Correctional Education - March 2021

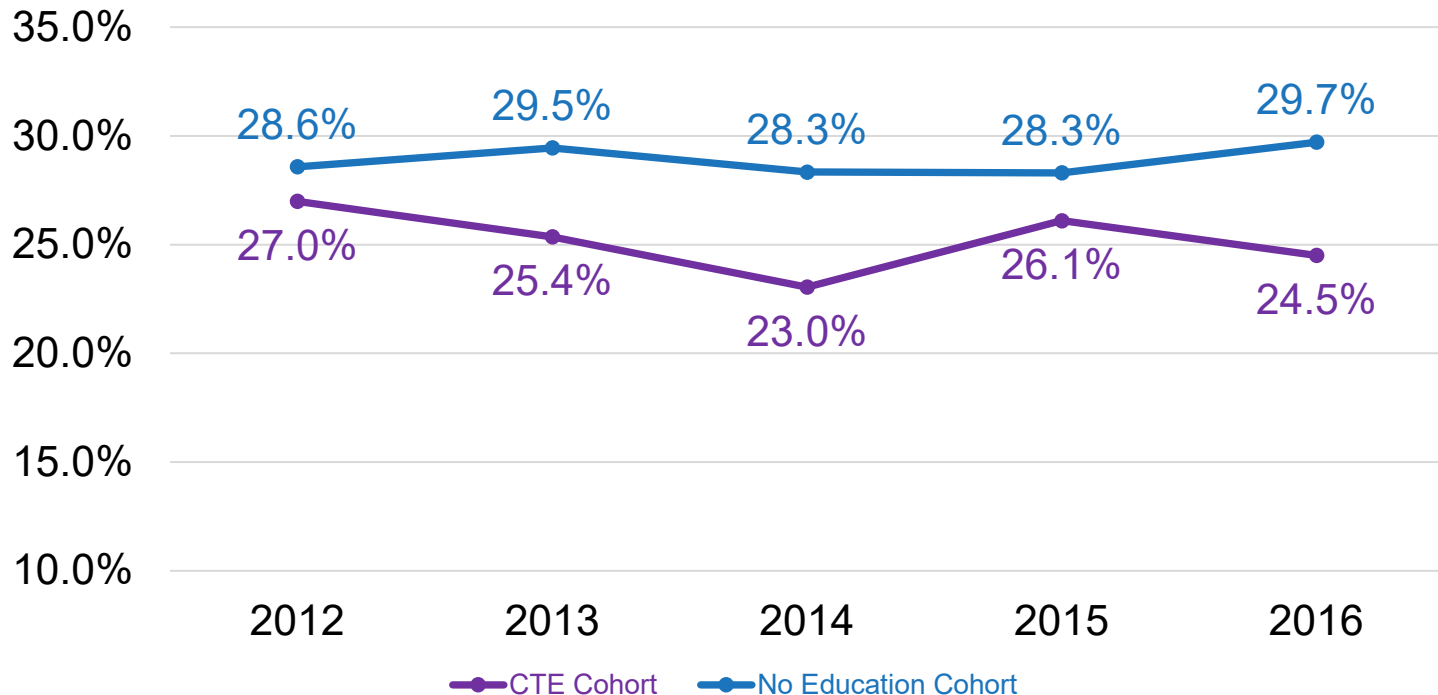**Medical Scholarships and Loan Forgiveness - May 2021**

