

Teachers Wanted: Reimagining Recruitment

October 2025

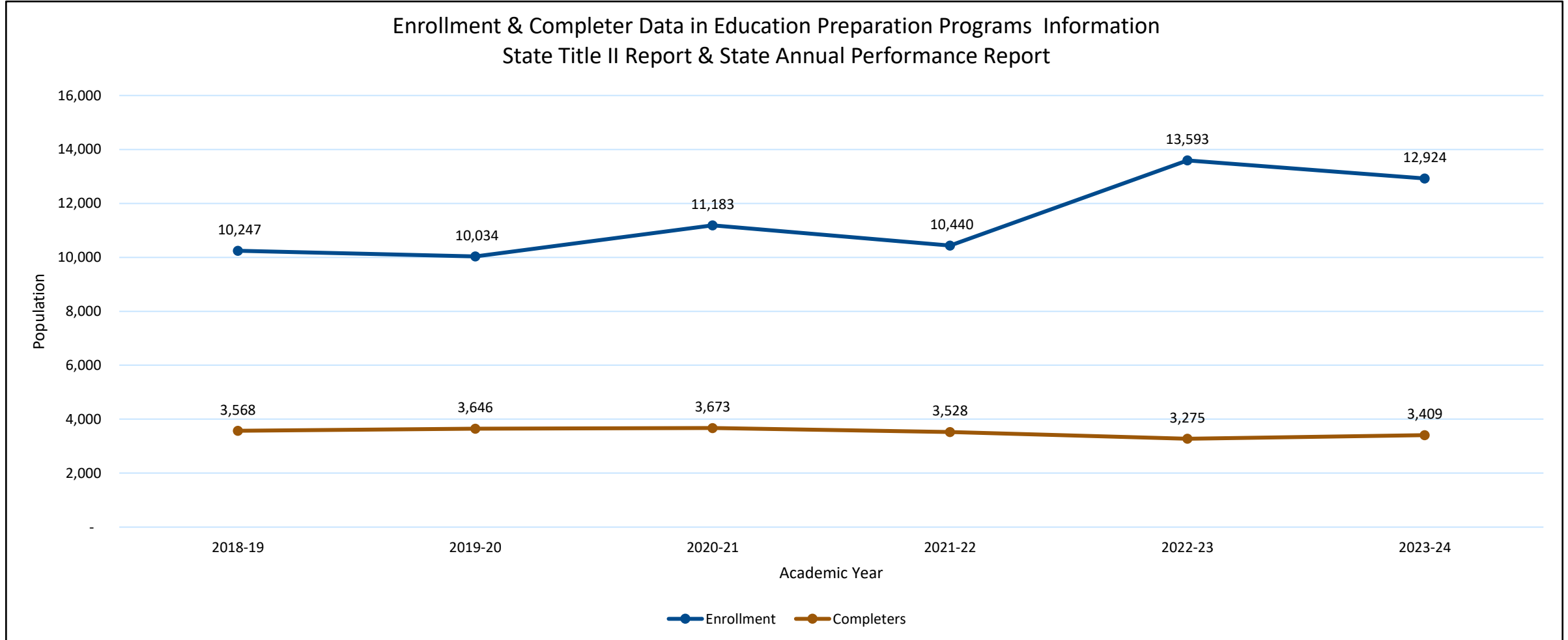




Reasons for Optimism

Educator Preparation Program Enrollment

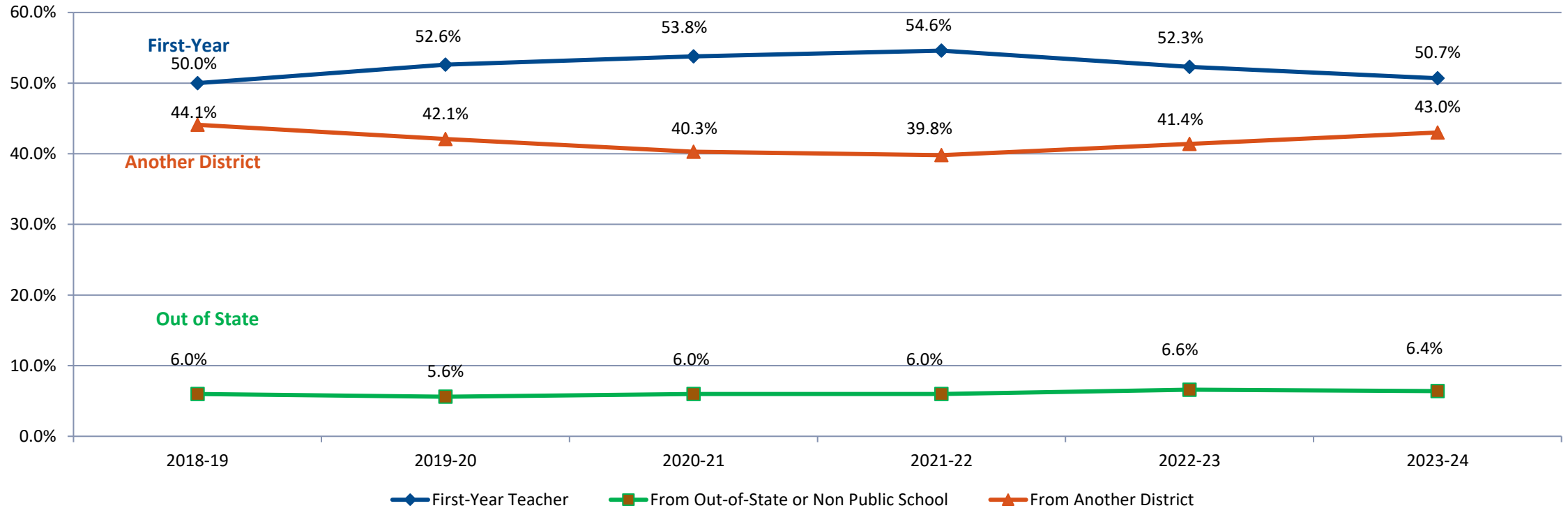
2018-19 to 2023-24



**Information from State Title II Report & Data from the State Annual Performance Report. The manner in which enrolment data is collected changed in 2023, resulting in an increase in the number of reported enrolled students.*

