



**CENTER FOR  
CITIES+SCHOOLS**  
UNIVERSITY OF CALIFORNIA BERKELEY

# Educator Workforce Housing: Context + Observations

Jeff Vincent, PhD

Lindsay Maple

Leslie Valencia

October 14, 2016



**“Palo Alto Unified Teachers Facing  
very Serious Housing Crisis”**  
- Palo Alto Online, January 1, 2016

**“California Teachers Can’t  
Afford to Buy Homes in Bay  
Area”**  
- NBC Bay Area, July 28, 2015

**“Housing  
Prices Plus  
Teacher  
Shortage  
equals Bigger  
Teacher  
Shortage”**  
- SFist, August 4,  
2015

**“More Teachers Can’t  
Afford to Live Where  
They Teach”**  
- KQED, March 24, 2016

**“California School Districts Scramble to Hire Teachers”**  
- The Sacramento Bee, January 31, 2016



CENTER FOR  
CITIES+SCHOOLS  
UNIVERSITY OF CALIFORNIA BERKELEY

# The Collision

HOUSING  
CRISIS

The diagram features a large pink arrow pointing right towards a central starburst, and a large orange arrow pointing left towards the same starburst. The starburst is multi-layered with colors ranging from yellow to red. A solid green bar runs horizontally across the bottom of the slide.

TEACHER  
SHORTAGE



# Strong Cities, Successful Young People



**CENTER FOR  
CITIES+SCHOOLS**

UNIVERSITY OF CALIFORNIA BERKELEY

[citiesandschools.berkeley.edu](http://citiesandschools.berkeley.edu)



**CENTER FOR  
CITIES+SCHOOLS**  
UNIVERSITY OF CALIFORNIA BERKELEY

# Applied, Engaged Policy Research

## Growth & Opportunity:

Aligning High-Quality Public Education &  
Sustainable Communities Planning in the Bay Area

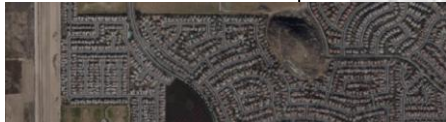
A Framing Paper for the San Francisco Bay Area FOCUS Initiative  
May 2011