Teacher Workforce - July 2022
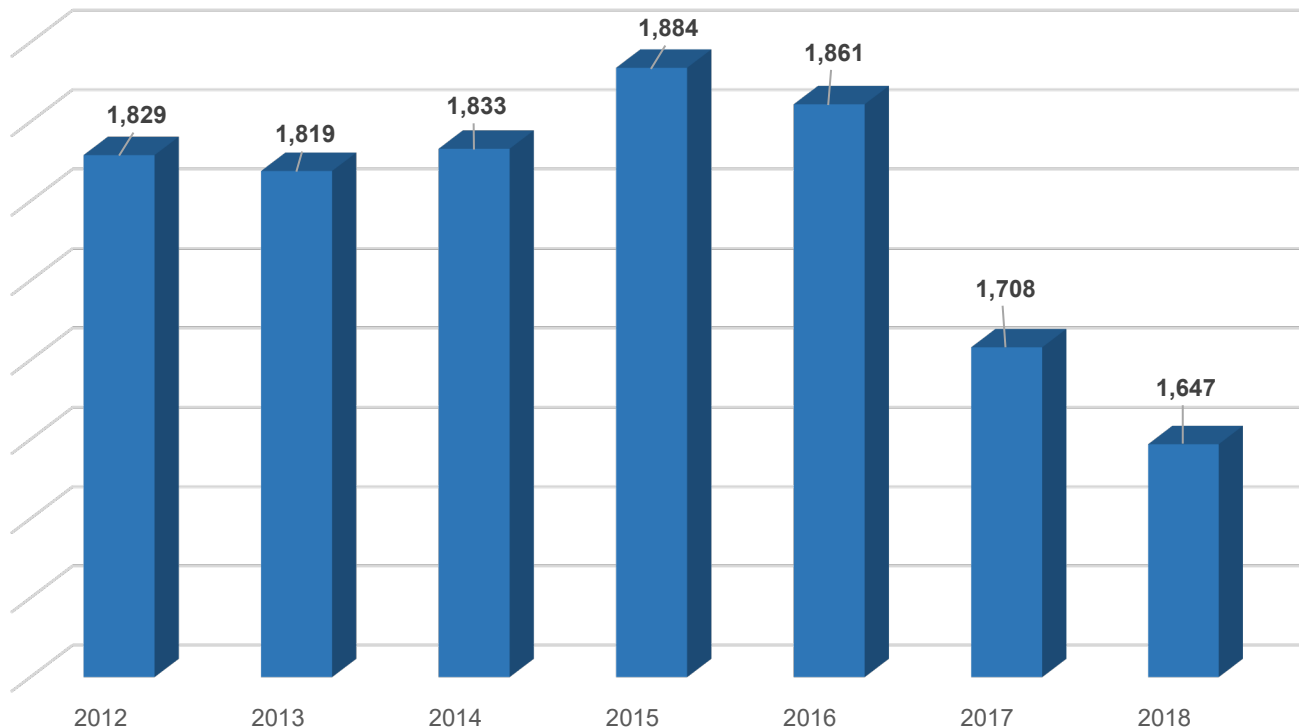
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Correctional Education

Correctional Education

OFFENDERS THAT **EARN AT LEAST 1 AWARD IN A CTE PROGRAM WHILE INCARCERATED** ARE LESS LIKELY TO RETURN TO ADOC JURISDICTION WITHIN THREE YEARS OF RELEASE **THAN OFFENDERS WHO DO NOT RECEIVE ANY CORRECTIONAL EDUCATION PRIOR TO RELEASE.**

Chart showing two cohorts from 2012 to 2016:

No Education Cohort: 28.6% (2012), 29.5% (2013), 28.3% (2014), 28.3% (2015), 29.7% (2016)

CTE Cohort: 27.0% (2012), 25.4% (2013), 23.0% (2014), 26.1% (2015), 24.5% (2016)

Legend: CTE Cohort — No Education Cohort

Correctional Education

Correctional Education Unduplicated Headcount

Year	Headcount
2012	1,829
2013	1,819
2014	1,833
2015	1,884
2016	1,861
2017	1,708
2018	1,647

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Medical Scholarships and Loan Programs

