

Issues Related to Teacher Shortage in Pennsylvania

PAC-TE Spring Conference

***Presented by Ron Cowell
The Education Policy and Leadership Center***

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EPLC Mission

The Mission of EPLC is to encourage and support the development and implementation of effective state-level education policies in order to improve student learning in grades P-12, increase the effective operation of schools, and enhance educational opportunities for citizens of all ages.

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EPLC Activities

- **Policy Projects**
- **Regional Forums**
- **PA Education Letter**
- **“Focus on Education” on PCN TV**
- **PA Education Policy Fellowship Program**
- **Advocacy Training**
- **Resource for lawmakers, educators, media**

EPLC Policy Projects

While EPLC continues to monitor and periodically report on a broad range of education policy issues, our primary policy work is now dedicated to these four projects:

- ***School Funding***
- ***Arts and Education***
- ***Career and Technical Education***
- ***Teacher Recruitment and Retention***

EPLC Teacher Recruitment and Retention Project

Big Issues

- **Current/Looming Teacher Shortages**
 - Substitute Shortages**
 - Declining Enrollments**
 - Shortages in High Poverty Districts**
 - Shortages by Geography and Subject**
 - Early Ed**
 - CTE**
- **Retention Problems**
- **Lack of Diversity**

PA Enrollments

<u>Year</u>	<u>Traditional</u>	<u>Alternative</u>
08-09	38,140	1,610
09-10	39,028	1,711
10-11	36,862	1,744
11-12	33,704	1,440
12-13	22,948	598
13-14	18,188	442
14-15	14,684	440

Not a Welcoming Environment

- 1. Beating up on teachers.**
- 2. Low pay.**
- 3. Furloughs and threats of more.**
- 4. Bad news about school district budgets.**
- 5. Bad news about state support for education.**
- 6. Changes in pension system.**
- 7. High cost of higher education and loan debt.**
- 8. Child protection issues.**
- 9. School safety issues.**
- 10. Educators counseling their own children away.**

PA ESSA Plan

Aftermath of 2011 Education Funding Cuts

- **State Funding to Districts cut by \$854 million in 2011.**
- **Largest cuts to poorest districts.**
- **Impact on staffing and district capacity.**
- **Pension funding aside, cuts have not been fully restored.**
- **Cuts combined with more legislative limits on local tax increases.**
- **Higher Ed also cut in 2011 by \$400 million.**

What's Wrong with Education Funding?

For K-12, we have arguably the worst system in the country.

And it may be getting worse.

PUBLIC K-12 SPENDING

Per Pupil Amounts for Current Spending 2014-2015

	<u>Amount</u>	<u>Rank</u>
US	\$11,392	---
PA	\$14,717	9th

Source: US Census Bureau – 2017

PUBLIC K-12 SPENDING

CURRENT EXPENDITURES PER STUDENT – 2014-15

Compared to contiguous states, spending in Pennsylvania was in the middle of the pack --- exceeding Ohio and West Virginia, a little more than Delaware and Maryland, and trailing New Jersey and New York.

• Pennsylvania	\$14,717	9th
• National	11,392	
• Delaware	14,120	12th
• Maryland	14,192	11th
• New Jersey	18,235	4th
• New York	21,206	1st
• Ohio	11,637	19th
• West Virginia	11,359	22nd

Source: *US Census Bureau – June 2017*

State/Local Shares

Elementary/Secondary Public Education Revenue in 2014-2015

	State Share %	Local Share %
• Pennsylvania	36.9	56.5
• National	47.1	44.6
• Delaware	57.8	35.2
• Maryland	43.3	51.1
• New Jersey	40.4	55.5
• New York	40.8	54.7
• Ohio	43.3	49.6
• West Virginia	57.1	32.4

PA ranked 47th in nation .

Source: US Census Bureau and USDE – 2017

1% in PA in 2014-2015 = approximately \$280 million

State Funding Appropriated Per Student

Source: US Census Bureau June 2017

	2014-2015	
	State \$ per pupil	Rank
US	6,238	---
PA	6,627	24
DE	9,375	7
MD	7,170	18
NJ	8,530	10
NY	9,843	5
OH	6,355	26
WV	7,081	19

RESULT: 2014-15 Burden on Local Property Taxes

	<u>Total K-12 State-wide Revenues</u>	<u>Local K-12 Property Taxes</u>	<u>% from Prop Taxes</u>
US	\$642,637,584	\$187,697,337	29.20%
PA	\$28,510,040	\$ 12,862,103	45.11%

(\$ in 000's)

Source: US Census Bureau – 2017

15.91% Difference = \$4.535 billion/year

RESULT: Inequity for Students Across PA

Great Inequity for Students Among 500 Districts

In 2013-14, current spending per pupil in Pennsylvania school districts ranged

from \$9,515 (Juniata County SD) to \$23,535 (Lower Merion)

This means, in an average classroom of 25 students, a **gap of \$350,500 per classroom per year.**

**Inequitable and Inadequate Resources in a
Standards-Based Environment with
Equal Expectations for All Students**

State Support for Higher Education – 2016-2017

Per \$1000 of Personal Income:

National - \$ 5.40

Pennsylvania - \$2.61 – Ranked 48th

(Behind IL, NH)

(DE \$5.11; MD \$5.66; NJ \$3.77; NY \$4.83; OH \$4.44; WV \$7.12)

Per Capita:

National - \$259.18

Pennsylvania - \$132.44 – Ranked 47th

(Behind only NH, AZ, IL)

(DE \$246; MD \$362; NJ \$232; NY \$291; OH \$198; WV \$264)

Source: Grapevine Report – Illinois State University – January 2017

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Low state investment in higher education.

Highest public tuition in the nation.

Some of the greatest student debt in the nation.

PHEAA grant program more dependent on PHEAA earnings rather than state appropriations.

Property Tax Reform

- **Legislature keeps talking/promising.**
- **Caps already place limit on district increases (the “index”).**
- **Relatively high school property taxes in PA.**
- **County assessment systems part of problem.**
- **Underlying cause is insufficient level of state support to school districts, which creates dependency on local taxes.**

Property Tax Reform Questions

- **Do the numbers add up? (cuts & replacement \$)**
- **Replaced with what state tax increase(s)?**
- **How will state replacement dollars be distributed?**
- **“Dollar for Dollar” means big shift of state tax funds to Southeast counties.**
- **Is the state a reliable partner? i.e. late budgets & arbitrary funding levels.**
- **What are Implications for local control?**
- **Other?**

Solutions ???

- **Improve the image of the profession? How?**
- **Improve induction & professional development?**
- **Emphasize targeted recruiting by greatest needs?**
- **Improve salaries/reduce student debt?**
- **Common application/recruiting information?**
- **Address inadequate/inequitable funding issues?**
- **Expand the pool of eligible candidates? How?**
- **Other retention strategies?**
- **Note several model projects around the state.**
- **Other suggestions?**

Contact Information

The Education Policy and Leadership Center
800 North Third Street, Suite 505
Harrisburg, PA 17102
www.eplc.org

Ron Cowell
cowell@epic.org
@RonaldCowellPA
412-298-4796