

In sociology 320: sociology of education, I was paired into a group that focused on teacher attrition and shortage. In the group we collaborated to conduct research, write a collaborative essay, and present our findings. Within this group I learned that teacher attrition and shortage is not new issue. Teacher attrition and shortage problem is a global problem. Over the past 10 to 15 years, it has progressively gotten worse specifically in the United States. Teachers are not sticking with the profession nor are people going to school to be teachers.

There are many factors that contribute to the teacher attrition and shortage problem such as: the COVID-19 pandemic, low paying salaries, teacher burnout, school safety issues, bullying within the profession, and lack of a flexible schedule. Since 2020 teachers have had to add more stress on their plate. Teacher now have to worry about meeting state and country requirements for their grade. As well as COVID-19 spreading within their classroom, ensuring the safety of themselves and their students and ensuring that every student is learning in a healthy environment in and out of school. There are many other reasons why the teacher attrition and shortage problem is continuing to grow.

Teachers in my opinion are one of the most important professions within society. Looking back over my own educational career I can remember all the teachers I have ever had. Teachers leave long-lasting marks on students both good and bad. As the group research the underlying problems for the teacher attrition and shortage problem the group and I found some possible solution to help. What I found was that the teacher attrition and shortage problem is not something that can be fixed overnight. One thing that will help start to fix the problem is raising teachers' wages. Teachers are of the most underpaid people within society. Teachers often have to pay for many of the supplies within their classroom out of pocket without a refund. Another

option that could help would be offer teachers flexible schedules and mentorship programs. This could help new teachers be able to navigate through the school year. The teacher attrition and shortage problem is not problem that can be fixed overnight nor easily but I believe in the future teachers will start to see a positive and healthy change within the profession.

Throughout this collaborative assignment I learned how to work with different personalities who are strong minded. Another thing that I learned through the collaboration of this project is that I am able to give and receive feedback and change it accordingly. I am able to take feedback from multiple individuals and take it into consideration. Within this group I was responsible for researching teacher attrition and shortage, helping write a collaborative essay, and present our finding in a presentation. Within our group we all worked independently and put our findings together.

My main focus for the collaborative essay was writing an overview of teacher attrition and shortage. One challenge that my group encountered was one of our group member was often absent due to a sport. One of our groups strongest values was communication. Everyone was very open with their communication. I was able to expand on my communication and leadership skills during this presentation.