



# The benefits of multilingualism and efforts to fix the bilingual/WL teacher shortage in the US

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National Council for Languages and International Studies

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# Talking Points

- Positive economic and cognitive benefits of multilingualism
- Successful Strategies to alleviate the world language and Bilingual Education & Dual Language immersion teacher shortage in the US



# Who is JNCL-NCLIS?

The Joint National Committee for Languages & the National Council for Languages and International Studies

- Mission: **To ensure that Americans have the opportunity to learn English and at least one other language**, to advance the language profession in the US, and to raise awareness about the importance of language and international education to the national interest.



# Who is JNCL-NCLIS?

- 140+ member organizations
- Founded 1974 by ACTFL, AATF, AATG, AATI, AATSEEL, AATSP, ATJ, MLA, NCLG, NMFLTA, TESOL
- *JNCL* Develops policy recommendations
- *NCLIS* Lobbies the US Government and business community on specific legislation/regulations



Language is the future of business



*“In the 21st century, **language** will be as important to **business** as **technology** was in the last century.”*

- Dr. Patrícia Gandára & Sylvia Acevedo, *REALIZING THE ECONOMIC ADVANTAGES OF A MULTILINGUAL WORKFORCE*, 2016

'Bilingual' is the new prerequisite



*".... As English usage proliferates worldwide, it's becoming less of a differentiator or advantage. In fact, it's making 'bilingual' the new prerequisite."*

- Michael Schutzler, Forbes, 2011

Sometimes, you have to speak German...



*“If I’m selling to you, I speak **your**  
**language**. If I’m buying, **dann müssen**  
**Sie Deutsch sprechen**”*

- *Willy Brandt*

## Languages -- good for the economy

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- **Switzerland**, four official languages, attributes 10% of its GDP to its multilingual heritage
- **Britain** estimated to lose out on the equivalent of 3.5% of its GDP every year, because of relatively poor language skills
- Boosted earning power for **bilinguals**



## Demand is up nationally



- Number of online job listings for workers w/ bilingual skills
  - 240,000 in 2010 → 640,000 in 2015
  - 50%+ increase over 5 years
- Spanish, Chinese (Mandarin) and French: top 3 most-in demand
- Rhode Island in 2015: 2% of jobs were bilingual postings; average for nation

# HOW DOES LANGUAGE LEARNING SUPPORT ACADEMIC ACHIEVEMENT?

1. Language learning correlates with higher academic achievement on standardized test measures.
2. Language learning is beneficial to both monolingual English and English language learners in bilingual and two-way immersion programs.
3. Language learning is beneficial in the development of students' reading abilities.
4. There is evidence that language learners transfer skills from one language to another.
5. There is a correlation between second language learning and increased linguistic awareness.
6. There is a correlation between language learning and students' ability to hypothesize in science.
7. Language learning can benefit all students.
8. There is a correlation between young children's second language development and the development of print awareness.
9. Heritage learners who use their language skills to interpret and translate for family members experience higher academic performance and greater self-efficacy.
10. There is a correlation between language study and higher scores on the SAT and ACT Tests.
11. There is a correlation between high school foreign language study and higher academic performance at the college level.



# HOW DOES LANGUAGE LEARNING PROVIDE COGNITIVE BENEFITS?

1. There is evidence that early language learning improves cognitive abilities.
2. There is evidence bilingualism correlates with increased cognitive development and abilities.
3. There is a correlation between bilingualism and the offset of age-related cognitive losses.
4. There is a correlation between bilingualism and attentional control on cognitive tasks.
5. There is a correlation between bilingualism and intelligence.
6. There is a correlation between bilingualism and metalinguistic skills.
7. There is a correlation between bilingualism and memory skills.
8. There is a correlation between bilingualism and problem solving ability.
9. There is a correlation between bilingualism and improved verbal and spatial abilities.

# In summary

- The United States lags behind most nations of the world, including European nations and China, in the percentage of its citizens who have some knowledge of a second language.
- Fluency in world languages, in addition to English, is critical to success in business, research, and international relations in the twenty-first century.
- Improved learning outcomes in other subjects, enhanced cognitive ability, and the development of empathy and effective interpretive skills have all been linked to the study of a second language.
- Delays in certain manifestations of aging have also been linked to the use of a second language.





