

PENNSYLVANIA

PEDC

EDUCATOR DIVERSITY
CONSORTIUM



2022 -
2023

Policy Agenda

Recommendations for Creating a Strong,
Diverse, Culturally Relevant, and Qualified
Educator Workforce Across the
Commonwealth

1 Improve data collection and transparency around educator diversity.

- Annually collect and publish data from local education agencies on current teacher workforce, teacher vacancies, new teacher applicants and hires, eliminated teaching positions, anticipated retirements, retention, and departures (including reasons for departure), disaggregated by race and gender and reported at the school, local education agency, and state level.¹
- Annually collect and publish data from educator preparation programs on current enrollment, teacher certification test taking and pass rates, and teaching certificates granted, disaggregated by race and gender and reported at the program, certification area, and state level.²
- Based on the above data, release an annual report on the teacher workforce, including demographics, projected shortage areas, and high-need subjects and certifications.³

2 Invest in teacher retention.

- Raise minimum educator salaries and fund hiring and/or retention bonuses for high-need subjects and districts.⁴
- Fund a grant program for local education agencies to implement and evaluate strategies to improve retention of new and existing teachers, with an emphasis on teachers of color, such as induction, mentoring, “shelter and develop” rookie teacher models, affinity groups, career ladders, targeted professional development, cohort models, and financial incentives.
- Foster collaboration between high-need local education agencies and educator preparation programs to coordinate and align supports for early career teachers.

3 Invest in innovative, high-retention models to attract and prepare diverse teacher candidates, including youth, paraprofessionals, and community members.

- Provide funding and resources such as toolkits and curricula to local education agencies for high school students interested in teaching to take dual enrollment courses through educator preparation programs and prioritize diverse candidates.
- Provide funding and authorization for a Career & Technical Education course of study in K-12 teaching,⁵ and expand the Early Childhood Education CTE program into more high schools.
- Provide funding and resources such as toolkits for paraprofessional pathway programs to support paraprofessionals to become educators.⁶
- Create a Grow Your Own/Diversification of the Education Workforce grant program modeled after successful models across the country, with funding included to build capacity within local education agencies, early childhood education providers, and educator preparation programs, and to track program outcomes.⁷
- Fund the existing Teacher Residency Grant program,⁸ prioritizing high-need areas such as special education, STEM, and secondary instruction and requiring applicants to demonstrate a plan for recruiting a diverse candidate pool.
- Invest in registered apprenticeships for teaching with a focus on high-need areas and diverse candidates.⁹

1. See [PA SB 99](#) and [NJ S2835](#).

2. See [PA SB 99](#) and [NJ A5291](#).

3. See [NJ S2835](#).

4. See [NM SB 1](#).

5. See [PA SB 99](#).

6. See [PA HB 2666](#).

7. See [Tennessee Grow Your Own grant program](#), [PA HB 2206](#), [PA SB 99](#), and [New America report](#).

8. See information about this [lapsed program](#).

9. See [Tennessee Teacher Apprenticeship Program](#) and [playbook](#), [Iowa Teacher and Paraeducator Registered Apprenticeship](#), and the [National Center for Grow Your Own](#).

4 Reduce the financial costs of becoming an educator, with the ultimate goal of making it free to become a teacher in Pennsylvania.

- Provide up to \$20,000 per teacher in loan forgiveness, layered onto federal loan forgiveness.¹⁰
- Create a Pennsylvania Teaching Fellows program with scholarships of \$5,000 per year for students who pursue a teacher certification at an eligible Pennsylvania college or university; recipients commit to teaching in a Pennsylvania public school for one year for every year of funding received.¹¹
- Collaborate with the State Department of Labor & Industry and the Department of Economic Development to leverage workforce dollars for teacher training and certification, develop and sustain local industry partnerships that bring together regional local education agencies for pooled talent development strategies, and support connections between teacher education and workforce data to help localities track teacher staffing trends.
- Provide fee waivers for certification tests for low-income students.¹²

5 Remove barriers from Pennsylvania's educator preparation and certification processes.

- Require in-state educator preparation programs to develop articulation agreements with community colleges to accept credit for education coursework from transfer students.
- Allow DACA recipients and green card holders to obtain Level I and Level II certification.¹³
- Develop reciprocity agreements with other states to allow out-of-state educators to more easily become certified in Pennsylvania.¹⁴
- Study disparities in certification test passing rates and recommend alternatives or next steps for achieving equity in certification approval.
- Allow local education agencies to hire up to 10 percent of total teachers holding limited certificates, granted to teaching candidates who meet all but one requirement to earn a full teaching certificate, with the opportunity for limited certificate holders to earn a standard certificate after two years of effective evaluation ratings.¹⁵

6 Build capacity at the Pennsylvania Department of Education to support diversification, development, and stabilization of the educator workforce.

