Busting Myths about the Teaching Profession

Get the Facts Out
Changing the conversation around STEM teacher recruitment

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Please complete the pre-quiz

surveymonkey.com/r/GFOStudent

Sign in: tinyurl.com/yyumqo9o

Get the Facts Out
Our Mission

Inspire young minds. Teach science, math, or CS!
Rate your life

On which step of the ladder would you say you personally feel you stand at this time?

Best possible life (10)

Worst possible life (0)
Rate your life

Best possible life (10)

Worst possible life (0)

On which step do you think you will stand about five years from now?
National Survey

On which step of the ladder would you say you personally feel you stand at this time?

On which step do you think you will stand about five years from now?

Top
- 7 or greater for Q1
- 8 or greater on Q2

Middle
- 4 or less for Q1 & Q2

Bottom

The Cantril Self-Anchoring Scale†

Best possible life (10)

Worst possible life (0)
Did you know... Teachers in the United States rate their lives better than all other occupation groups, trailing only physicians.

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Physician</td>
<td>75%</td>
</tr>
<tr>
<td>Teacher (K-12)</td>
<td>69%</td>
</tr>
<tr>
<td>Professional</td>
<td>64%</td>
</tr>
<tr>
<td>Nurse</td>
<td>64%</td>
</tr>
<tr>
<td>Manager, executive, or official</td>
<td>61%</td>
</tr>
<tr>
<td>Business owner</td>
<td>56%</td>
</tr>
<tr>
<td>Clerical or office</td>
<td>55%</td>
</tr>
<tr>
<td>Sales</td>
<td>54%</td>
</tr>
<tr>
<td>Service</td>
<td>50%</td>
</tr>
<tr>
<td>Manufacturing or production</td>
<td>44%</td>
</tr>
<tr>
<td>Construction or mining</td>
<td>44%</td>
</tr>
<tr>
<td>Farming, fishing, or forestry</td>
<td>43%</td>
</tr>
<tr>
<td>Installation or repair</td>
<td>43%</td>
</tr>
<tr>
<td>Transportation</td>
<td>40%</td>
</tr>
</tbody>
</table>

Percentage shown is the % of respondents ranking their lives at the **top** of the ladder minus the % ranking their lives at the **bottom** of the ladder.

Question

Why do you think teachers rate their lives so highly compared to other professionals?

Professional Well-being is defined as:

A state of wholeness that results from bringing balance into life, work, people and money.
Teacher Well-being

- Work-life balance
- Student and colleague relationships
- Financial stability
What factors go into a person’s sense of well being?

Gallup-Healthways measured:
• Emotional Health
• Healthy behaviors
• Access to basic necessities
• Physical health
• Work environment

Might also include
• Sense of meaning in our lives
• Financial stability
• Leisure time
• Intellectual and emotionally stimulating work
• Schedule (quality of it and the predictability of it)
• Opportunity to learn new skills/knowledge
• Relationships
• …
Day-to-Day Satisfaction

- Students: Relationships and Learning
- Work schedule
- Teaching is challenging/scientific
- Colleagues
- Learning content
- Autonomy of the classroom
Starting salaries

Which is closest to the typical starting salary for K-12 teachers in your area?

A. $32,000
B. $45,000
C. $52,000
D. $65,000
E. $72,000
Mid-career salaries

After 15 years of teaching and earning a master’s degree, which is closest to the typical K-12 teacher salary in your area?

A. $45,000
B. $60,000
C. $75,000
D. $90,000
E. $110,000
# Teacher Salaries

9-month contracts
($50k annualized → $67k, $100k annualized → $133k)

<table>
<thead>
<tr>
<th>School District</th>
<th>BA yr 1</th>
</tr>
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<tbody>
<tr>
<td>Westminster Public Schools (21-22)</td>
<td>$55,038--$60,857</td>
</tr>
<tr>
<td>Jefferson County Schools</td>
<td>$43,274--$45,221</td>
</tr>
<tr>
<td>Boulder County Public Schools (21-22)</td>
<td>$51,649</td>
</tr>
<tr>
<td>Denver Public Schools ($2K math, $6K student loans, +other) (21-22)</td>
<td>$47,291--$55,676</td>
</tr>
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+ Extra Pay
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<td>$60,535-</td>
</tr>
<tr>
<td>math, $6K student loans, +other</td>
<td>$55,676</td>
<td>$62,252</td>
<td>$70,882</td>
</tr>
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<td>(21-22)</td>
<td></td>
<td></td>
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## Teacher Salaries

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+ Extra Pay
Teacher Salaries

+ Extra Pay ??

