

Teacher Certifications and Projections

**Bureau of School Leadership and Teacher Quality
Office of Postsecondary & Higher Education**

**The Pennsylvania Association of College and
Teacher Educators**

April 3, 2018

Total of 114 Educator Preparation Program Providers

- 95 Colleges and Universities
- 19 Alternative Providers
 - Intermediate Units
 - Relay Graduate School of Education
 - PhillyPLUS Residency
 - Pittsburgh Public School District
 - American Board for Certification of Teacher Excellence (ABCTE)

Alternative Certification Providers

- Act 24 of 2011 authorized alternative certification in Pennsylvania
 - Post-baccalaureate level
 - Does not need to be a degree-granting institution
 - Must meet same rigor as traditional program providers
 - Programs must be reviewed/approved by PDE
 - Certification or intern tracks only
- Alternative certification providers represent small but growing portion

Top 10 Producers of Teacher Prep Graduates in PA

Institution Name	# Completers AY15-16	Affiliation
West Chester University	437	PASSHE
Penn State University-Main	429	State Related
Kutztown University	322	PASSHE
East Stroudsburg University	280	PASSHE
Slippery Rock University	271	PASSHE
Millersville University	259	PASSHE
Bloomsburg University	243	PASSHE
Temple University	232	State Related
Indiana University of PA	212	PASSHE
Saint Joseph's University	159	Private

Data Source: Title II – Higher Education Act (HEA) Reports, U.S. Department of Education

Top 10 Providers of Instructional Certificates in PA

Institution Name	# Certificates AY 2016-17	Affiliation
West Chester University	324	PASSHE
Penn State – Main Campus	348	State Related
Millersville University	274	PASSHE
Kutztown University	161	PASSHE
Bloomsburg University	135	PASSHE
Slippery Rock University	189	PASSHE
Indiana University of PA	148	PASSHE
Temple University	158	State Related
Cabrini University	180	Private
Saint Joseph's University	125	Private

Data Source: PA Teacher Information Management System (TIMS)

Certification Programs & Types

- **3,236 Certification Programs**
- **Types of Pennsylvania Certifications**
 - Instructional: All grade levels
 - Vocational Education: 7-12 only
 - Supervisory: All grade levels
 - Education Specialists: PK-12 (typically Masters Degree)
 - Administrative: Principal, IU Director, Vocational Director (PK-12)
 - Letter of Eligibility: Superintendent, IU Executive Director (PK-12)
 - Endorsements: value added; not required for employment

Instructional Certificates by Type

Type	2014-2015	2015-2016	2016-2017	3-Year Change
In-State	20,018	17,560	16,809	-16.0%
Out-of-State	1,324	1,367	1,431	8.1%
Add-on	2,217	3,072	2,396	8.1%
Total	23,559	21,999	20,636	-12.4%

Data Source: PA Teacher Information Management System (TIMS)

Emergency Permits Issued in PA

Type	2014-2015	2015-2016	2016-2017	3-Year Change
Emergency Permits	8,751	12,231	17,467	99.6%
Total Number of Certificates Issued	23,559	21,999	20,636	-12.4%

Data Source: PA Teacher Information Management System (TIMS)

Teacher Shortages

How Pennsylvania Defines Teacher Shortages

Emergency Permits by Type and Year

Emergency Permit Type	Permit Description	AY14-15	AY15-16	AY16-17	3-Year Change
1	Emergency Permit: LT Sub with Educational Obligation	755	962	1,109	47%
2	Act 97 Waiver	1	3	3	200%
4	Emergency Permit: LT Sub with No Educational Obligation	620	1,009	1,858	200%
6	Emergency Permit: Day-to-Day Substitute	7,570	12,358	15,221	101%
8	Emergency Permit: Exchange Teacher	14	25	18	29%
TOTAL		8,960	14,357	18,209	103%

How Pennsylvania Defines Teacher Shortages

Active Classroom Teachers Who Are 55 Years of Age or Older

	AY14-15	AY15-16	AY16-17
Number of Full- and Part-Time Classroom Teachers ≥ 55	18,110	17,274	17,138
Total Number of Full- and Part-Time Classroom Teachers	120,918	119,789	121,156
Percentage of Active Classroom Teachers ≥ 55	14.98%	14.42%	14.15%