## How Walkable Are New Schools?

A Spatial Analysis of School Site Outcomes in California

May 2016



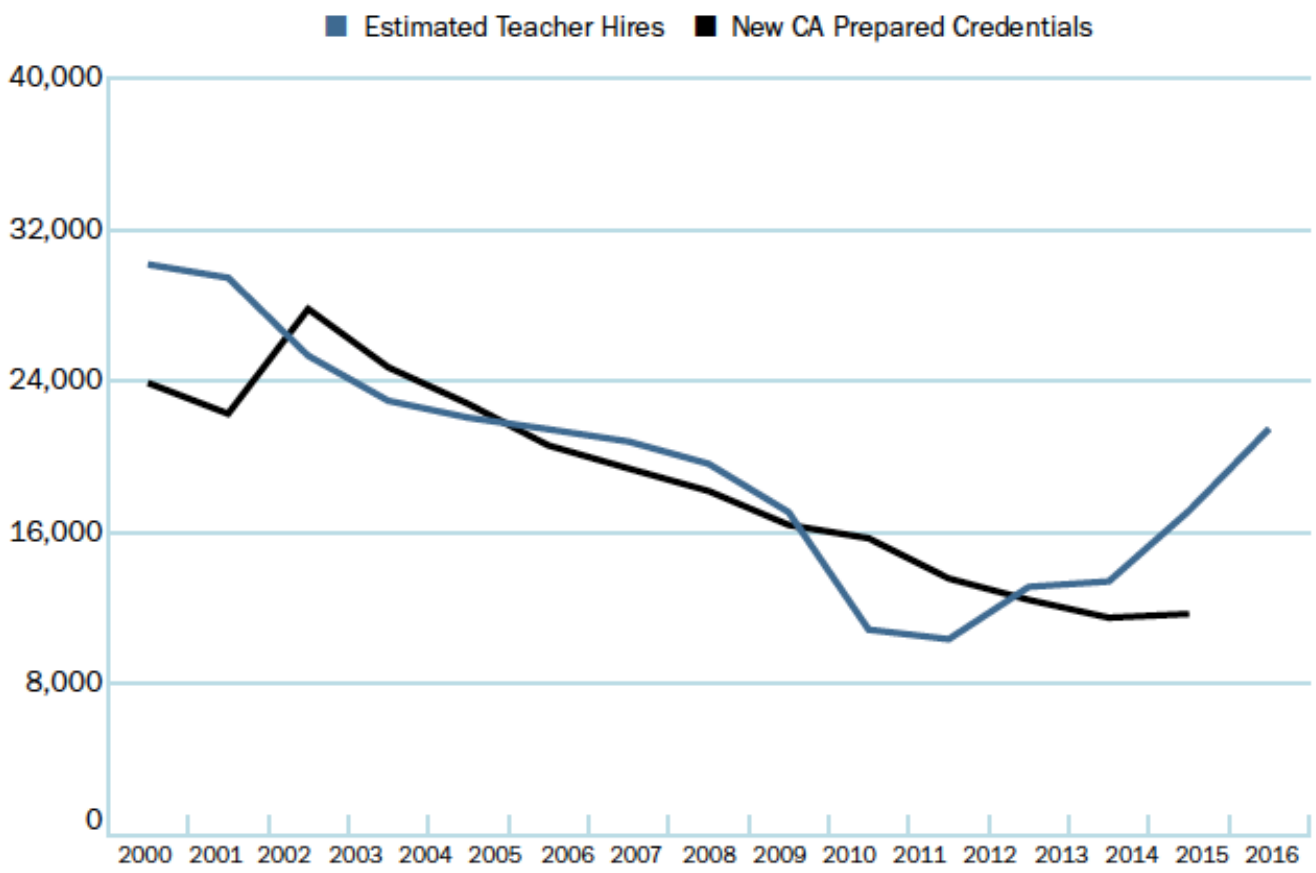
Small children,  
big cities

- School facilities
- Regional sustainable communities planning
- Housing
- Transportation
- Engaging young people and schools in city and regional planning





# Teacher Demand Is Outpacing Supply



# Teacher Demand is Outpacing Supply

**Number of preliminary new teaching credentials issued and district-estimated new hires, 1999-2000 to 2015-16**

*Note: Estimated teacher hires are reported annually by each California school district for the upcoming school year. New credentials are preliminary credentials issued to California-prepared teachers. 2014-15 credential data are preliminary.*

*Source: Estimated hires data are from California Department of Education DataQuest Web Page, at <http://data1.cde.ca.gov/dataquest/>. New credentials data were provided from the California Commission on Teacher Credentialing upon request.*

Source: Linda Darling-Hammond, Roberta Furger, Patrick Shields, and Leib Satcher, Addressing California's Emerging Teacher Shortage: An Analysis of Sources and Solutions (Palo Alto: Learning Policy Institute, 2016).

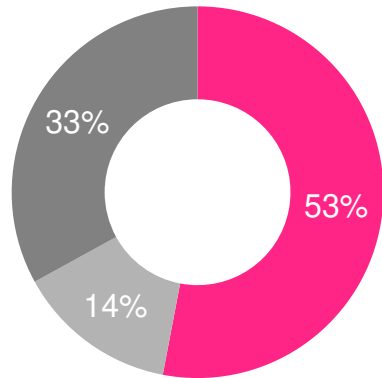


# Cost Burden

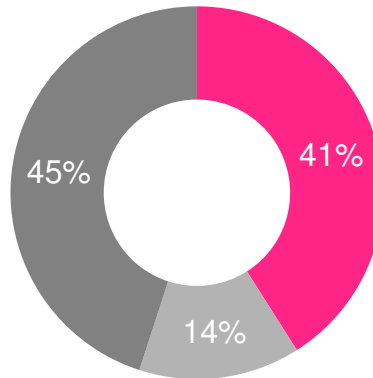
## OAKLAND'S AVG HOUSING & TRANSPORTATION COSTS

