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HOUSE RESOLUTION 62

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WHEREAS, Teachers are the single most important in-school factor affecting student achievement, and having a diversity of teachers significantly improves academic outcomes for both students of color and white students; and

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WHEREAS, Illinois has been grappling with a teacher shortage for years with 2,139 vacant teaching positions in Fall 2022, affecting an estimated 30,000 students; and

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WHEREAS, Teacher vacancies are not experienced equally, concentrating in classrooms that serve special education students and bilingual students as well as in schools that serve students who are Black, Latinx, from low-income households, or from rural areas; and

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WHEREAS, Illinois' teacher workforce does not represent the racial diversity of its PK-12 student population; and

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WHEREAS, The number and percentage of enrolled teaching candidates have increased in the past few years, but the number of enrollees in Illinois' teacher preparation programs (TPPs) is still below historic levels; and

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WHEREAS, For many candidates of color, the cost of higher

1 education is a barrier towards completing teacher preparation
2 programs; and

3 WHEREAS, The State has an array of recruitment and
4 affordability initiatives that help address these challenges,
5 such as early pathway programs, Minority Teachers of Illinois
6 (MTI) scholarships, the Illinois Teacher Loan Repayment
7 Program, Special Education Teacher Tuition Waivers (SETTW),
8 the Monetary Award Program (MAP), and traditional and
9 alternative pathway programs, but too few high school and
10 college students or potential career changers know about the
11 benefits of teaching as a career and the availability of state
12 tuition support; and

13 WHEREAS, The increase in new licensure pathways that
14 enable candidates to become teachers has complicated an
15 already difficult to navigate teacher licensure system, making
16 it more important than ever to provide personalized, targeted
17 support for prospective teacher candidates; and

18 WHEREAS, The Illinois State Board of Education (ISBE) has
19 recently developed and released the Illinois Educator
20 Preparation Profiles (IEPP) system that provides public
21 information on the performance of Illinois educator
22 preparation programs across the State; the IEPP could be
23 connected to a state-wide teacher recruitment system to

1 increase candidates' access to this important information; and

2 WHEREAS, Research has shown that personalized, targeted
3 support for prospective teacher candidates supports their
4 efforts to navigate the maze of information, the financial aid
5 process, and the requirements, increasing the number and
6 diversity of candidates entering the profession; and

7 WHEREAS, The creation of a statewide teacher recruitment
8 system by ISBE, with the support of the Illinois Board of
9 Higher Education (IBHE), the Illinois Community College Board
10 (ICCB), and the Illinois Student Assistance Commission (ISAC),
11 would facilitate the process of attracting, cultivating, and
12 supporting prospective future teachers to pursue teaching by
13 making resources available through a website and an associated
14 social media outreach, providing prospective teachers with
15 such aids as personalized educator preparation program
16 application checklists, scholarship and financial aid
17 information, downloadable guides on candidate eligibility and
18 application advice, detailed profiles on each Illinois
19 educator preparation program, educator licensure pathway
20 information, opportunities for personal conversations with
21 state staff and Illinois teachers to answer application
22 process questions, profiles on Illinois' public school
23 districts, and real-time job postings from Pre-K-12 public
24 school districts across the State; therefore, be it

1 RESOLVED, BY THE HOUSE OF REPRESENTATIVES OF THE ONE
2 HUNDRED THIRD GENERAL ASSEMBLY OF THE STATE OF ILLINOIS, that
3 we urge the Illinois State Board of Education (ISBE) to
4 support the state goal of increasing the number and diversity
5 of Illinois' educator workforce by collaborating with the
6 Illinois Board of Higher Education (IBHE), the Illinois
7 Community College Board (ICCB), and the Illinois Student
8 Assistance Commission (ISAC) to develop and launch a
9 state-wide teacher recruitment system internally, possibly
10 with the support from an outside vendor, that will be
11 available to the public by July 1, 2024 and will support
12 interested candidates statewide to apply to, enroll in, and
13 complete Illinois' Teacher Preparation Programs and succeed in
14 their eventual job placement.