

How can our teachers come back? Evidence about Teacher Shortage in Frontline Florida

While there is a myriad of research studies discussing the teacher shortage crisis in general in the U.S. nationwide, there is limited research conducted in Florida through a qualitative lens to explore the frontline educators' experience and perspectives in-depth. This study will use the qualitative research method by conducting semi-structured interviews with public school teachers. The study aims to provide a comprehensive understanding of the underlying causes and consequences of the teacher shortage by learning from the teachers' experience and identifying effective strategies for recruitment and retention. The research will contribute to the development of informed policies and practices that can mitigate the teacher crisis and support school turnaround efforts, particularly in Persistently Low-Performing (PLP) schools. Addressing the teacher shortage is essential for improving educational outcomes and equity in Florida's public schools. Two research questions will be investigated in this study:

1. What are the causes and consequences of the teacher shortage crisis in Florida?
2. What would be the best strategies or practices to improve the current high teacher turnover rates in Florida?

The outcomes of this study are expected to have significant implications for policymakers, educational leaders, and school administrators in Florida and beyond. By identifying and addressing the root causes of teacher shortages, this research will aid in formulating strategies to enhance teacher retention, thereby improving the quality of education in the state. Additionally, the insights gained will support legislative efforts, such as those proposed in the bill H.R. 882 American Teacher Act (Congress, 2024), which was introduced by Congresswoman Frederica Wilson (FL-24) to create a more stable and supportive teaching environment.