How Pennsylvania Defines Teacher Shortages

Active Classroom Teachers With 30 Years or More of Service

	AY14-15	AY15-16	AY16-17
Number of Full- and Part-Time Classroom Teachers ≥ 30 (YrsSvc)	6,049	5,730	5,758
Total Number of Full- and Part-Time Classroom Teachers	120,918	119,789	121,156
Percentage of Active Classroom Teachers ≥ 30 (YrsSvc)	5.00%	4.78%	4.75%

2017-18 Shortage Subject Areas in Pennsylvania

2017-18 Shortage Subject Areas	FTE Position Shortage	Shortage Type
Special Education PK-12	375	Emergency Permit
Vocational Education 7-12	302	Supply and Emergency Permit
Fine and Performing Arts PK-12	243	Supply
Sciences 7-12	111	Supply and Emergency Permit
Foreign Languages PK-12	108	Supply and Emergency Permit
Speech and Language Impaired PK-12	100	Supply
Mathematics 7-12	87	Supply and Emergency Permit
English as a Second Language PK-12	59	Emergency Permit
Hearing Impaired PK-12	22	Supply and Emergency Permit
Visually Impaired	21	Supply and Emergency Permit

Current and Predicted Shortages (PA & National)

2016-17 Current State Shortages	2017-18 Predicted State Shortages	2017-18 Predicted National Shortages
Special Education PK-12	Special Education 7-12	Special Education
Vocational Education	Vocational Education	Math
Fine & Performing Arts	Fine & Performing Arts	Science
Sciences 7-12	Sciences 7-12	Foreign & Bilingual Education
Foreign Languages	Foreign Languages	Reading Specialist

Data Source: Pennsylvania annual report to U.S. Department of Education on teacher shortages