Teacher Hiring Rates

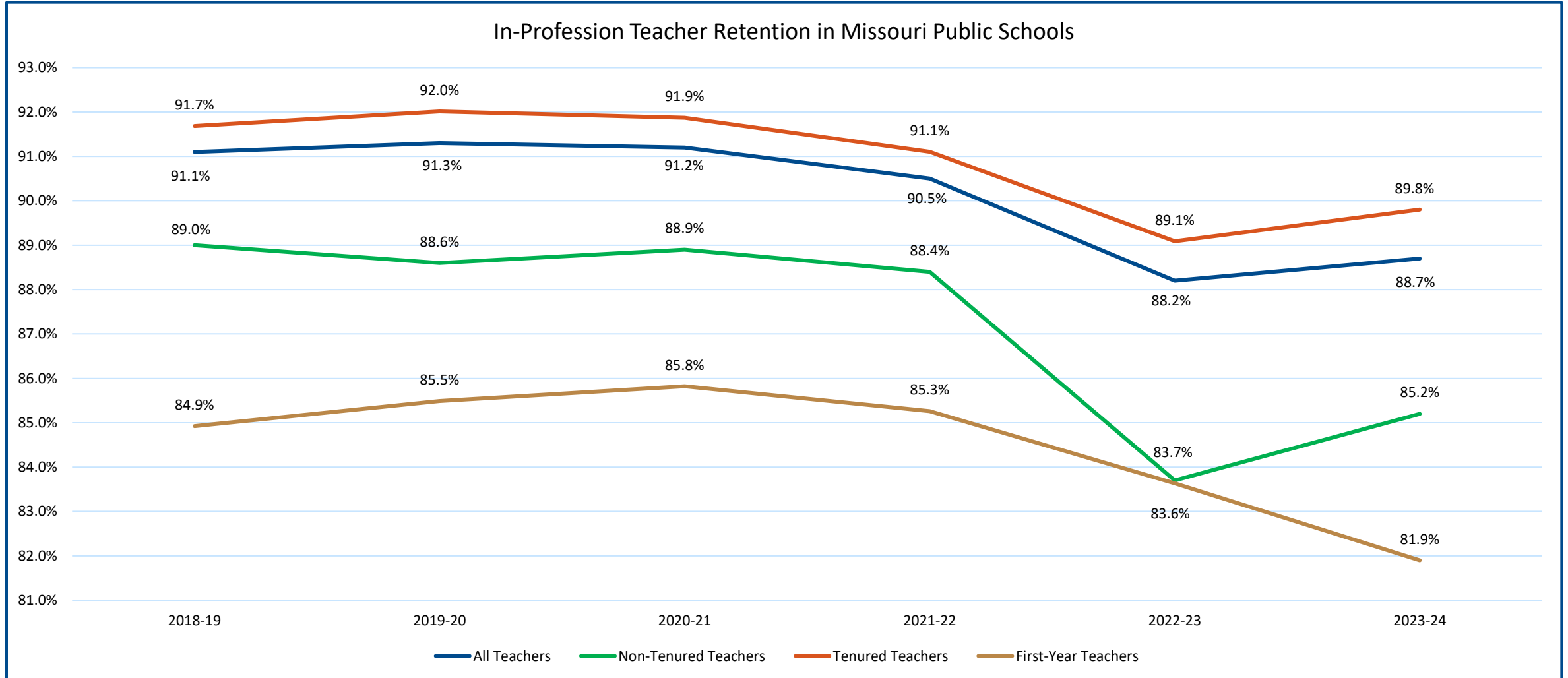
2018-19 to 2023-24



*District New Hires from 2017-18 to 2022-23						
School Year	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Total New Hires	8,061	8,091	7,031	8,547	10,136	9,595
First-Year Teachers	50.0%	52.6%	53.8%	54.6%	52.3%	50.7%
Another District	44.1%	42.1%	40.3%	39.8%	41.4%	43.0%
Out-of-State or Non-Public	6.0%	5.6%	6.0%	6.0%	6.6%	6.4%

*The Information in this chart comes from the October Cycle of the MOSIS/Core Data System.

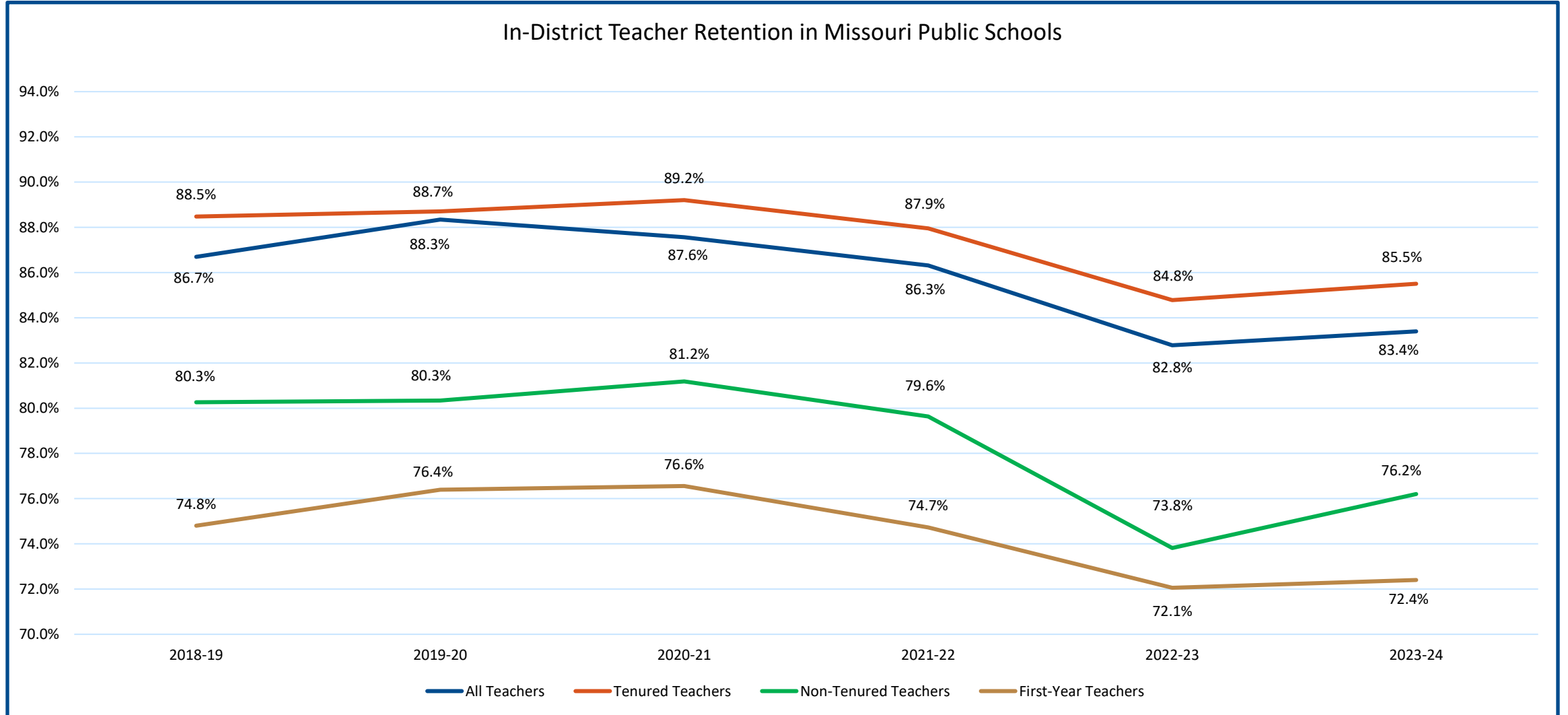
2018-19 to 2023-24



**In-Profession Teacher Retention refers to a teacher that remains a teacher in a Missouri public/charter school from one year to the next regardless of which district.*

