A Closer View of Four Federal States (Seeliger & Håkansson Lindqvist 2023)

current status of teacher shortage in Bayern, Berlin, Brandenburg and Nordrhein-Westfalen

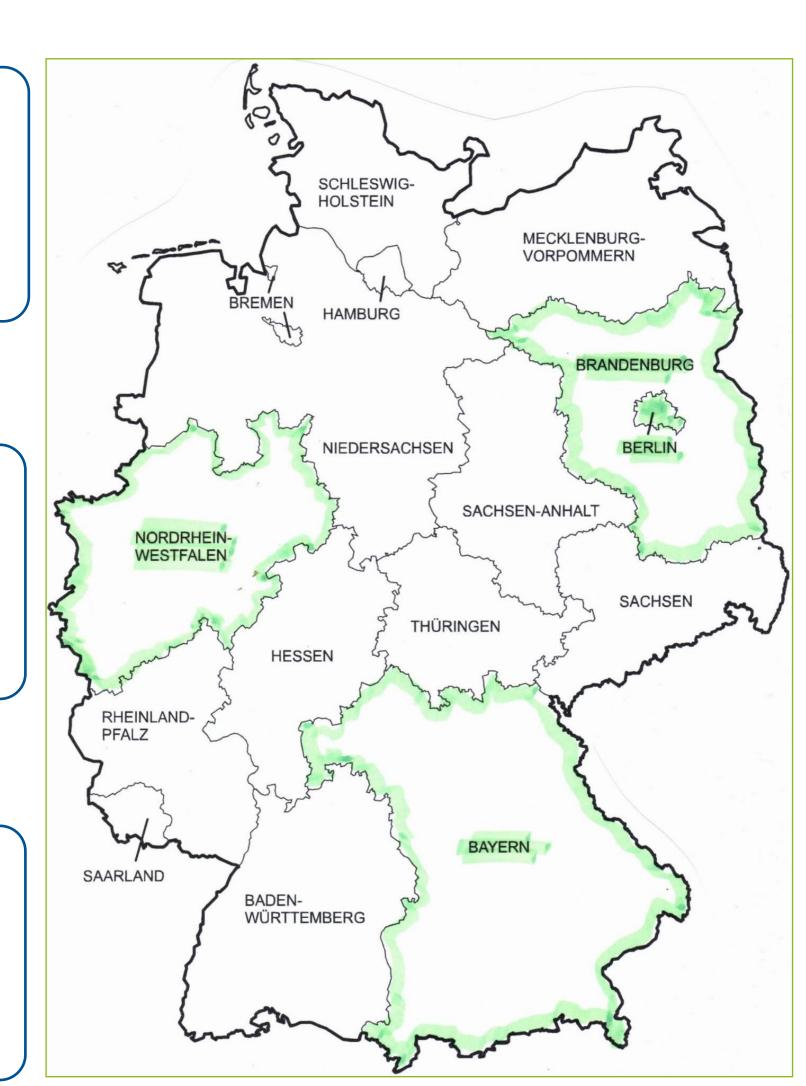
Document analysis

main aspects impacting teacher recruitment and retention in Germany

similarities and differences

Policy enactment theory

Deeper understanding of teacher shortage and the impacting factors in Germany



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Resear

Strategies:

8

Facts

# Bayern

- 4,647 schools in total
- 1,850 short of fully trained teachers in 2022
- 750 estimated shortage in 2026

#### **Strategies:**

- cautious opening for side entrants
- media campaigns for teaching profession

### Berlin

- 1,288 schools in total
- 1,149 short of fully trained teachers in 2022
- 1,000 estimated shortage in 2026

## **Strategies:**

- Return to tenure
- Massive enabling of side entrants

### Brandenburg

- 1,448 schools in total
- 560 short of fully trained teachers in 2022
- 560 estimated shortage in 2026

# **Strategies:**

- Equal payment at different school types
- Hiring teachers from other states (Berlin)

#### Nordrhein-Westfalen

- 5,102 schools in total
- 863 short of teachers for primary schools
- 1,936 surplus of teachers for 'Sek II'
- 3,610 estimated shortage in 2026

#### **Strategies:**

- Expanding teacher training
- Improve payment
- Enable side entrants
- Improve teaching situation at schools (i.e., additional pedagogical positions)

Questions: **∞** ndings

Policy and administration face more than logistic problems

Teacher Shortage is and will remain a problem at German schools

There is no proper and adequate education without teachers!

How can teaching remain/become an attractive profession?

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