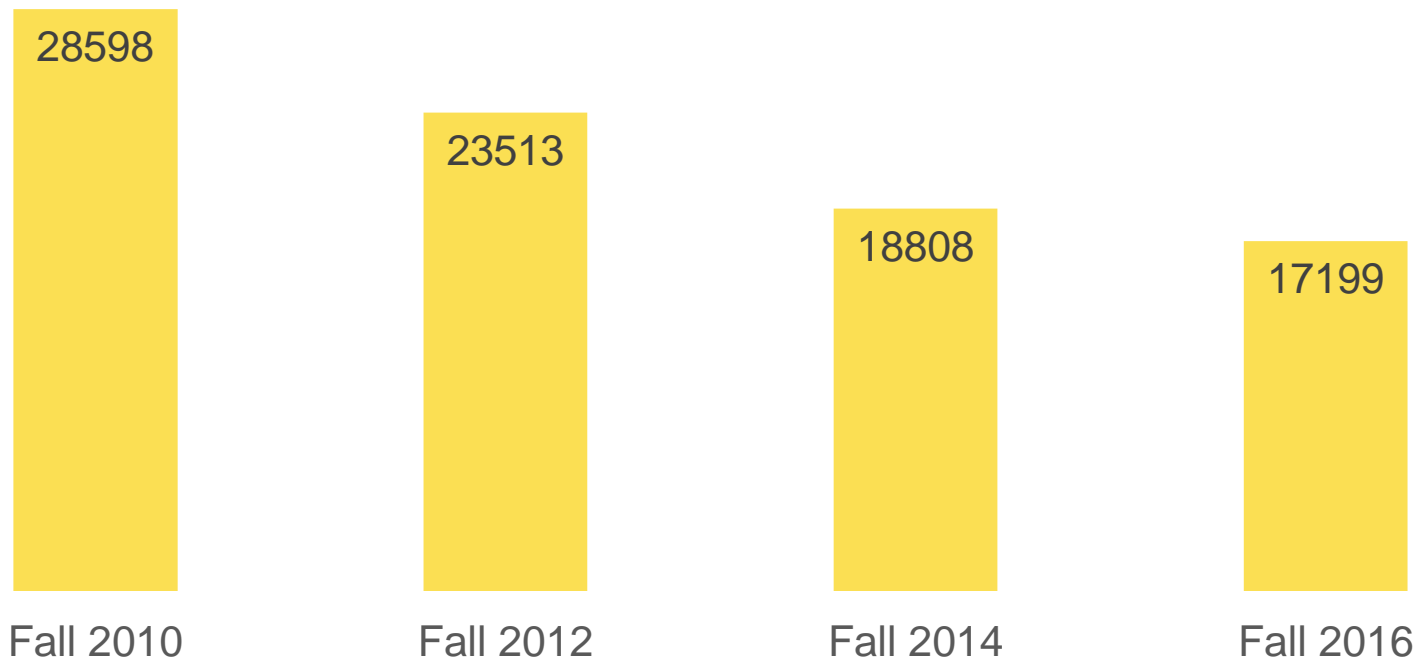
School Districts Reporting Shortages

School District	Number of Emergency Permits 2016-2017	County
Allentown City	94	Lehigh
Hazleton Area	62	Luzerne
North Penn	70	Bucks
Philadelphia City	2,095	Philadelphia
Pittsburgh Public	341	Allegheny

Data Source: Pennsylvania annual report to U.S. Department of Education on teacher shortages

Trends: Education Majors in PA (2010-2016)