In-District Teacher Retention

2017-18 to 2022-23

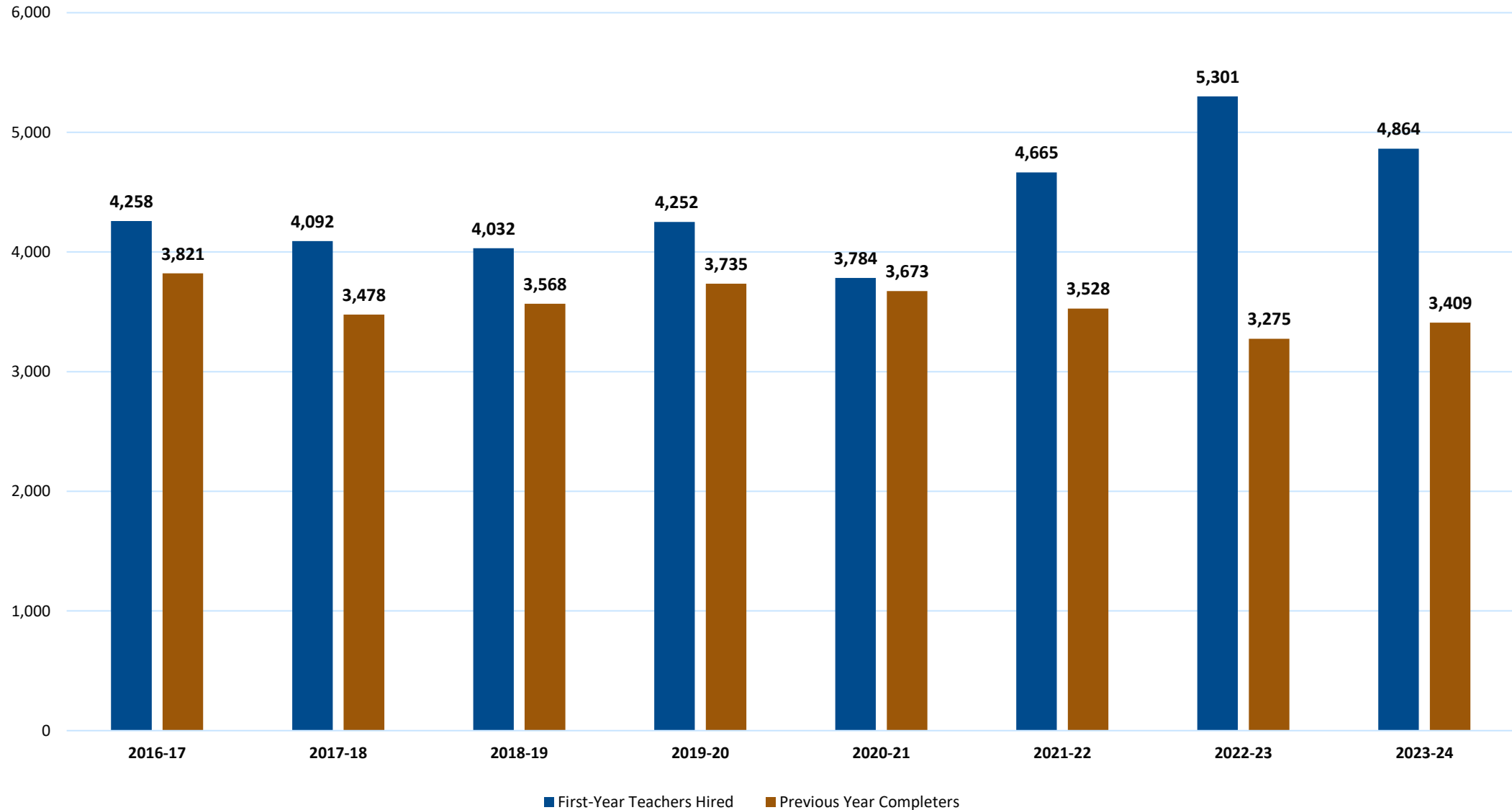


**In-District Teacher Retention refers to a teacher that remains a teacher in the same district from one year to the next.*



But still...