Did you know...

*Teachers get additional pay of $1,000-$8,000 per year for optional activities like coaching, running after-school clubs, and tutoring?*
## Administrator Salaries

### St. Vrain Valley Schools

<table>
<thead>
<tr>
<th>Position</th>
<th>Calendar*</th>
<th>Minimum</th>
<th>Maximum</th>
</tr>
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<tbody>
<tr>
<td>Asst. Principal - High</td>
<td>215 Days</td>
<td>$92,697</td>
<td>$128,009</td>
</tr>
<tr>
<td>Director – Innovation Programs</td>
<td>248 Days</td>
<td>$103,325</td>
<td>$142,687</td>
</tr>
<tr>
<td>Principal - High</td>
<td>225 Days</td>
<td>$113,954</td>
<td>$157,365</td>
</tr>
<tr>
<td>Asst Superintendent – Innovation Center</td>
<td>248 Days</td>
<td>$145,851</td>
<td>$201,400</td>
</tr>
<tr>
<td>Deputy Superintendent</td>
<td>248 Days</td>
<td>$175,819</td>
<td>$242,798</td>
</tr>
</tbody>
</table>

* Classroom Teacher Calendar: 186 days
Typical salaries of bachelor degree recipients, Class of 2018

Note: Teaching is a 9-month position, all others are 12-month.

Bars represent the middle 50% of salaries, i.e. between the 25th and the 75th percentiles.
Reprinted from the Summer 2019 Salary Survey, with permission of the National Association of Colleges and Employers, copyright holder.
Grade 7-12 Teaching vs. College Permanent Teaching Faculty

Year 1 vs. Year 15
Did you know...

Most teaching jobs have better retirement benefits than other jobs you can get with the same degree.

Teachers in the U.S. retire at age 59 compared to age 63 for all occupations.
Retirement Benefits

Colorado schools offer PERA retirement benefits

- Begin teaching at 22 years old, full retirement benefits at 57 – 87.5% of highest annual income (e.g. a pension)
Retirement Benefits

How does this PERA pension plan compare in value to the typical industry 401K?

A. PERA less valuable by $10,000 / year
B. PERA less valuable by $5,000 / year
C. PERA equivalent to typical 401K
D. PERA more valuable by $5,000 / year
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Retirement Benefits

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• Begin teaching at 22 years old, full retirement benefits at 57 – 87.5% of highest annual income (e.g. a pension)

• Yearly Annuity Value of $21,600
Salary + Retirement Benefits
Teaching vs. Industry

**Teaching**

Salary + Retirement Benefits
(Pension value – 3% contribution)
- Year 1: $50K + $20K = $70K
- Mid: $100K + $19K = $119K

Other
- Fewer days on contract
- Better than average health insurance
- Retire in late 50’s

**Lockheed Martin - ME**

Salary + Retirement Benefits
(6-10% employer contribution)
- Year 1: $67K + $7K = $74K
- Mid: $96K + $10K = $106K
Did you know…

There are student loan forgiveness programs and scholarships for math and science teachers.

Federal loan forgiveness $17,500
Federal Loan & Grant Programs

Direct/FFEL Forgiveness
- $17,500
- 5 years of consecutive teaching
- Low income school

Want to know more about Federal Student Aid?
https://studentaid.ed.gov/sa/
Colorado Loan Forgiveness

$5,000 per year for up to 5 years

• Must currently work in a Colorado public school (preK-12) for the 2021-2022 school year (this includes BOCES and facility schools) as a teacher, administrator, or special service provider
• Must work in an approved rural school/district or work in a content-shortage area in a non-rural school/district
• Must hold a current Colorado license/endorsement for the subject you are teaching/working in
• Student loans must have been incurred during completion of an educator preparation program or from a higher education degree in your qualified subject area
• First preference will be given to applicants in approved rural schools/districts, followed by applicants in content-shortage area in non-rural schools/districts
Did you know...

You can get a job almost anywhere in the U.S. or abroad as a science or math teacher.
The shortage of qualified teachers

On a scale from 1 – 5 rate the shortage in each area.