39.9% decrease in education majors since 2010

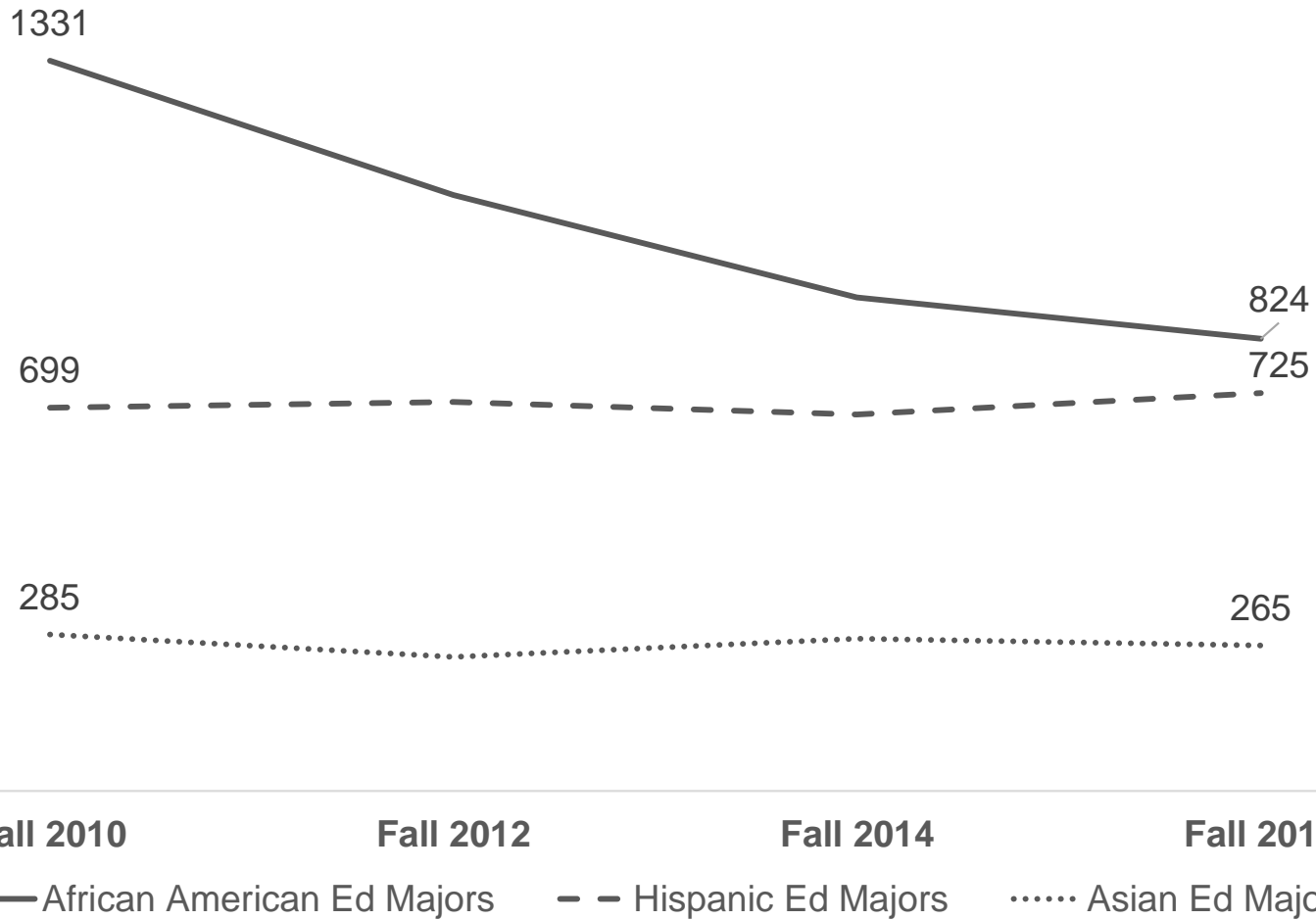


Data Source: IPEDS



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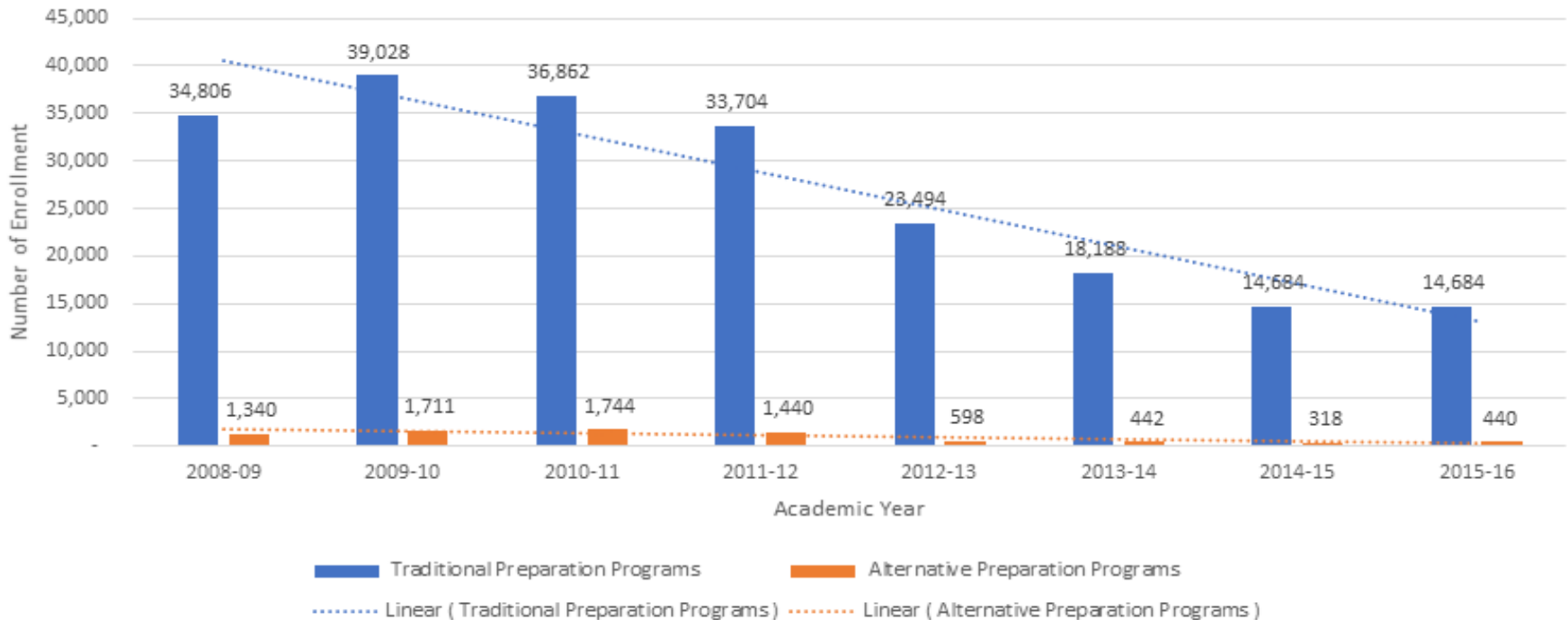
Trends: Education Majors by Race/Ethnicity