Supply and Demand 2016-24



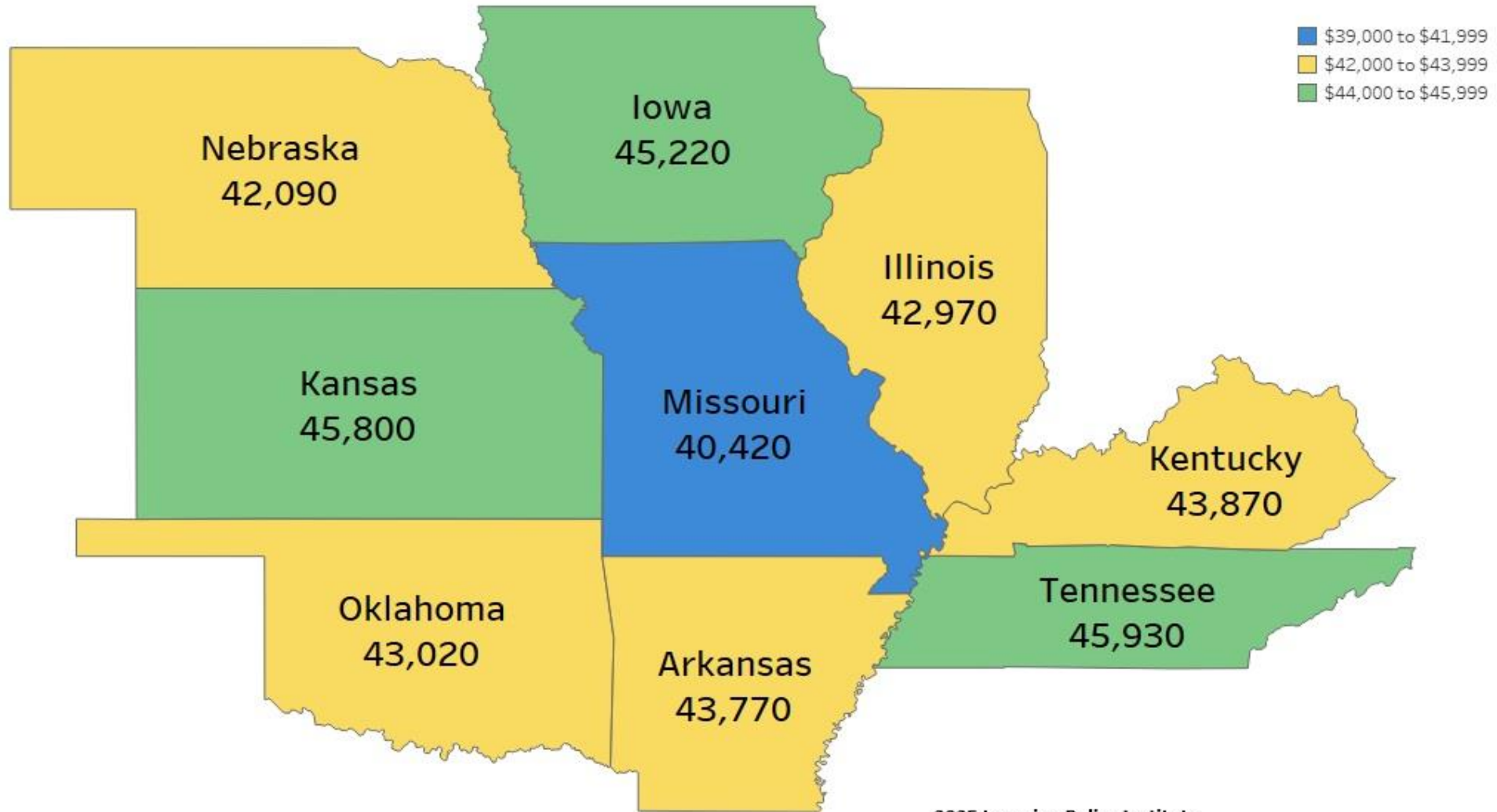
Average and Starting Teacher Pay

2020-21 to 2023-24

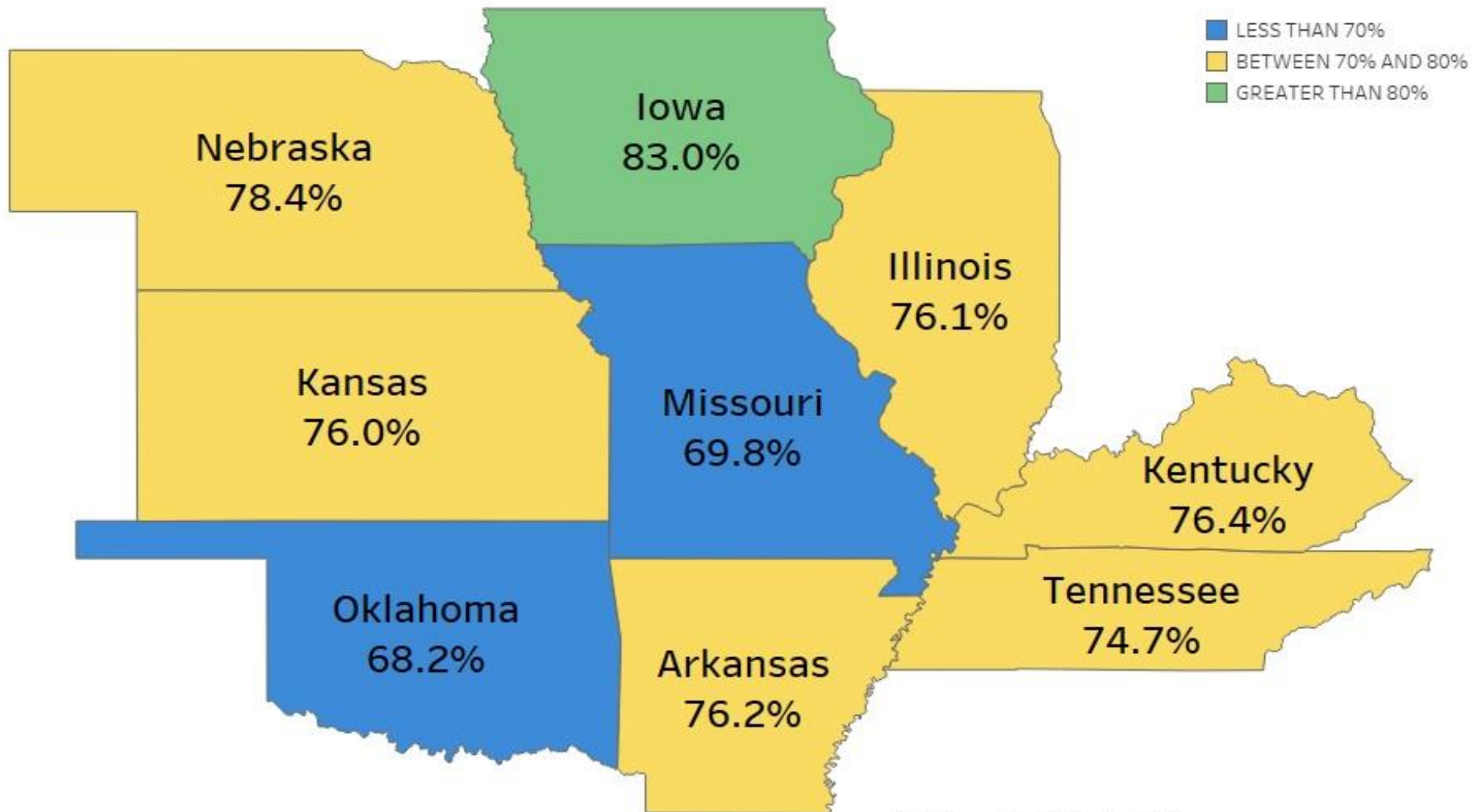


In 2022-23, Missouri implemented the Teacher Baseline Salary Grant (TBSG). This data shows the impact this grant had on the average first-year teacher salaries as well as the average teacher salary for all teachers.

Average Starting Pay 2025*



Wage Competitiveness 2025*



2025 Learning Policy Institute

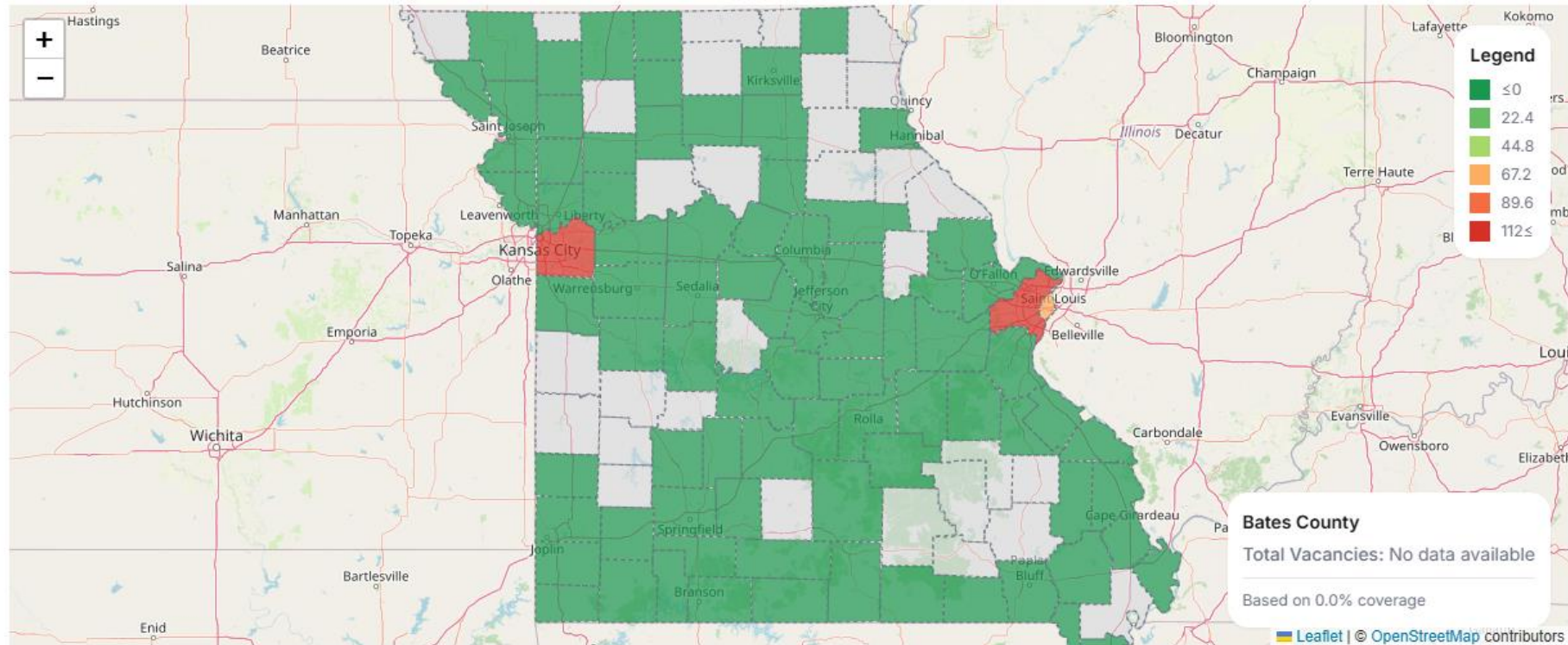
<https://learningpolicyinstitute.org/product/state-of-teacher-workforce-interactive>

*Wage Competitiveness: The average public school teacher weekly wage as a percentage of the estimated weekly wage for other college-educated workers within each state

Current Teacher Vacancies*

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Data coverage is based on available data and is reflected per-county. [Learn more](#)