### The Housing and Transportation (H+T) Affordability Index

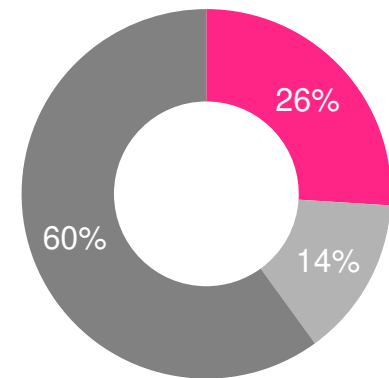
Teacher STARTING Salary



Teacher AVERAGE Salary



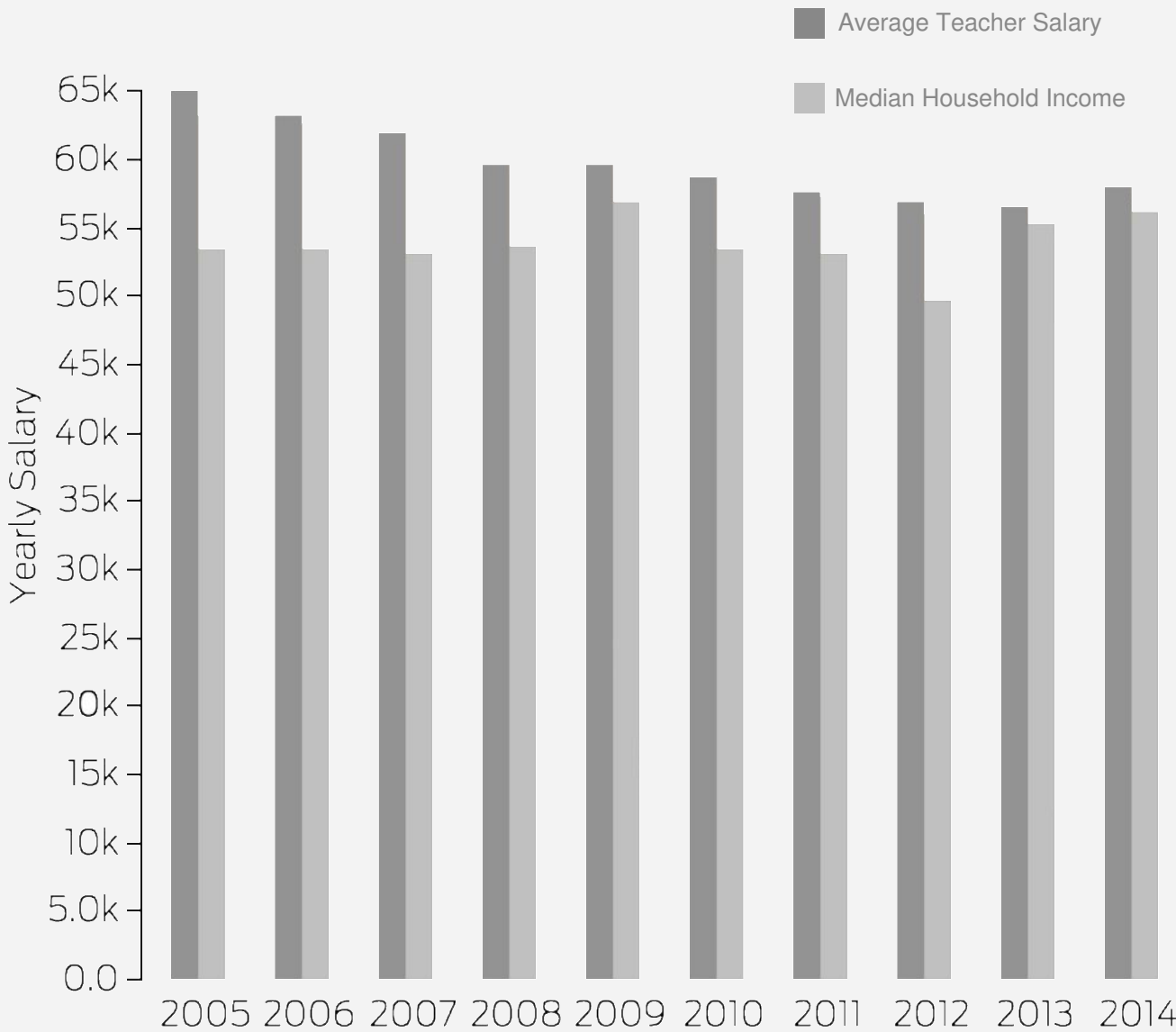
RESIDENTS



■ Housing   ■ Transportation   ■ Other

Source: Housing and Transportation (H+T) Affordability Index: Oakland, <http://htaindex.cnt.org/BayArea/CA/teacher/salary/schedules>, <http://www.ed-data.org/district/Alameda/Oakland-Unified>

Wages have remained stagnant despite the Bay Area's recent economic boom. Teacher salaries are now closer to that of the median household income for residents in the area.







Four  
Observations



**CENTER FOR  
CITIES+SCHOOLS**  
UNIVERSITY OF CALIFORNIA BERKELEY

1. What is the objective?