Data Source: IPEDS

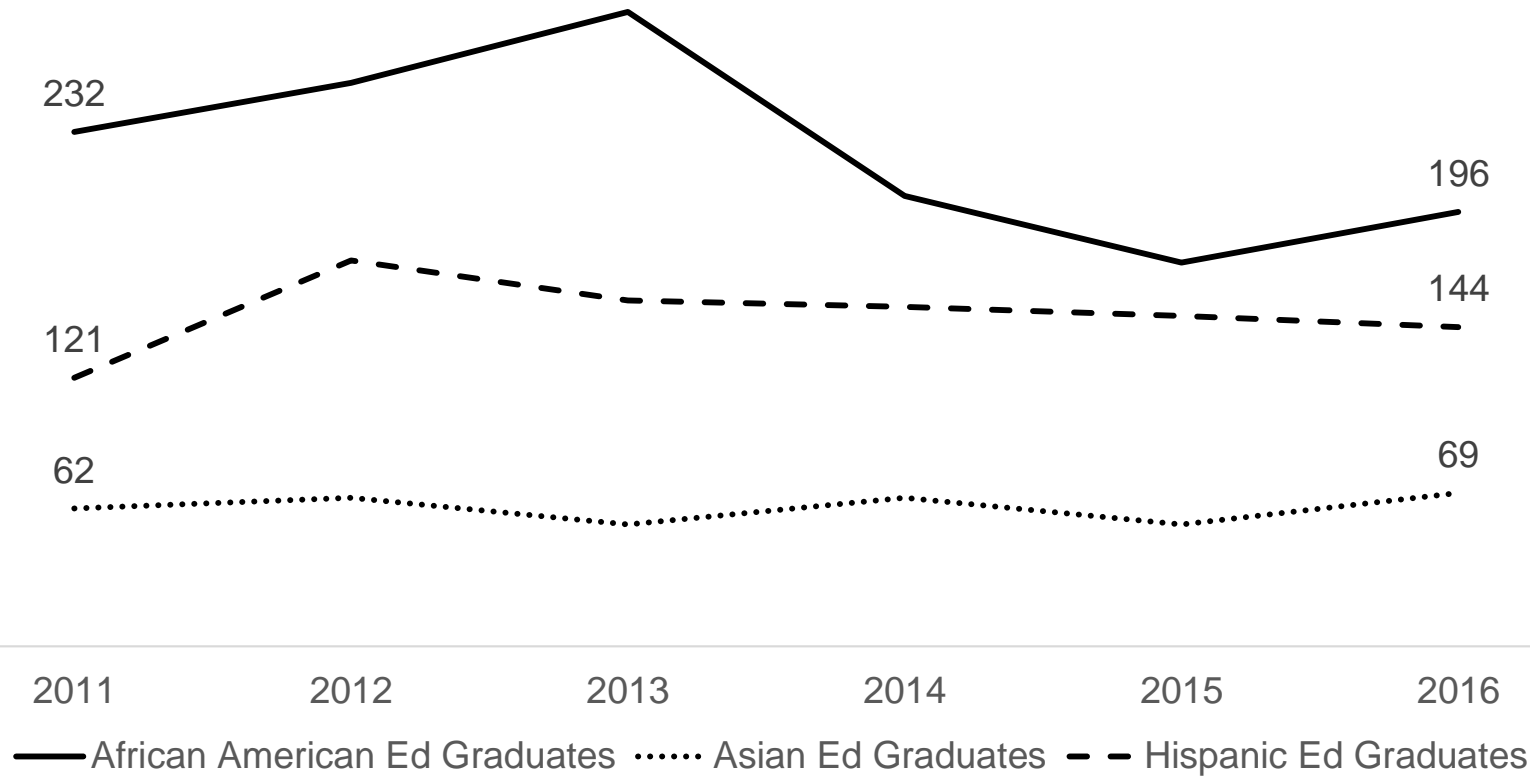
Trends: Enrollment in Teacher Preparation Programs

62.9% Decrease in Educator Preparation Program Enrollments Since 2010



Data Source: Title II-HEA reports

Trends: EPP Graduates by Race/Ethnicity



Data Source: IPEDS



Hiring, Retirement, and Termination

Number of New Classroom Teachers (Teachers with Less than 1 Year of Service)