Highest vacancy rates

Carroll County	0.0%
Cedar County	0.0%
Schuyler County	0.0%

Highest vacancy counts

Jackson County	112
St. Louis County	109
St. Louis city	58

Lowest vacancy rates

Carroll County	0.0%
Cedar County	0.0%
Schuyler County	0.0%

Lowest vacancy counts

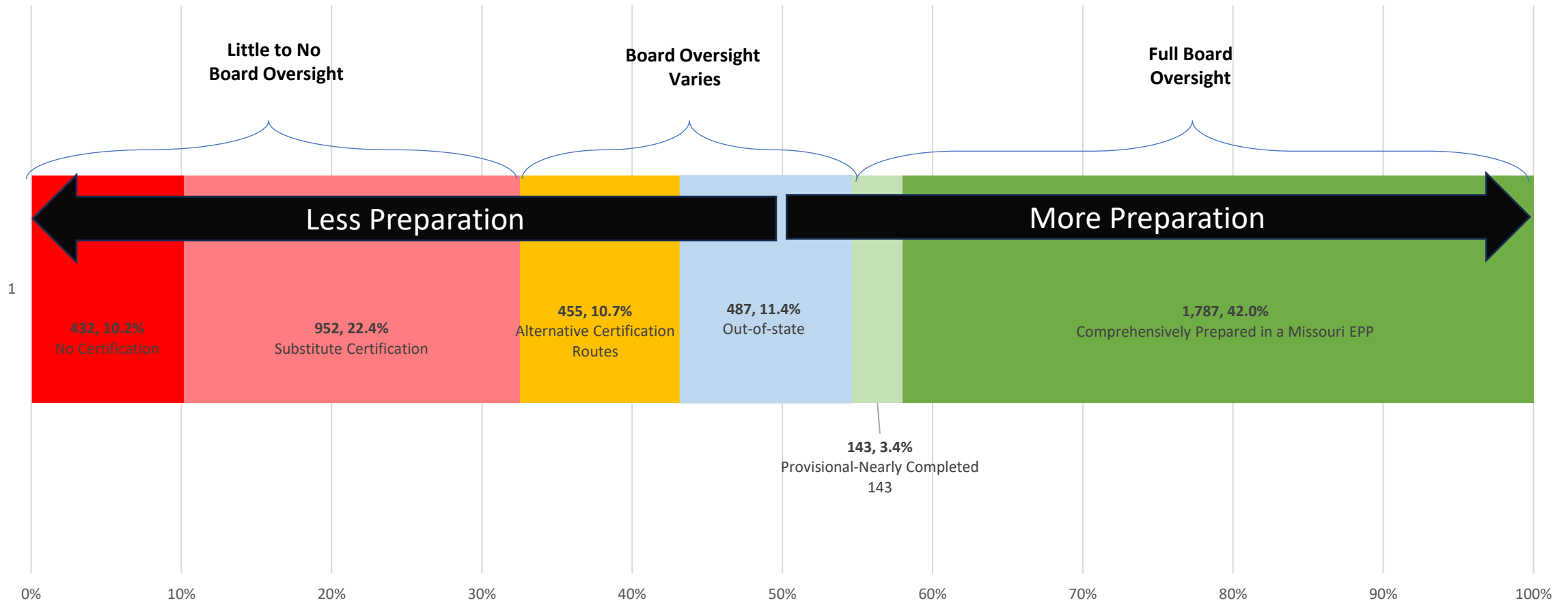
Carroll County	0
Cedar County	0
Schuyler County	0

*Data is based on the dashboard of the Missouri Educator Job Board

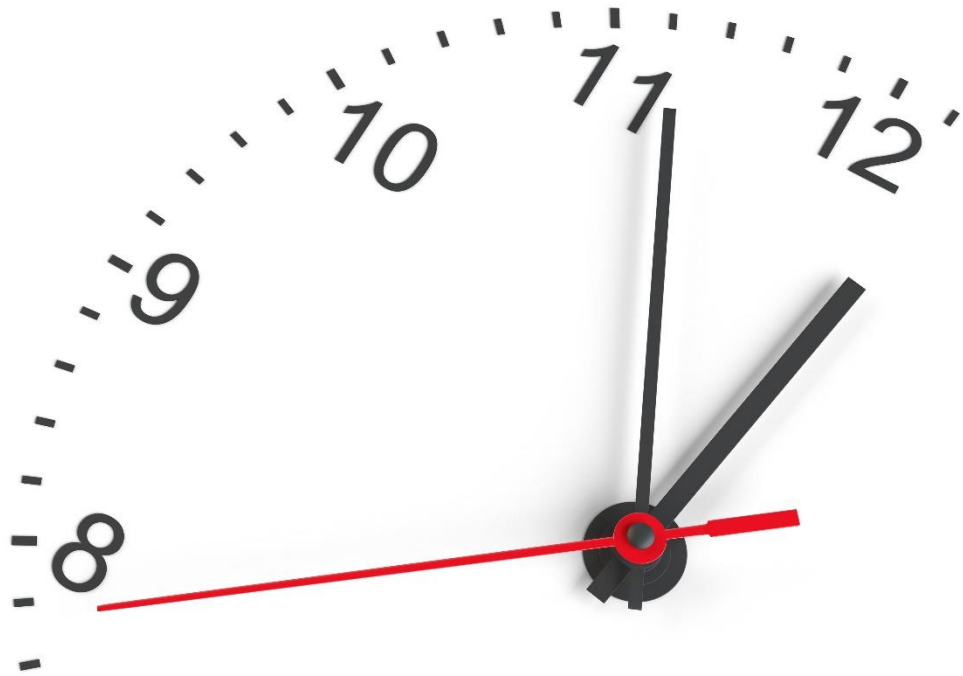
2024-25 First-Year Teachers



N=4256



Time for a little Feedback



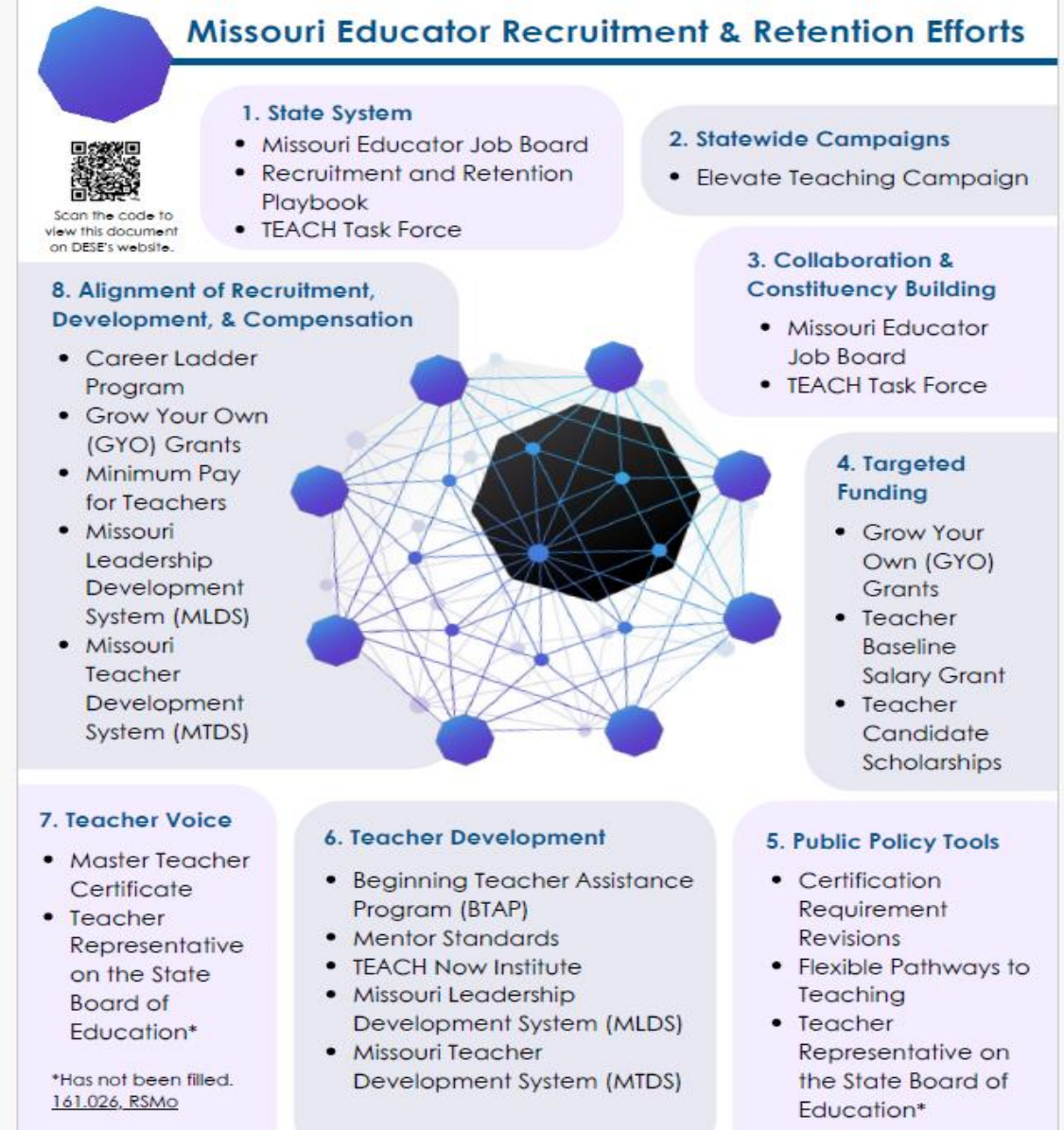
How did hiring for this 2025-26 school year compare with hiring in the previous school year?