evidence.alabama.gov

Medical Scholarships and Loans

HPSA Primary Dental Shortage

2021 Dental Shortage Index
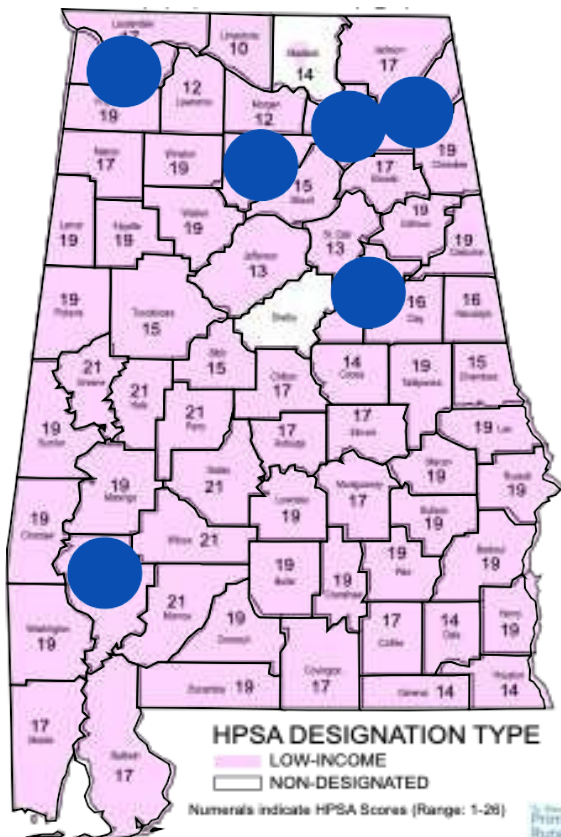
Since 2010, no loan recipient has received service forgiveness in an identified shortage area according to the shortage index. →

evidence.alabama.gov
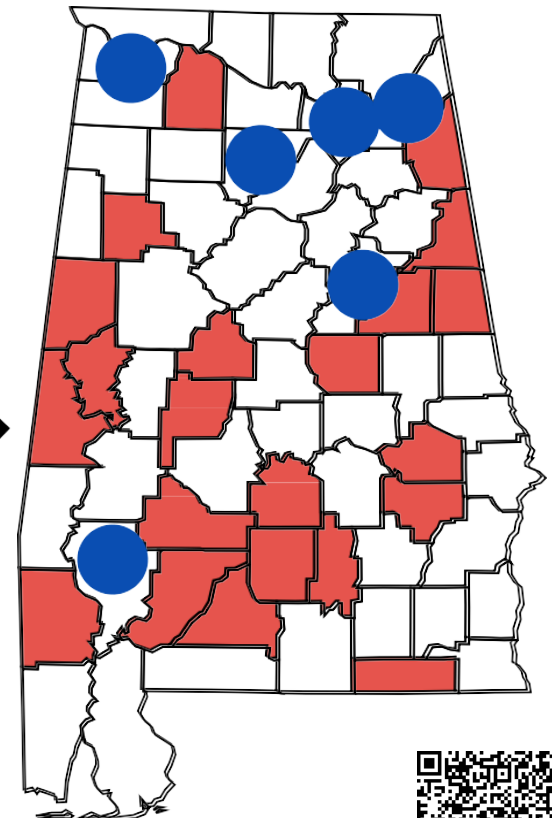
Medical Scholarships and Loans

Ending Balances as of FY 2020			
Awards Board	**Cash**	**Accounts Receivable**	**Total**
Medical	$2,118,683	$538,644	$2,657,327
Dental	$1,180,315	$1,179,176	$2,359,491
Optometric	$711,767	$343,025	$1,054,792
Nursing	$-	$177,190	$177,190
Total	**$4,010,765**	**$2,238,035**	**$6,248,800**

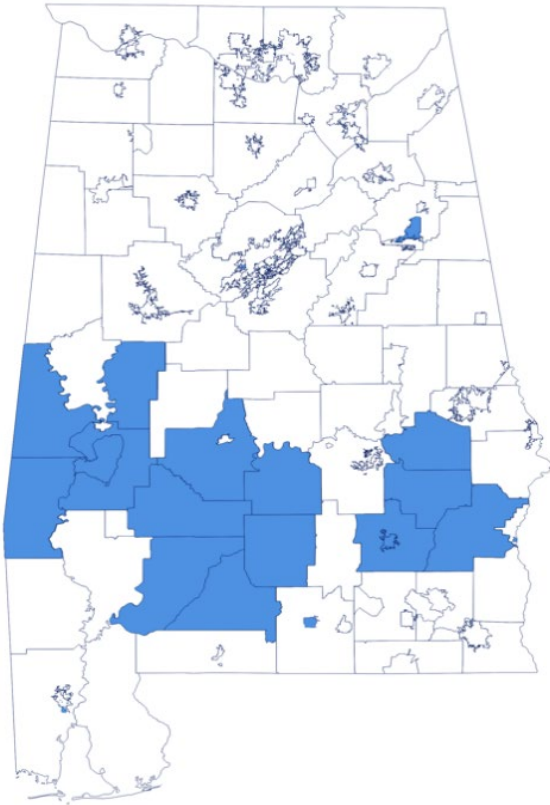| ETF Appropriations			
Awards Board	**FY21**	**FY22**	**FY23**
Medical	$2,440,014	$2,440,014	$2,440,014
Dental	$731,166	$731,166	$731,166
Optometric	$180,000	$200,000	$200,000
Nursing	$600,000	$600,000	$600,000
Total	**$3,951,180**	**$3,971,180**	**$3,971,180**

