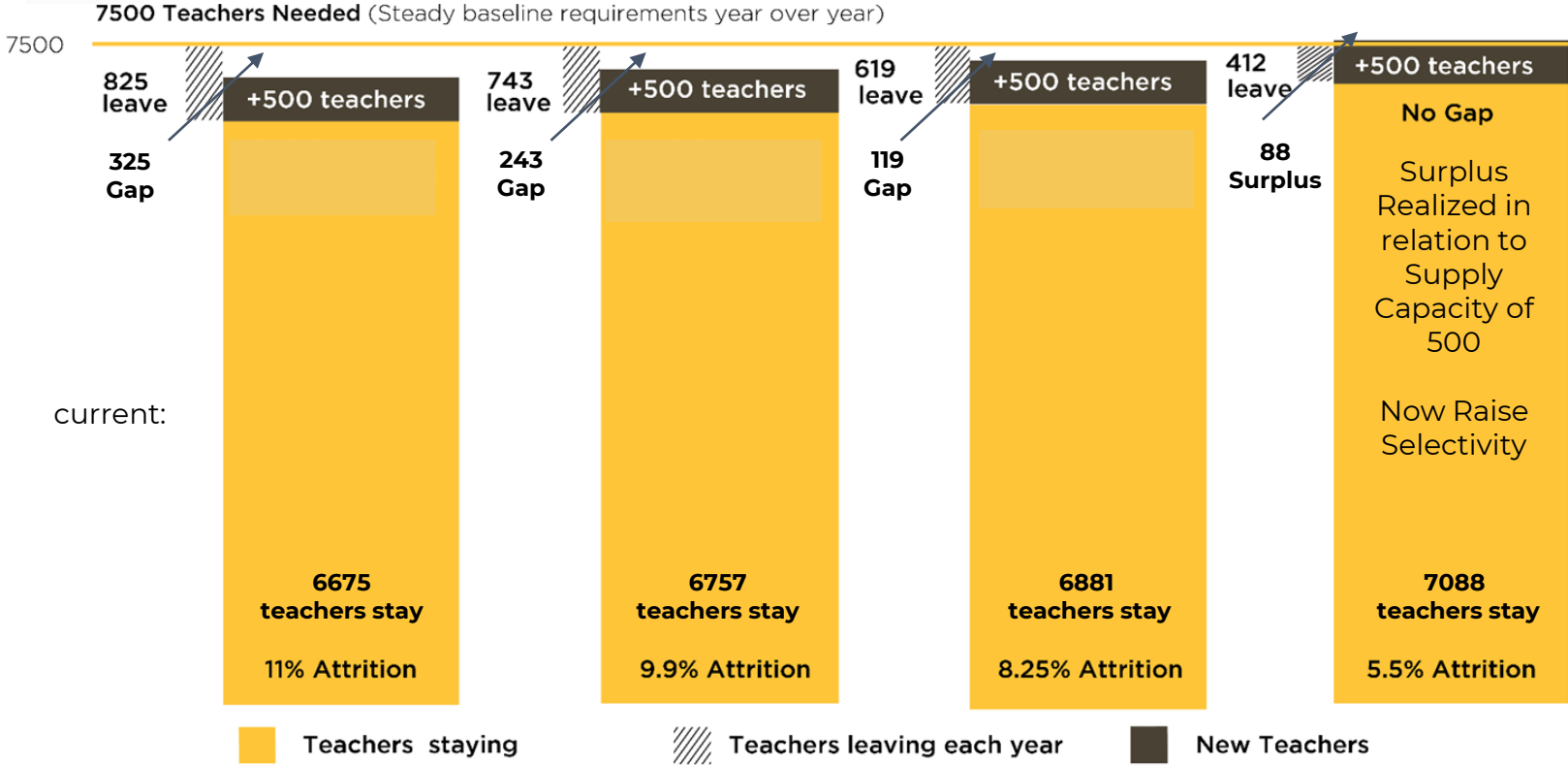
UW LAB SCHOOL

# Addressing the Cause of the Wyoming Teacher Workforce Crisis

Reframing our work to provide continuous, career-stage-relevant support through the initiatives outlined here will enhance commitment and bolster retention.

- Valuing educators as the professionals they are.
- Weaving their expertise and passion into a larger ecosystem of professional support toward successful master teachers in every Wyoming classroom.
- Strengthening UW programs through meaningful engagement of expert teachers in the work of the college.

# Reducing Attrition by one-third closes the 325 teacher vacancy gap



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THE WORLD NEEDS MORE  
OUTSIDE THINKERS.