Blueprint for Results

Eight Cornerstones of Missouri's Playbook

1. *State System*
2. *Elevate the Teaching Profession*
3. *Collaboration and Constituency-Building*
4. *Targeted Funding*
5. *Tools of Public Policy*
6. *Teacher Development*
7. *Teacher Voice*
8. *Recruitment + Development + Compensation = Retention*



Targeted Funding

- Career Ladder
- Teacher Baseline Salary Grants (TBSG)
- Teacher candidate scholarships
- Teacher Apprenticeships
- Teacher of the Year (TOY)
- Milken Award
- MLDS

Impact of Missouri Leadership Development System (MLDS)



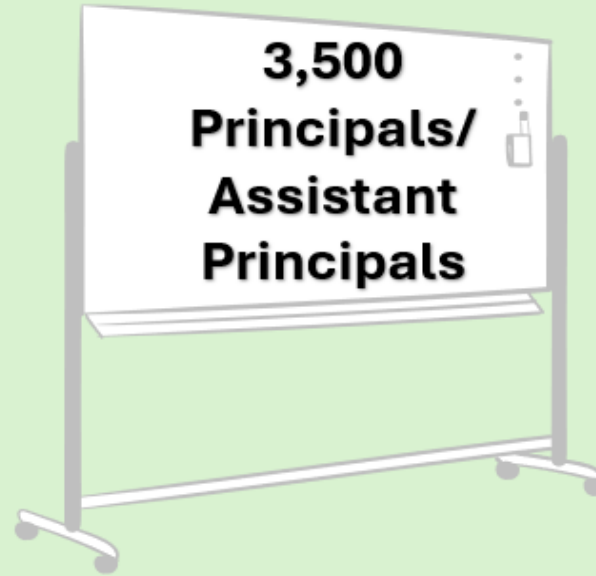
35%

Of all Charter Schools have at least one principal participating



83%

Of the MO school districts have at least one principal participating in the MLDS



90%

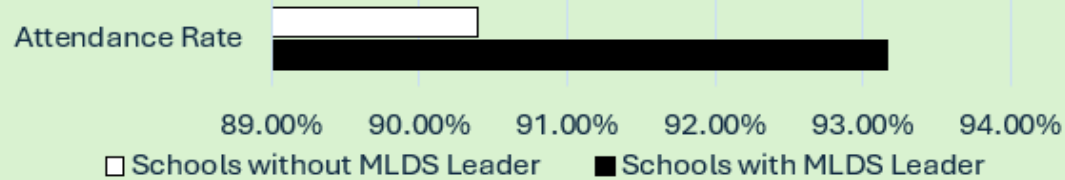
Of the participants believe MLDS improves student achievement



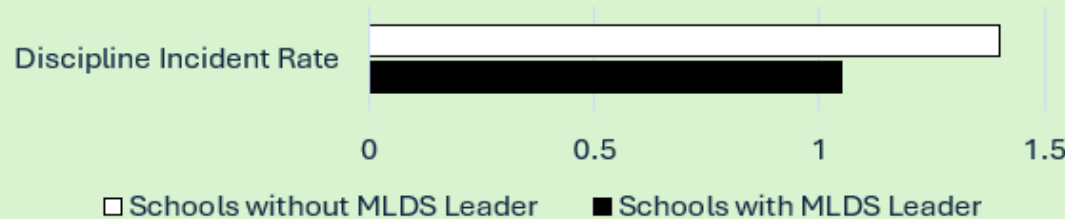
95%

Of the Superintendents believe their principals are supported by MLDS

Average Student Attendance Rates



Average Student Discipline Rates



Overall Student MAP Results

Students attending schools with MLDS leaders overall score **3.54%** higher in advanced or proficient MAP test results as compared to students in non-MLDS leadership schools

Principal Retention Results

14% ↑ Retention

Of first year principals engaged in the MLDS than non-MLDS principals

25% ↑ Retention

Of third year principals engaged in the MLDS than non-MLDS principals

Note: This data is based on the 2024-25 School Year, including attendance from Core data and achievement results from MAP, MAP-A, and EOC student achievement data.

- Missouri Teacher Development System (MTDS)
 - ❑ TEACH Now Institute
 - ❑ BTAP
 - ❑ Mentor Standards
 - ❑ Teacher Academy

MTDS

Missouri Teacher Development System



7,000 MTDS participants
have impacted the learning
of over **100,000** students



After five years:
MTDS teachers
had a
90% Retention Rate
Non-MTDS teachers
had a
63% Retention Rate



94% of Administrators
report seeing growth in their
teachers' ability to facilitate
student thinking and learning



63% or 352 out of 555
of public-school districts
and charter schools
along with 32 private
schools are impacted by
MTDS programming



95% of Administrators
report seeing growth in their
teachers' classroom
management skills after
completing MTDS
programming

Source | MTDS Annual reports, posted on DESE website

- Eliminate cumulative GPA requirement
- Reduce content GPA from 3.0 to 2.5
- Expanded cut score for all exit assessments
- Brought back General Science
- Revised the Math certification
- Added a Reading assessment (i.e. Science of Reading)
- Introduced 20 hours of training for substitute teachers
- Reduced semester hours from 60 to 36 for substitute teachers
- Implemented superintendent recommendation for initial certificates
- Implemented superintendent recommendation for additional certificates



Rethinking R & R

The teacher's market has changed



10 years ago...

Districts' market: candidates competing for limited positions

Traditional recruitment: career fairs, newspaper postings, word of mouth and standard job boards

Teachers joining the profession through traditional 4-5 year certification programs.

Traditional schedules; standard pay and linear advancement pathways

Today...

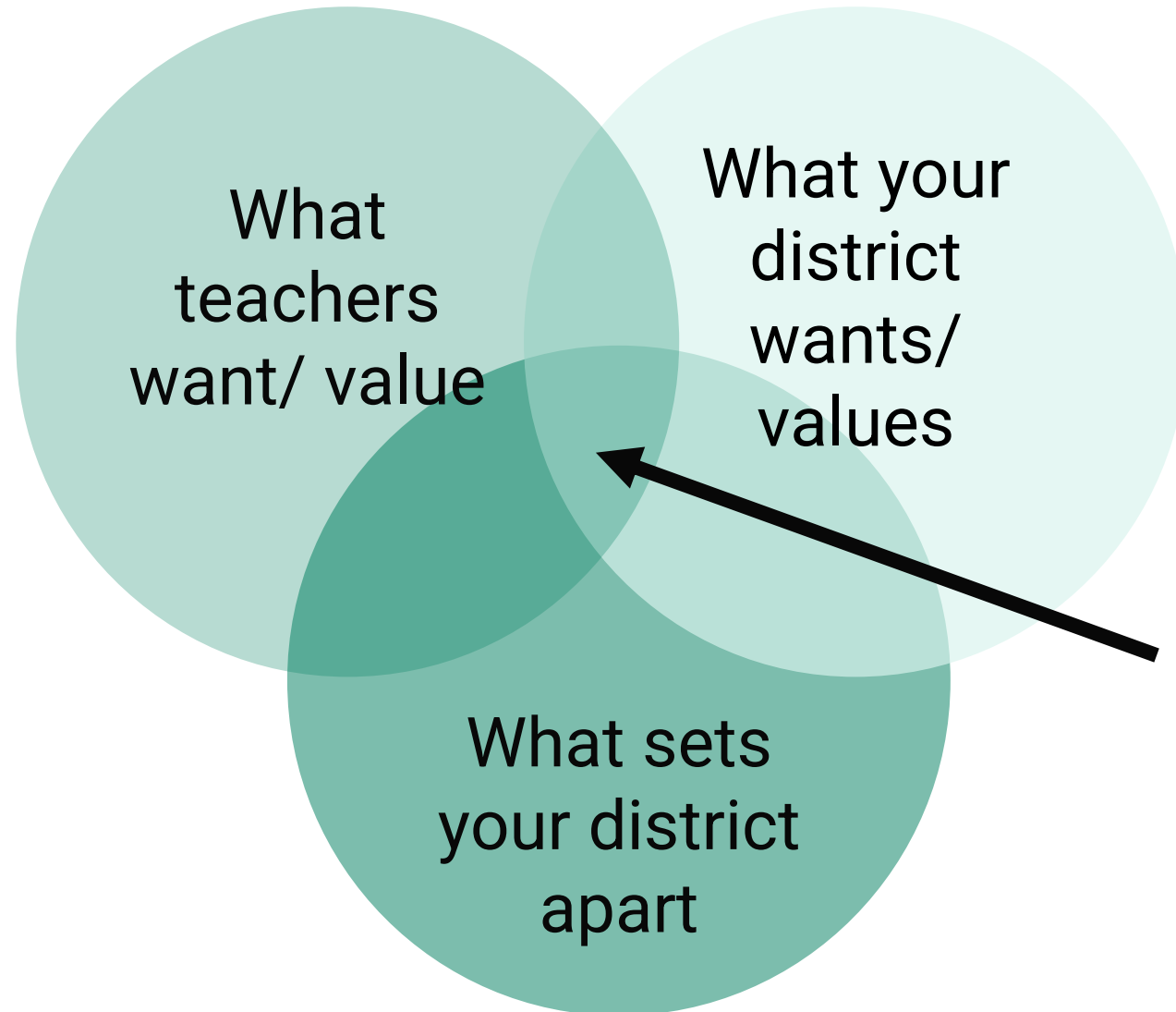
Teachers' market: Schools are competing for top talent/hard-to-staff positions