Teacher Workforce

Teacher Workforce

**Districts with a 1/3 or more schools with at least 10% of teachers on an emergency certificate:**

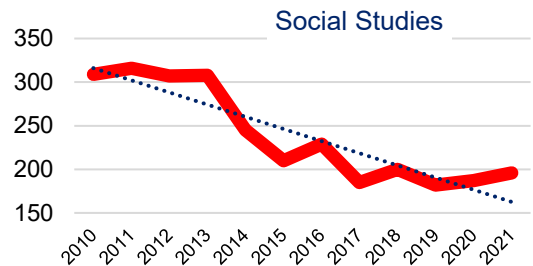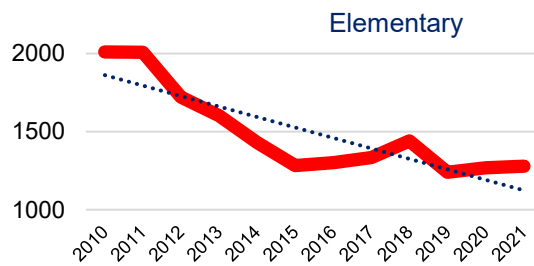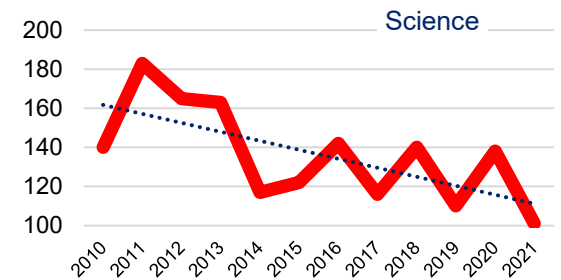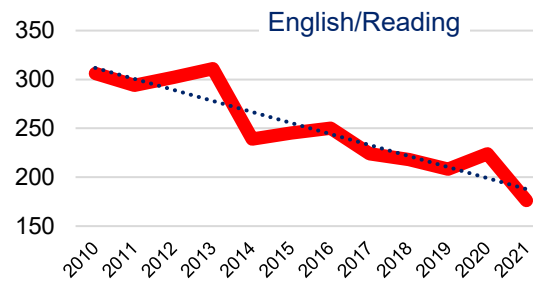**Districts across Alabama overly rely on special education teachers not certified in the discipline.**