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## CAMPAIGN OBJECTIVES



**INCREASE ENROLLMENT** in world language programs at all grade levels (K-12 and postsecondary) by developing parent and student awareness of the critical link between language skills and career success in the global marketplace.



**STRENGTHEN LANGUAGE PROGRAMS** as well as their funding so that students have the opportunity to begin language learning early and continue in a well-sequenced program with clear expectations for linguistic and cultural proficiency outcomes at each level.



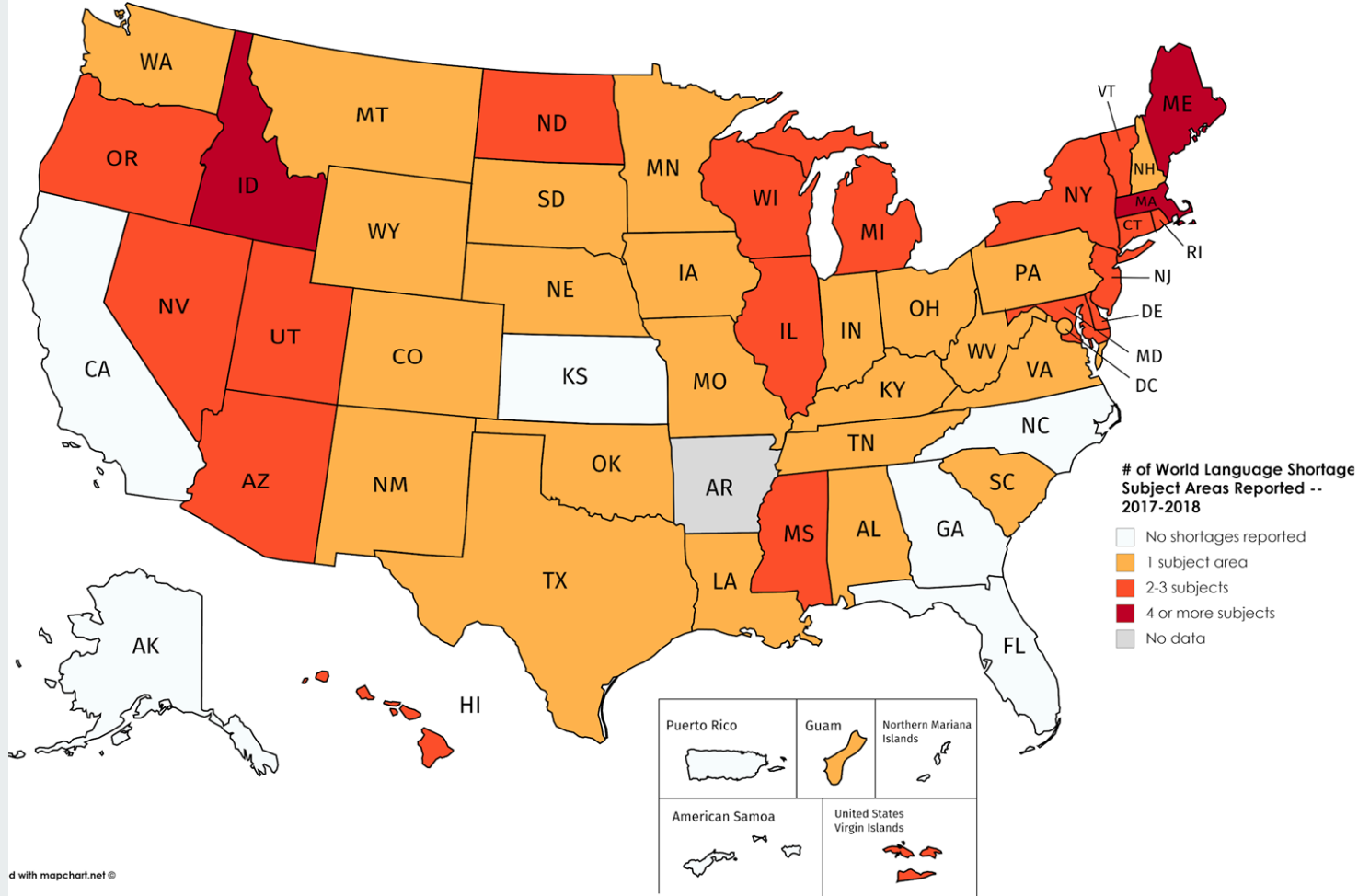
**ENGAGE LEADERS** from business, education, government, and other stakeholders on the vital role of language education to our economic competitiveness and national security, through collaboration, research and policy-making.



