



Testimony
Senate Bill 2229
Senate Education Committee
February 2, 2021
Education Standards and Practice Board
Dr. Rebecca Pitkin

Good afternoon Chairman Schaible and members of the Senate Education Committee. My name is Rebecca Pitkin and I am the Executive Director of the Education Standards and Practices Board. I am here today to provide testimony in support of SB 2229.

The teacher shortage in ND and our nation is not new news. The provisions of this bill remove some of the barriers often faced by student teachers in rural districts. In addition, the required support by the district projects to the student teacher an interest and engagement on the part of the district to retain the student teacher and provide tangible support which will hopefully lead to a job in the district. Teacher attrition is an expensive endeavor. Reports vary on the financial costs to school districts due to teacher turnover. However, recruiting, hiring, and training teachers new to a school can be financially burdensome. Studies suggest that replacing teachers costs between \$17,000 and \$22,000 (Holdheide & Lachlan-Hach, 2019). The provisions of this bill, as well as a concerted effort on the part of a district to provide support and a sense of community (as simply providing money without other support has historically failed), has potential to impact the teacher shortage, particularly in rural districts.

This concludes my testimony and I stand for any questions.