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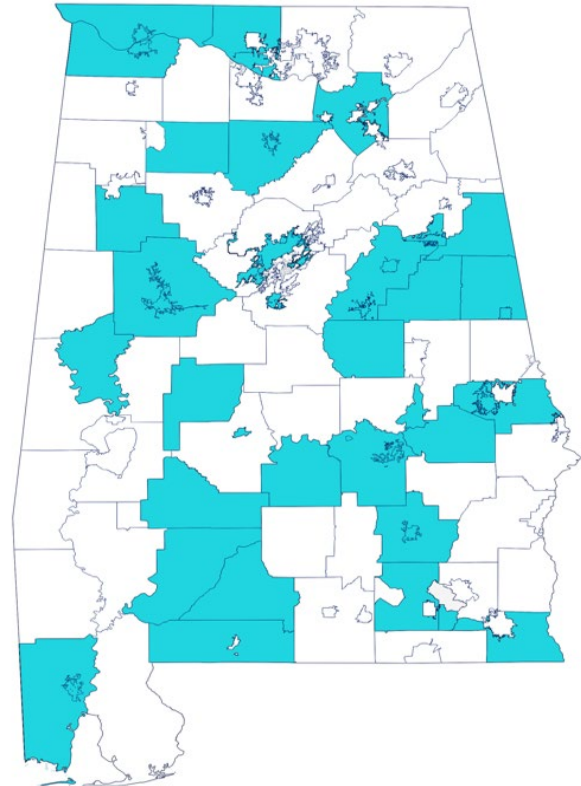
Teaching certificates in critical fields from Public Colleges of Education declined across the board since 2010 while Administration Certificates increased significantly
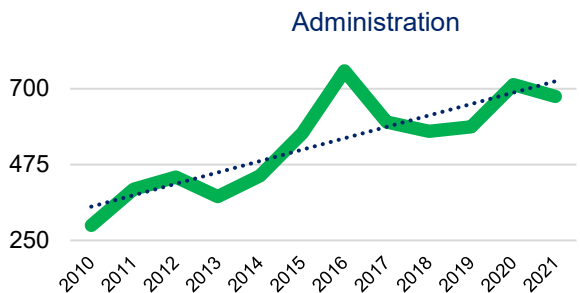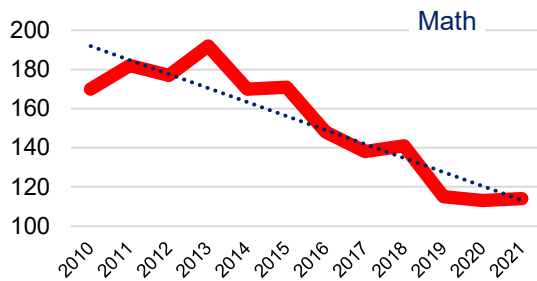
Alabama saw a **decline in Pre-K thru 12th grade enrollment of 20,111 students (-2.7%) from 2016 to 2021** while the total number of teachers **increased by 2,001 FTEs.**

Student-to-Teacher Ratio

A line chart titled "Student-to-Teacher Ratio" showing values from 2006 to 2021. Labeled points: 2006 = 15.71, 2007 = 15.00, 2016 = 16.49, 2021 = 15.38.
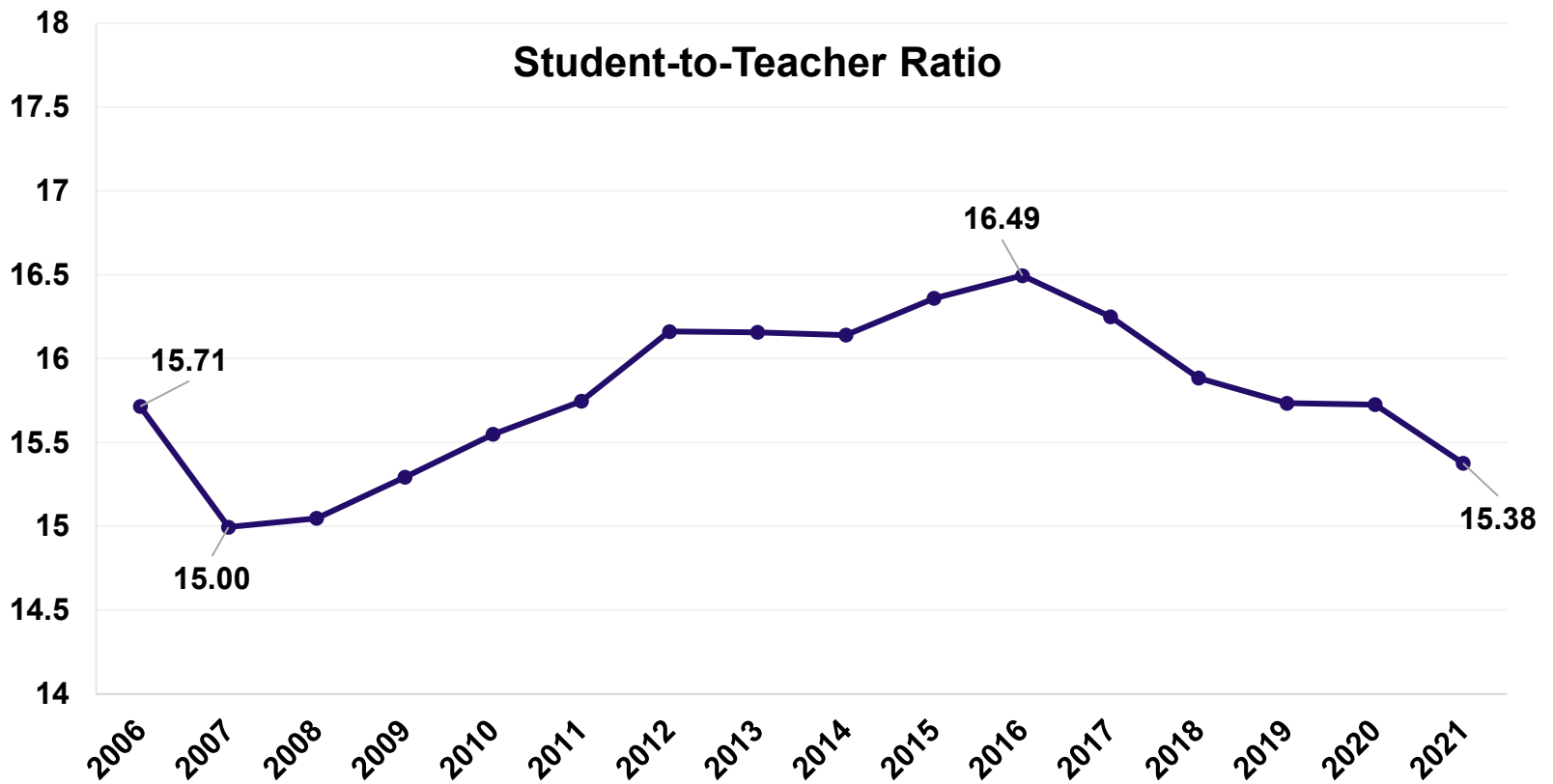
Teacher Workforce