# teacher characteristics

සමස්ත ශිෂ්‍යයන්ගේ ඉගෙනීමේ කාර්යක්ෂමතාවය වැඩි කිරීම සඳහා ඉගෙනුම් ක්ෂේත්‍රයේ සිටින ඉගෙනුම්කරුවන්ගේ සහ පාලකයන්ගේ සාමාන්‍ය ගුණාංගයන් සහ අවශ්‍යතා අධ්‍යයනය කිරීමට මෙහි අරමුණ වේ.

## Years 1 to 2

- ඉගෙනුම් ක්ෂේත්‍රයේ සිටින ඉගෙනුම්කරු
- ඉගෙනුම් ක්ෂේත්‍රයේ සිටින ඉගෙනුම්කරු
- ඉගෙනුම් ක්ෂේත්‍රයේ සිටින ඉගෙනුම්කරු
- ඉගෙනුම් ක්ෂේත්‍රයේ සිටින ඉගෙනුම්කරු
- ඉගෙනුම් ක්ෂේත්‍රයේ සිටින ඉගෙනුම්කරු

## Years 3 to 7

- ඉගෙනුම් ක්ෂේත්‍රයේ සිටින ඉගෙනුම්කරු
- ඉගෙනුම් ක්ෂේත්‍රයේ සිටින ඉගෙනුම්කරු
- ඉගෙනුම් ක්ෂේත්‍රයේ සිටින ඉගෙනුම්කරු
- ඉගෙනුම් ක්ෂේත්‍රයේ සිටින ඉගෙනුම්කරු

## Years 7+

- ඉගෙනුම් ක්ෂේත්‍රයේ සිටින ඉගෙනුම්කරු
- ඉගෙනුම් ක්ෂේත්‍රයේ සිටින ඉගෙනුම්කරු
- ඉගෙනුම් ක්ෂේත්‍රයේ සිටින ඉගෙනුම්කරු
- ඉගෙනුම් ක්ෂේත්‍රයේ සිටින ඉගෙනුම්කරු
- ඉගෙනුම් ක්ෂේත්‍රයේ සිටින ඉගෙනුම්කරු