Active recruitment: Teacher-centered marketing, leveraging tech and social media, innovative recruitment efforts

Increase in teachers entering through alternative pathways.

Teachers considering work-life balance, personalized growth opportunities, and flex roles

What is an Employee Value Proposition?



Your
EVP

Example EVP: Nike



What employees want/ value	Inspiration through movement; be a part of innovative team
What organization wants/ values	Being on the frontlines of the future of sport
What sets your organization apart	Believes that sports and movement are for everyone.
Nike's EVP:	"If you have a body, you are an athlete. These words drive who we are and what we believe in – a better future for ourselves, our communities and our athletes. We strive to bring inspiration and innovation to every athlete in the world, including our teammates."

Example EVP: D.C. Public Schools



What employees want/ value	To be part of leading education initiatives.
What organization wants/ values	Defy expectations on what DC students can achieve.
What sets your organization apart	Unique pay scale, growth opportunities, and city life.
DCPS' EVP:	“Interested in becoming a DC Public Schools teacher? Through a unique career ladder, competitive teacher compensation, and a groundbreaking teacher evaluation system, we recognize our teachers for their hard work and give them a voice in shaping the future of our schools.”



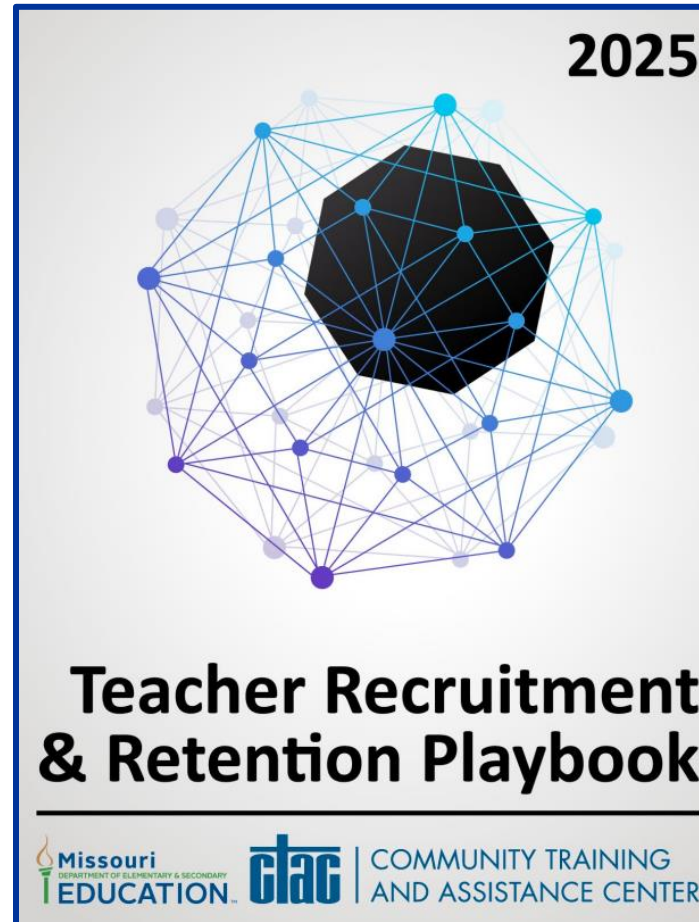
What would yours sound like?



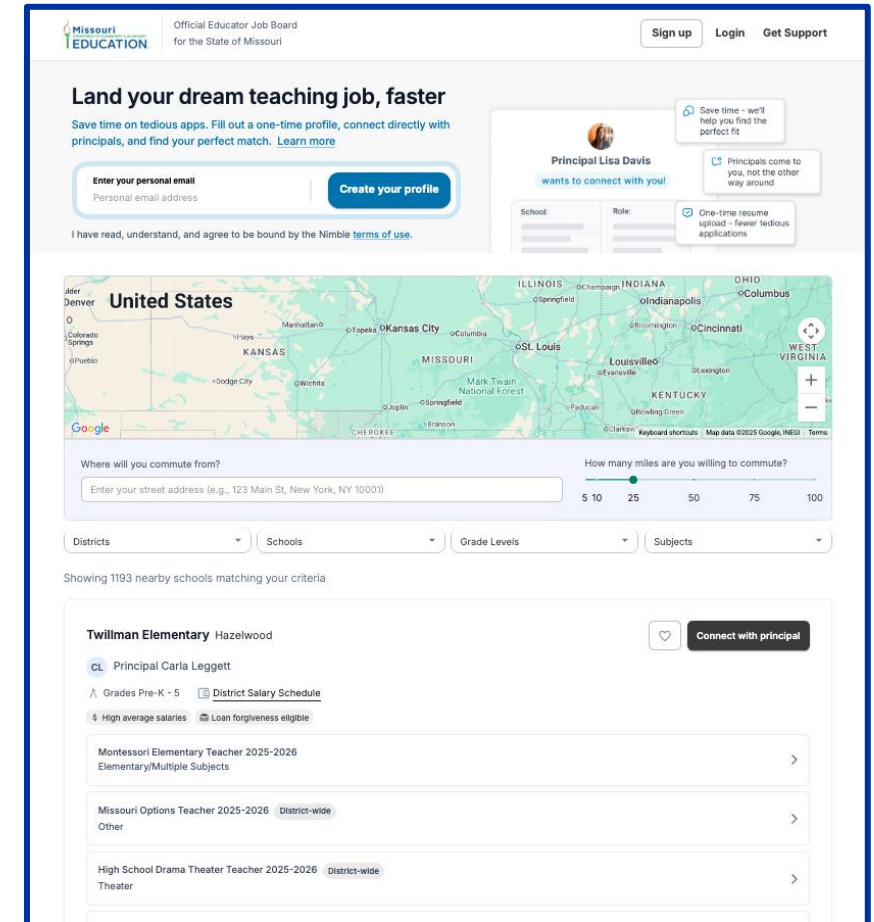
What employees want/ value	
What organization wants/ values	
What sets your organization apart	
Your District's EVP:	



Significant investments into recruitment support for districts, including:



8 cornerstone areas to guide state strategy.