THE STATE AWARDED 56% MORE NON-TRADITIONAL CERTIFICATES THAN TRADITIONAL CERTIFICATES SINCE 2014.
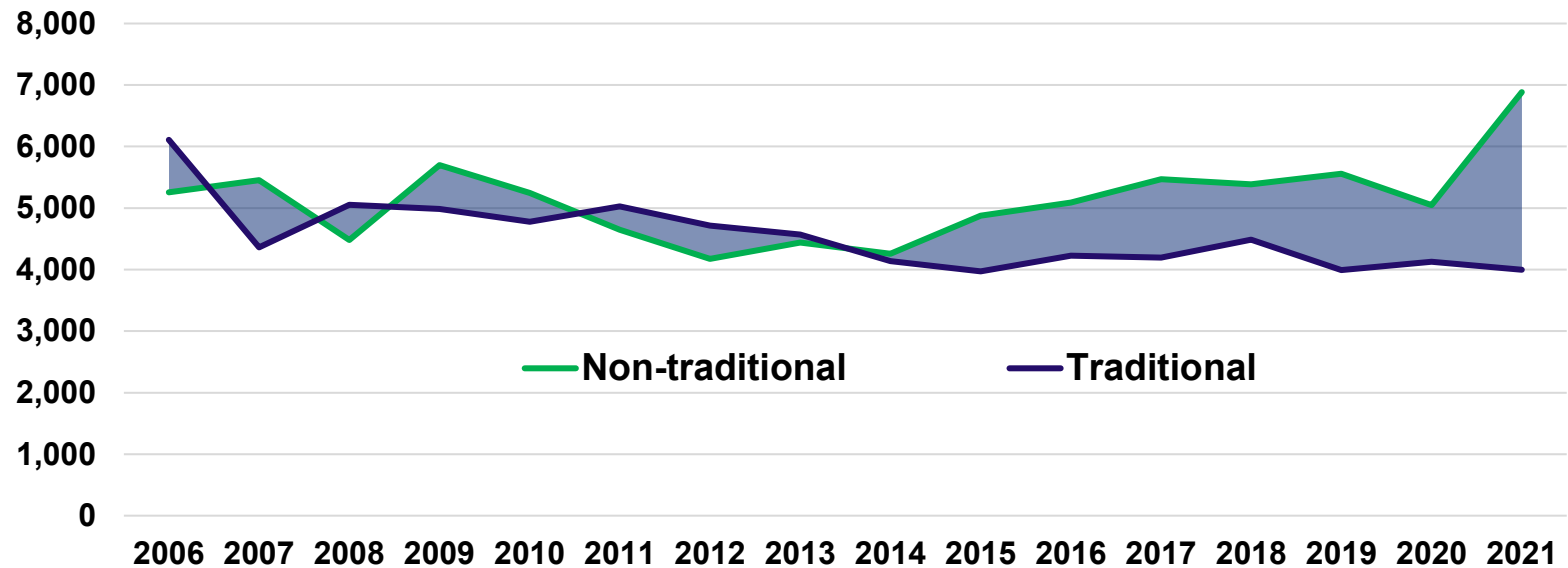
Teacher Retention