**BUILD AWARENESS** among heritage populations of the benefits of developing and retaining proficiency in their native language and culture while learning English in order to increase academic and career success.

## Rhode Island Teacher Shortage Areas 2017-2018:

- World Language (secondary)
- Bilingual Education
- Dual Language immersion
- ESL



# Two Main Challenges (National-Level)

1. **Newly credentialed teachers** entering the field every year is not keeping up with demand
  1. **Already credentialed teachers** are fleeing the profession, driven out by either stagnant wages or challenging working conditions (RI is an exception)
- NOTE: low-income and minority students are most affected by both shortages and under-prepared teachers.





# Digging Deeper -- Other Challenges

- Competition from Business, Industry, Government, and Service Sector for Proficient Speakers of Languages
  - Recruitment and Retention
  - Impending Retirement of Baby Boomers
- Obtaining Teaching Credentials
  - Non-traditional Routes to Licensure
- Portability of Credentials Across States
- Access to Affordable World Language-Specific PD
- Workforce Constraints
  - Distribution of available positions
  - Teacher Mobility
- Debt after college. Is it worth it?

*See the full survey report at:*  
[https://ncssfl.org/view\\_state-report](https://ncssfl.org/view_state-report)



*Are there specific state level recruitment and/or retention efforts for World Language teachers?*

YES	NO	No Response
20	12	18

National Council of State Supervisors  
for Languages (NCSSFL)



# Learning Policy Institute Recommendations

1. Service scholarship programs
2. Loan forgiveness programs (eg. WaveMaker program)
3. Teacher residency programs
4. **"Grow-your-own" pipeline initiatives**
5. Increasing and improving administrative support
6. Mentoring and coaching programs for new teachers



# Successful Strategies to Alleviate the Shortage

## Short-Term Strategies

- Recruiting Foreign Teachers (J1 Visa program)
- Three-Year Non-Renewable International Visiting Teacher License/Permit
- Targeted-Need Certificates
- Intensive summer, evening and weekend licensure programs
- Alternative Pathways to Licensure
- Licensure Through Portfolio

## Long-Term Strategies

- Grow Your Own programs
- State-Level Initiatives to License Teachers of Critical Languages
- Licensing Paraprofessionals
- Monetary Incentives
- State's Loan Reduction Plan