School District Ratings

Chemistry  Mathematics  Physics

Educator Supply and Demand Report 2019-2020
American Association for Employment in Education
Summary of Teacher Benefits

- Teachers in the United States rate their lives better than all other occupation groups, trailing only physicians.
- Starting pay ~$50K (9-month, base salary)
- Mid-career pay Denver area $85K - $115K (9-month, base salary)
- Retire < 60 years-old w/ pension (87.5% HEI)
- There are student loan forgiveness programs for math and science teachers.
- You can get a job almost anywhere in the U.S. or abroad as a science or math teacher.
Did you know... Behind every advance in medicine or technology is a teacher who left a lasting impression.
Please complete the post-quiz

surveymonkey.com/r/GFOStudent
Become a Teacher!

Teach@Mines offers:

- Courses
- Advising
- Teaching Minor (18 credit hours)
- BS Engineering w/ STEM Teaching Focus Area
Become a Teacher!

Spring 2022 Courses

• **SCED262 – K-12 Field Experience** (1 credit)
  – 25 hours in a local classroom plus seminar Noyce Internships available
  – Work study available

• **SCED363 – Dynamic Teaching: Motivation, Classroom Management, Differentiation of Instruction** (3 credits)
  – Fulfills H&SS Mid-level Required Elective

• **MAED435 – Computer Science Teaching Techniques** (3 credits)
  – Potentially grad level credit

• **SCED/MAED464 – Capstone Curriculum Design I** (3 credits)
  – One-on-one instruction plus 100 hours in the classroom
Become a Teacher!

Minor Teaching (18 credit hours)
OR

BS Engineering w/ STEM Teaching Focus Area

- K-12 Field Experience (3 credits)
- Educational Psychology (3 credits)
- Dynamic Teaching (3 credits)
- Choose one of the following:
  - Scientific Practices vs. Engineering Design (3 credits)
  - The Social Context of Mathematics (3 credits)
- Choose one of the four Teaching Techniques courses:
  - Computer Science, Mathematics, Physical Science, or STEM Teaching (3 credits)
- Practicum (3 credits)
Become a Teacher!

Aspire to Teach
Alternative Teacher Licensure

**PREREQUISITES:** Field experience, BS degree, passing PRAXIS score, and apply for and obtain a job in Colorado

**STRUCTURE:** 5 days/week of classroom instruction as teacher of record in your own classroom with a mentor in the building and online modules with ASPIRE.

**COMPENSATION:** Standard teacher salary ($42K - $53K)

**FEES:** $6,000, options for GI Bill and other financial aid
Become a Teacher!

RESIDENT TEACHER

**PREREQUISITES:** BS degree, passing PRAXIS score, successful interview with PEBC, US Citizenship

**STRUCTURE:** 4 days/week in a classroom with a mentor teacher and approximately 8 hrs/week engaging in coursework with PEBC.

**COMPENSATION:** $5,000 fellowship

**FEES:** $500 deposit + $3,500

TEACHER OF RECORD

**PREREQUISITES:** Field experience, BS degree, passing PRAXIS score, successful interview with PEBC, US Citizenship, & apply for and obtain a job in a PEBC partner district

**STRUCTURE:** 5 days/week of classroom instruction as teacher of record in your own classroom with a mentor in the building and 8 hrs/week of coursework with PEBC.

**COMPENSATION:** Standard teacher salary

**FEES:** $9,000 split over 9 months
Become a Teacher!

(11 locations)

• **PREREQUISITES:** BS degree

• **STRUCTURE:** 5 days/week in a math classroom with a mentor teacher.

• **COMPENSATION:** $34K

• **FEES:** None

*Note:* Does not result in licensure

• **PREREQUISITES:** Field experience, BS degree

• **STRUCTURE:** You are a science or math teacher

• **COMPENSATION:** Standard teacher salary $40K

• **FEES:** None

*Note:* Does not result in licensure
Teach@Mines

Website
• mines.edu/teacherprep/

Advising
• mines.edu/teacherprep/advising/
Teach@Mines

Contact us if you have questions about becoming a teacher!

• Wendy Adams (Director)
  – wkadams@mines.edu

• Dawson Lang
  – dawsontlang@mymail.mines.edu

• Emma Khorunzhy
  – ekhorunzhy@mymail.mines.edu
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