TEACHER RETENTION RATE OF 63% is bolstered by the large number of traditionally prepared bachelor' level teachers.

Certificate Path	Attrited Teachers			Retained Teachers			% Retained
	Changed Jobs then Left Public Education	Left Public Education	Total Leavers	Changed Job but Stayed (Movers)	Stayed in Same Job	Total Retained	
Bachelor	2,836	4,112	6,948	9,868	5,544	15,412	69%
Master	878	1,241	2,119	2,522	1,443	3,965	65%
Emergency	1,070	1,844	2,914	1,888	650	2,538	47%
Alternative	586	906	1,492	1,182	479	1,661	53%
Other	158	331	489	274	243	517	51%
Total	**5,528**	**8,434**	**13,962**	**15,734**	**8,359**	**24,093**	**63%**
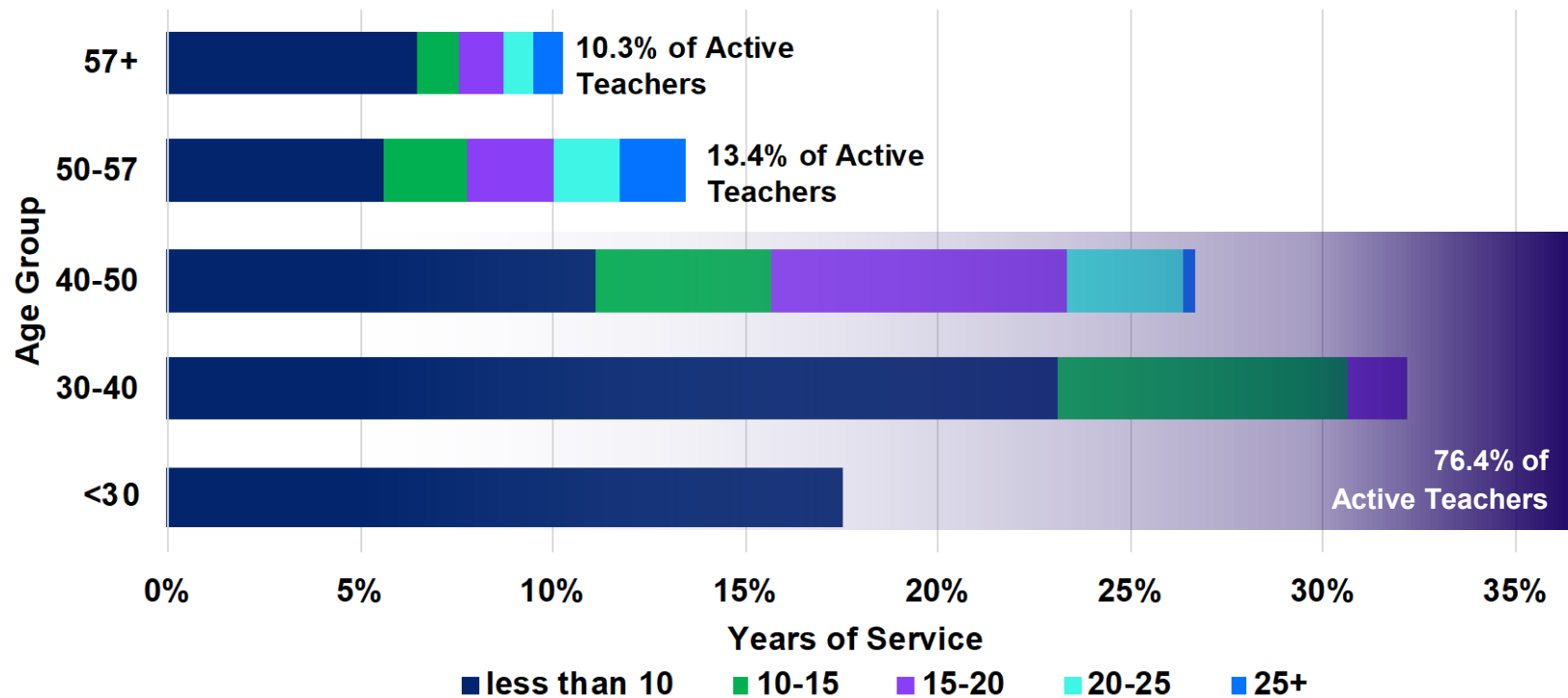
Teacher Salary