Free postings on state job board with ~1K visitors each week.

Educator Data on the Job Board



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Missouri DEPARTMENT OF EDUCATION | Official Educator Job Board for the State of Missouri

Sign up Login Get Support

Where will you commute from?
Enter your street address (e.g., 123 Main St, New York, NY 10001)

How many miles are you willing to commute?
5 10 25 50 75 100

Districts: 2 District(s) selected | Schools | Grade Levels | Subjects

Showing 81 nearby schools matching your criteria

Hickey Elementary Saint Louis Public Schools

CW Principal Cynthia Williams-Peters

Grades Pre-K - 6 | District Salary Schedule

Strong student learning | High average salaries | Loan forgiveness eligible

Teacher, Special Education, SY 2025 - 2026
Special Education (Comprehensive), Special Education (General)

Teacher, Regular Classroom, 2025 -2026
Elementary/Multiple Subjects

22,500 unique users visited job board — nearly 1,000 job seekers per week!

Job board NPS of 50 is considered excellent — users who have tried it are loving it and coming back!

Over 150 unique hires as a result of the job board **matching** system.

Of those hires, 83% were in high needs schools where staffing can be a particular challenge.



Feedback from schools

“I hired 6 teachers from Nimble in just a few weeks, which is outstanding! Our entire 4th grade team is new and presented to me by Nimble. Thanks a million!”

“Nimble helped me find qualified staff for my school, even some who relocated from out of state. It was easy to navigate, and the candidates were able to respond quickly to my interview requests.”

Feedback from teachers

“I love that there are so many features included - job description, salary scale, map, days in workweek, ability to connect with leadership quickly - all in one place! Awesome timesavers.”

“It’s a great place to see where the teaching jobs are, and to communicate with future employers.”



1. **DESE + Nimble** are working to be able to continue this initiative.
2. Districts may have access to free tools through the partnership that boost their recruiting reach.
3. To get notified about the recruiting tools as soon as they launch for next year, sign up with the QR code here.

Get notified



Recruitment and Retention in a New Age



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The teacher job market has changed...

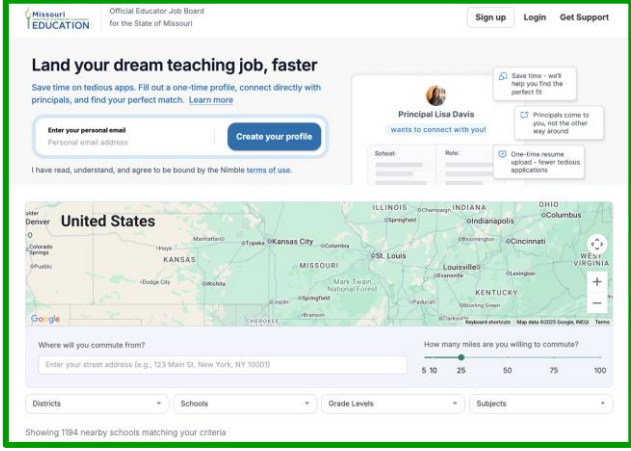
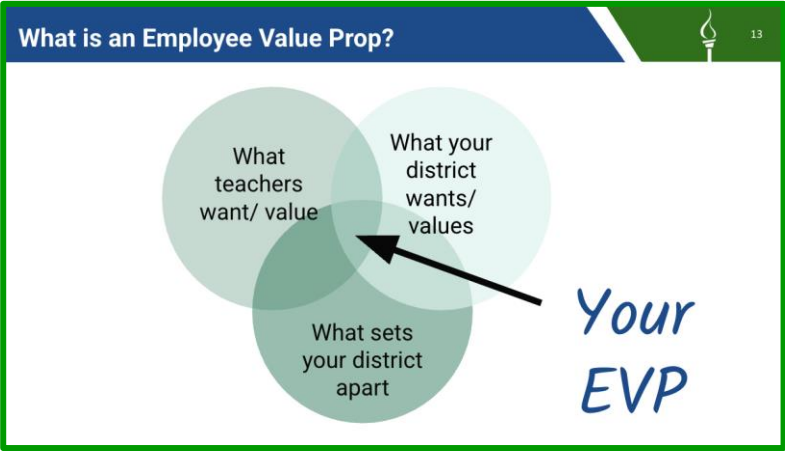
How we market ourselves can change too.

The Job Board is here to help!

10 years ago...

Today...

More candidates competing for limited positions	Teachers' market: Schools are competing for top talent/hard-to-staff positions
Focus on traditional recruitment efforts, such as standard job boards and career fairs.	Active recruitment: Teacher-centered marketing, leveraging tech and social media, innovative recruitment efforts
Teachers joining the profession through traditional 4-5 year certification programs.	Increase in teachers entering through alternative pathways.
Traditional schedules; standard pay and linear advancement pathways	Teachers considering work-life balance, personalized growth opportunities, and flex roles



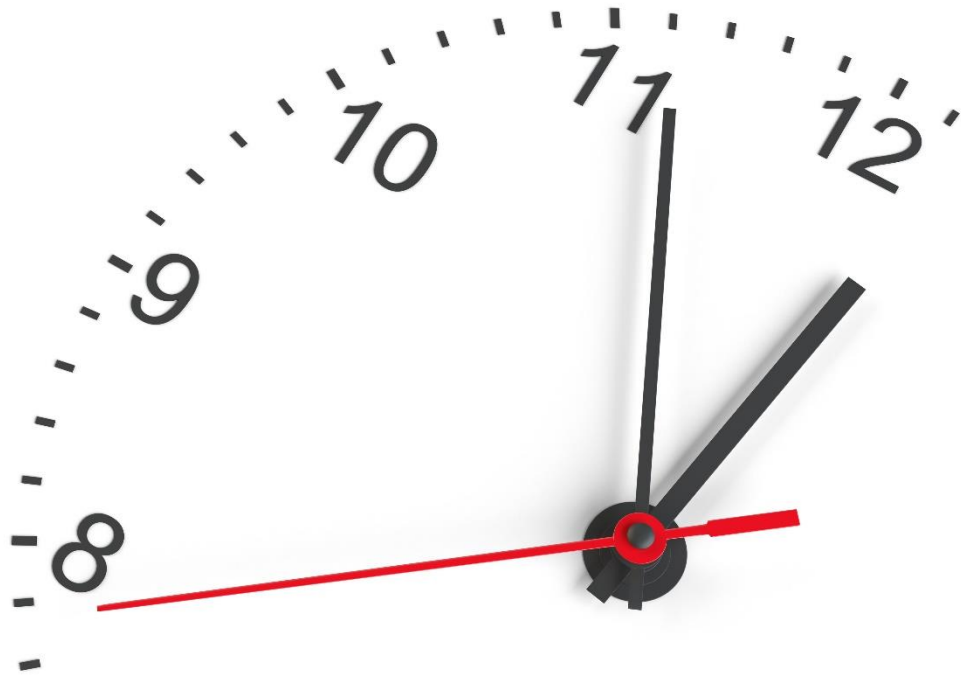
Strategic Plan Strategies

- One of 4 priorities: Teacher Recruitment and Retention
- Refresh of the Strategic Plan
- Current Strategies:
 - ❑ GYO Grants
 - ❑ Teacher Candidate Scholarship Program
 - ❑ Minimum teacher pay
 - ❑ Career Ladder
 - ❑ BTAP and Mentoring

Strategic Plan Scorecard

- One of 4 priorities: Teacher Recruitment and Retention
- Refresh of the Strategic Plan
- Current Metrics on the scorecard:
 - ❑ Raise number of initial certificates issued
 - ❑ Increase number completing programs
 - ❑ Raise number of scholarships issued
 - ❑ Improve annual teacher retention rate
 - ❑ Expand number of teachers in Career Ladder
 - ❑ Increase number participating in the state's BTAP

Time for a little Feedback



What do we need to start doing that we're not doing?

What do we need to stop doing that we are doing?



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