# Support the World Language and Dual Language Immersion Act (S2506 & R7436)

Investing in a coordinator position for multi-pronged approach

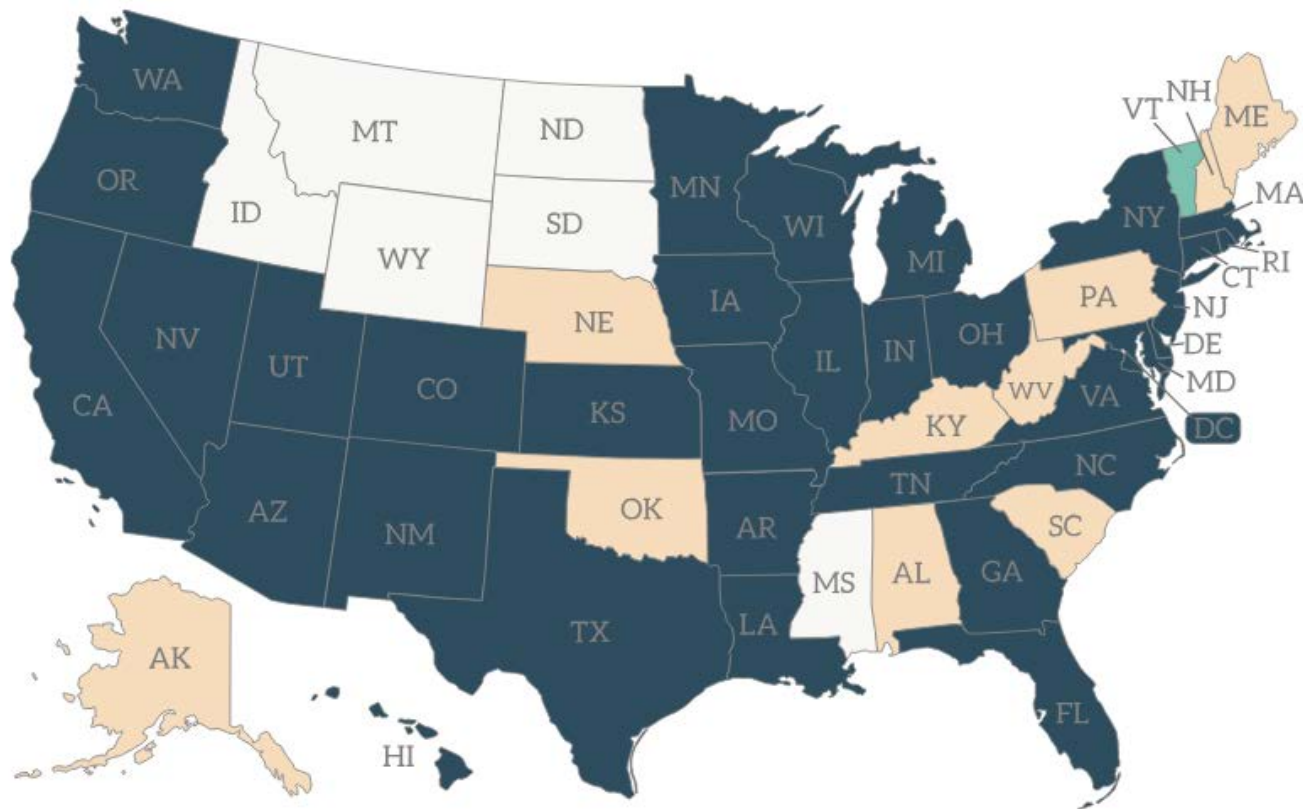
RI needs to fulfill the Globally Competent Graduates in the 2015-2020 Strategic Plan for Education

- Priority #4: Increasing the # of Seals of Biliteracy, etc.

Adopt and coordinate ACTFL World Language Proficiency-Based Standards; associated PD



# Building the pipeline -- the Seal of Biliteracy

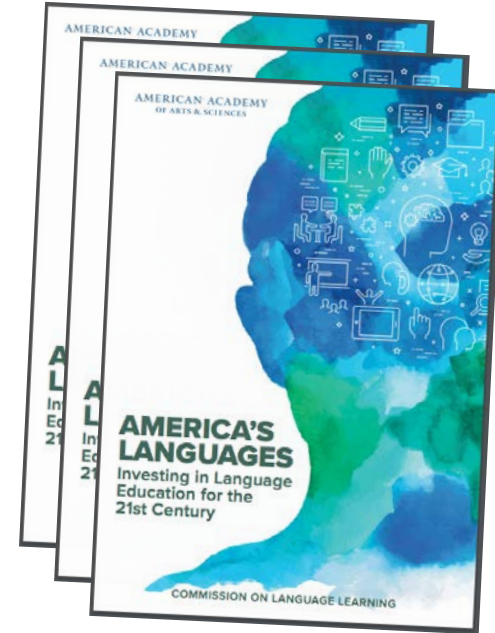


Every state is working on a **Seal of Biliteracy** award program.



# Mapping *America's Languages*

- Congressionally Commissioned Report -- Feb. 2017
- 5 Top-Level Recommendations
- *Current phase:* Mapping Best Practices at [www.AmericasLanguages.org](http://www.AmericasLanguages.org)
- *Next phase:* National Policy Summit on Language Education in the US.



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