Teachers	2021 Wages	National Rank	Adjusted for Parity
Average *Starting* Salary	$41,163	24	8
Average *Teacher* Salary	$54,271	36	24

Table of Teacher Salaries in the Southeast U.S. (2021)						
	Averages & Ranks			Adjusted for Parity		
State	Wage	National Rank	Southeast Rank	Wage	National Rank	Southeast Rank
Georgia	$60,553	21	1	$64,077	20	1
Alabama	**$54,271**	**36**	**6**	**$60,774**	**24**	**2**
Kentucky	$54,384	35	5	$60,561	25	3
Oklahoma	$54,256	37	7	$59,426	32	4
North Carolina	$54,392	34	4	$59,251	33	5
Virginia	$59,267	24	2	$58,680	36	6
South Carolina	$53,361	39	8	$58,254	38	7
Texas	$57,641	28	3	$57,931	39	8
Arkansas	$50,992	47	12	$57,166	41	9
West Virginia	$50,261	48	13	$57,115	42	10
Tennessee	$52,380	41	9	$56,811	44	11
Louisiana	$51,851	44	10	$55,934	46	12
Missouri	$51,557	46	11	$55,737	47	13
Mississippi	$47,655	51	15	$54,277	49	14
Florida	$49,583	50	14	$49,238	51	15

Teacher Supply Initiatives

STATE-FUNDED PROGRAMS TO RECRUIT AND RETAIN TEACHERS (FY22)

Program Name	Receiving Institution	State Dollars	Projected Outcome
Teach for America	ALSDE	$822,000	Equal academic opportunity through recruiting and retaining teachers in approved Alabama areas. Intent: employ veterans of U.S. Armed Forces where possible
National Board Certification of Teachers	ALSDE	$13,712,908	Retain accomplished teachers in the profession
Alabama Teacher Mentor Program	ALSDE	$4,000,000	Provide novice teachers with access to mentoring from veteran teachers as a retention effort
Future Teachers of Alabama	ALSDE	$250,000	Promote teaching as a profession to middle and high school students
Alabama Math & Science Teacher Edu Program	ACHE	$746,750	Recruit STEM teachers in hard to staff areas by incentivizing pay up to $20,000 more per year
Principal Mentor Program	ALSDE	$438,907	Provides support to new principals to maximize leadership success through prioritizing, modeling, guidance, coaching, and encouragement
Alabama Recruit & Retain Minority Teacher Pilot	ACHE	$700,000	Recruit and retain African American Male students into traditional education program
AKEEP Education Teacher & Recruitment Partnership	ACHE	$100,000	Recruit multicultural diversified teachers from Korea to Alabama.
Blackbelt Teaching Initiative	UWA	$450,000	Provides teacher education majors funding for their education and provide additional dollars to jump-start educational initiatives in the schools where they will teach
Total State Funds		**$21,659,472**	

*This table does not reflect Alabama's teacher recruitment and retention campaign because those efforts were initially funded in 2019 via a three-year contract.

Define success and determine how it will be measured

- Very few programs and initiatives define what success looks like
- Even fewer programs and initiatives are tracking meaningful outcomes or impact

Collect data and report on performance metrics regularly

- If it can't be measured, it can't be improved