



American Association of School Personnel Administrators

About AASPA

The American Association of School Personnel Administrators (AASPA) is the national professional association advocating for school human resources professionals. AASPA membership includes nearly 2700 school personnel administrators, superintendents and associate superintendents, principals, human resources directors, administrative support staff, and other school human resources professionals.

Educator Shortages

There are serious challenges with the teacher pipeline right now. Low wages for teaching positions have led college students to choose other career paths, and high burnout rates have caused many educators to leave the profession entirely. As the older generations approach retirement age, districts are seeing a record number of retirements and are left without any pipeline of recent graduates to fill the open roles. Job postings that had 300 applications in the early 2000s are now receiving an average of 0 to 5 applications. Staffing crises have led to some schools closing entirely for short periods. New and worsening challenges born out of the pandemic have pushed the issue to a breaking point.

Legislative Priorities

Student Debt Relief: Students are entering the teaching and education workforce saddled with significant debt. While some loan forgiveness programs exist for teachers and other education professionals, they are often limited, have difficulties meeting requirements, and are not as effective as they should be. Full student loan forgiveness, or even free tuition programs for teachers and education professionals would encourage more students to enter the field and help ease the financial burden on teachers who want to stay in the field but cannot afford to.

Special Education and Other Critical Shortage Area Funding: There needs to be a focus on programs that can increase the salaries of teachers in particular. While some funding is available to increase teacher salaries broadly, there is a need to loosen restrictions on how state education agencies can use funds in order to ensure that teachers are not left out. Fully funding of federal programs like the Individuals with Disabilities Education Act, Bilingual Education, English as a Second Language (ESL), Math, Science and Foreign Languages would help support teacher and other specific special area professionals.

Alternate Certification Programs: It is currently quite difficult for mid-career professionals looking to make a career change into education to do so without going back to a traditional college program. Developing, funding, and expanding alternate certification programs so that these individuals can become certified to work as teachers would help increase the number of teachers in the workforce.

Funding for Paraprofessionals in Classrooms: Paraprofessionals have the necessary skills to be successful in teaching and other specific shortage area roles in education. They would make excellent teachers, and many aspire to work as educators. However, there is no funding available to them to support their transition from a paraprofessional role into a teaching role, which is a serious barrier to entry.

Reciprocity: Teacher certification requirements vary from state to state, meaning that professionals who move across state lines may not be able to meet certification requirements in their new state. Enhanced reciprocity between states and funding to support teachers who need to meet additional requirements to be credentialed in a new state is needed.

For more information, visit www.aaspa.org