- Establish an Office of Diversity, Equity, Inclusion, and Belonging within the Department.
- Designate clear roles and responsibilities within the Department around culturally relevant and sustaining education, including finalization of the culturally relevant and sustaining education competencies, updating of Chapter 354, and updating of professional development requirements for in-service educators to include culturally relevant and sustaining education.
- Designate clear roles and responsibilities within the Department around diversifying and stabilizing the educator workforce; develop and implement a clear statewide strategy while also providing technical assistance, communities of practice, and other supports to local education agencies and educator preparation programs as they work to set goals and implement strategies to diversify their educator populations and address shortages.
- Leverage state and federal dollars to support local education agencies and educator preparation programs in incorporating CR-SE and developing strategies to diversify their workforce while addressing shortages.

10. See [Illinois Teachers Loan Repayment Program](#) and [PA HB 2247](#).

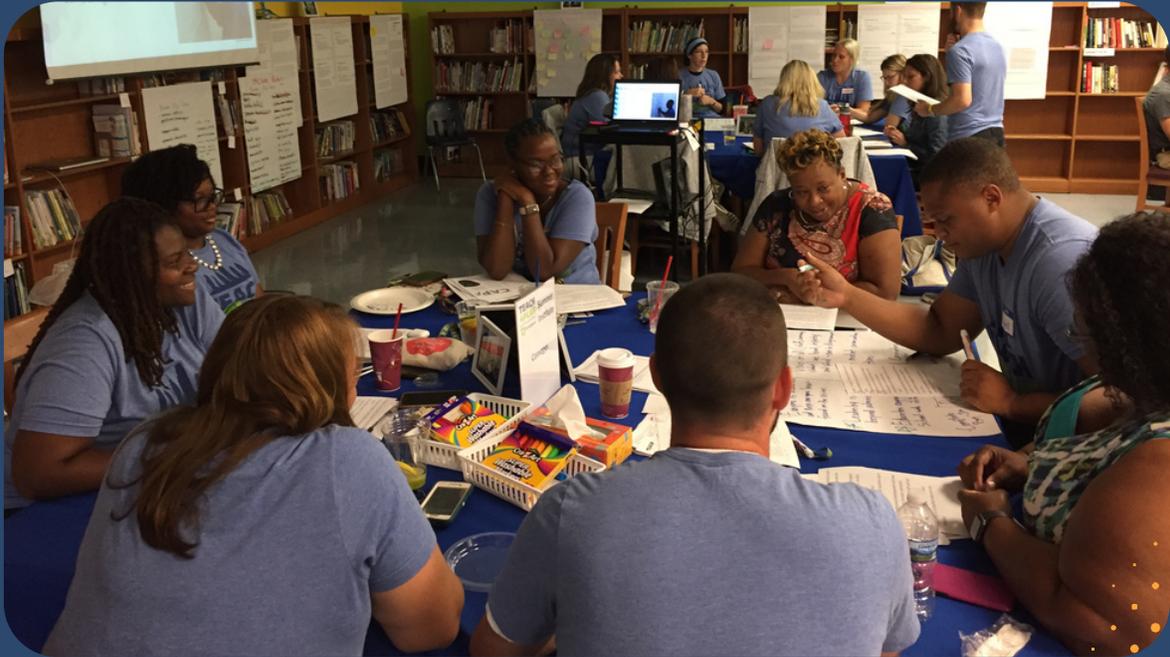
11. See [Tennessee Minority Teaching Fellows Program](#), [North Carolina Teaching Fellows Program](#), and [PA HB 2389](#).

12. See [NJ A5291](#).

13. See [PA SB 165](#).

14. See [PA SB 224](#).

15. See [NJ Chapter 224](#).



About the Pennsylvania Educator Diversity Consortium

The Pennsylvania Educator Diversity Consortium (PEDC) is a grassroots organization of over 250 early childhood, PK-12, higher education, non-profit, community, and government leaders striving to increase the number of educators of color in Pennsylvania. We envision a future where each learner in Pennsylvania experiences ethnically, racially, and linguistically diverse and culturally relevant and sustaining educators leading their classrooms and educational institutions.

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