	AY14-15	AY15-16	AY16-17
New Full- and Part-Time Classroom Teachers	6,027	6,294	5,412
Total Number of Full- and Part-Time Classroom Teachers	120,918	119,789	121,156
Percentage of Active Classroom Teachers Who Are New	4.98%	5.25%	4.47%

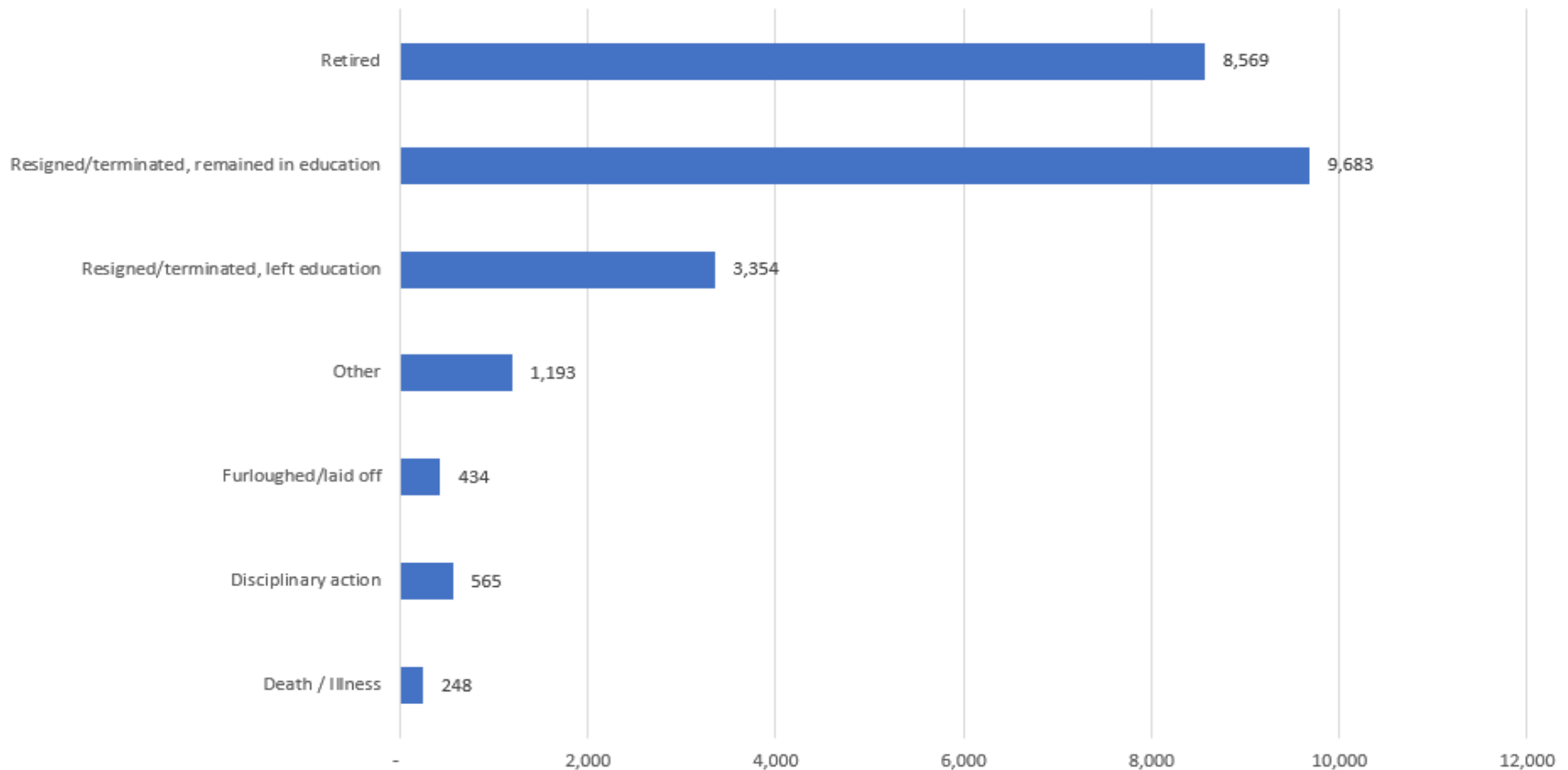
Hiring, Retirement, and Termination

Classroom Teachers Retired by School Year

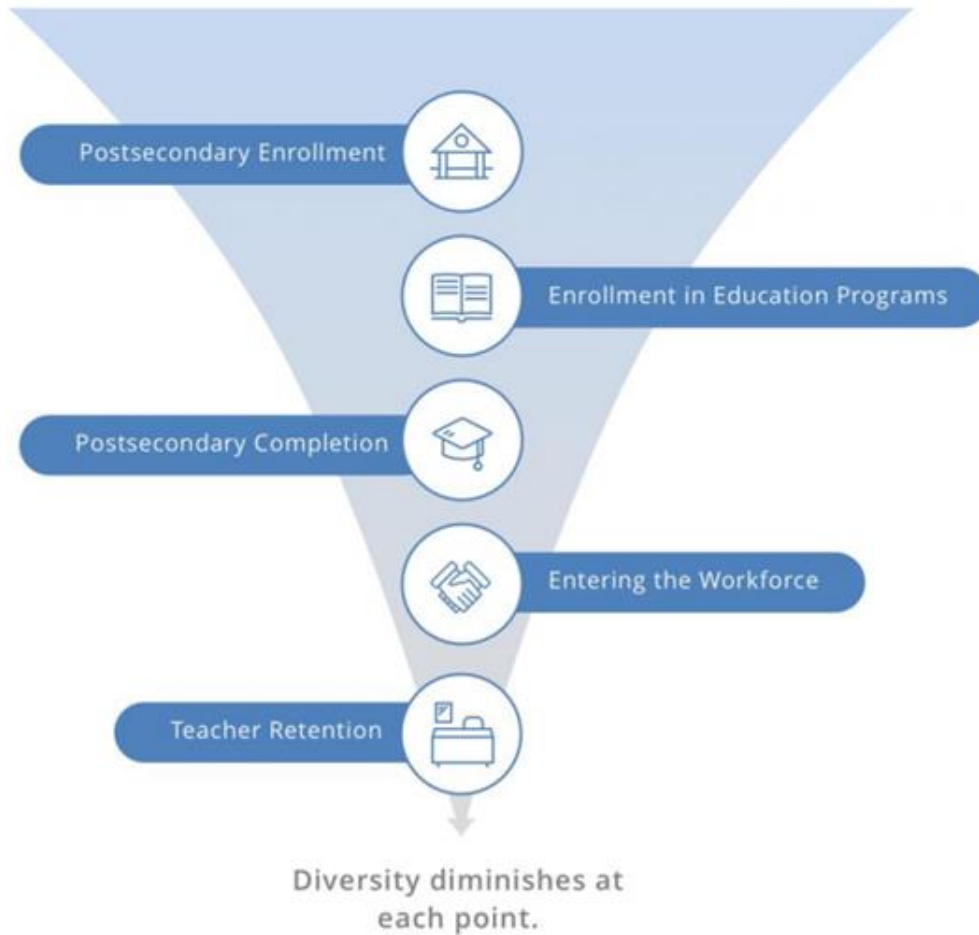
	AY14-15	AY15-16	AY16-17
Full- and Part-Time Classroom Teacher Retirements	3,011	2,958	2,600
Total Number of Full- and Part-Time Classroom Teachers	120,918	119,789	121,156
Percentage of Classroom Teacher Retirements	2.49%	2.47%	2.15%

Hiring, Retirement, and Termination

Reasons Classroom Teachers Left Their Positions in the Past Three Years



Teacher Workforce Diversity



- **Pennsylvania lags behind the national average in teacher diversity**
- 96% of PA teachers are white, compared with 82% of teachers nationally.
- Improving the diversity of the teaching workforce is identified as a priority in PA's ESSA State Plan.

Source: *The State of Racial Diversity in the Educator Workforce*, U.S. Department of Education, 2016

Concerns and Considerations

- Perceptions of teaching profession and need to increase awareness of education as a rewarding field.
- Chronic teacher shortages persist, exacerbated by sharp decreases in educator preparation program enrollments.
- Diversity of PA's educator workforce lags behind national average and does not reflect student population.
- Improved data quality/systems needed to evaluate program outcomes, anticipate and address short- and long-term needs.
- Decentralized system of postsecondary education in PA.
- Potential impacts of HEA reauthorization.