2.  
Not all  
teachers  
are the  
same



**CENTER FOR  
CITIES+SCHOOLS**  
UNIVERSITY OF CALIFORNIA BERKELEY

3. Will building housing move the needle? Is it scalable?



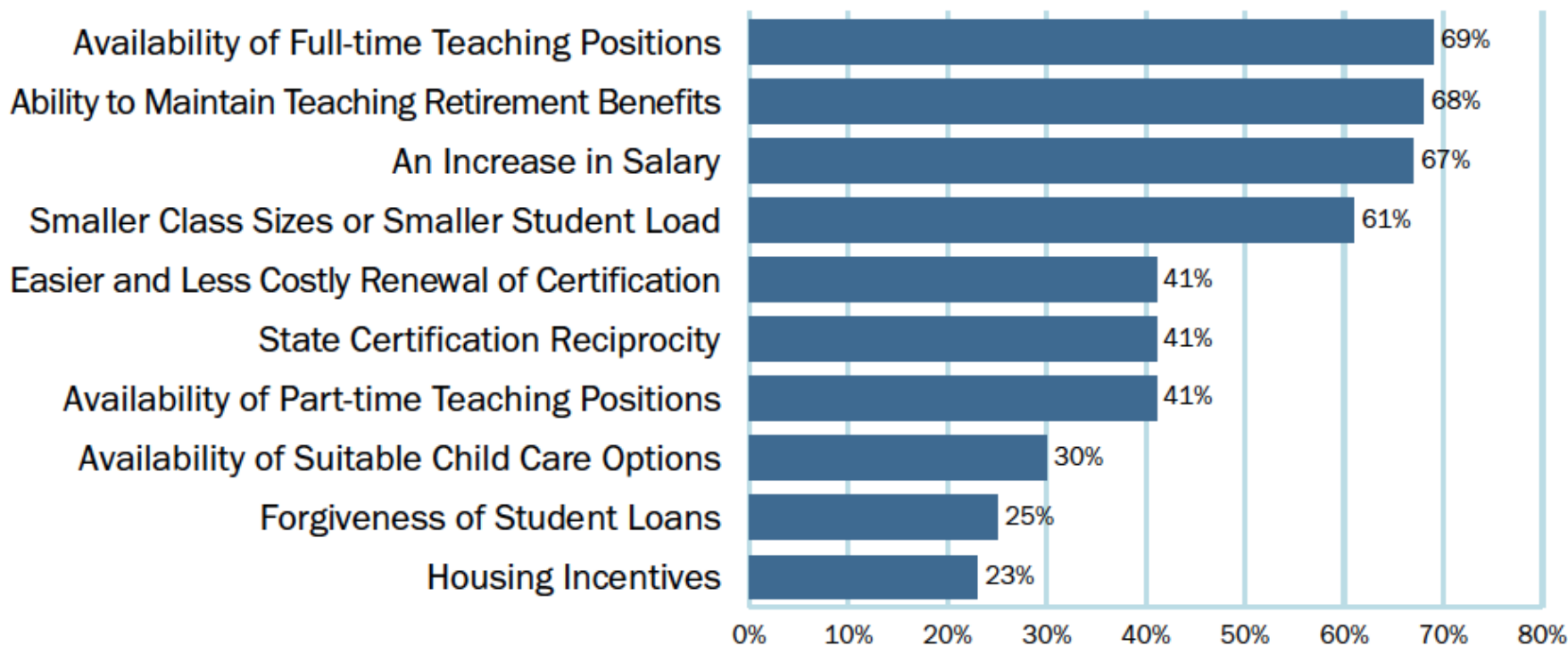
**CENTER FOR  
CITIES+SCHOOLS**  
UNIVERSITY OF CALIFORNIA BERKELEY

## 4. School districts need the transactional skills

## Figure 3

### What Would Bring the Leavers Back?

*The Percentage of Leavers Who Rated the Factor as Extremely or Very Important in Their Decision to Return*



Note: Survey responses from public school teachers who left after the 2011–12 school year and said that they would consider returning to the teaching workforce. Percentages do not add to 100 because teachers can select multiple reasons.

Source: LPI analysis of the Teacher Follow-up Survey (TFS), 2013, from the Schools and Staffing Surveys, National Center for Education Statistics.

Source: Podolsky, A., Kini, T., Bishop, J., & Darling-Hammond, L. (2016). Solving the Teacher Shortage: How to Attract and Retain Excellent Educators. Palo Alto, CA: Learning Policy Institute. This report can be found online at <https://learningpolicyinstitute.org/product/solving-teachershortage>.





Thank You

**CENTER FOR  
CITIES+SCHOOLS**  
UNIVERSITY OF CALIFORNIA BERKELEY

<http://citiesandschools.berkeley.edu>

Jeff Vincent [jvincent@berkeley.edu](mailto:jvincent@berkeley.edu)