



Teacher Shortage

Teacher shortages have existed for decades, particularly in hard-to-staff subjects like special education, math and science. Today, schools across the Commonwealth are facing their toughest staffing challenges in recent memory. Fewer college students are entering teacher preparation programs, resulting in fewer graduating new teachers; at the same time, more and more veteran teachers are leaving the field. The teacher shortage is a crisis for the entire education system. It harms students and it contributes to the opportunity and learning gaps that already exist.

FAST FACTS:

Pennsylvania's 500 school districts employ nearly **120,000 teachers.**

PDE reported that since 2013 Pennsylvania saw a **66%** drop in college undergraduates choosing education as a major and in-state teaching certificates.

Based on a survey of 235 districts, it is estimated that **4,800** teaching positions will need to be filled by September 2022.

PDE reported that since 2013 Pennsylvania saw a **58%** drop in out-of-state teaching certificates.

The greatest number of personnel shortages occur in special education, math, science and middle school subject areas.

Only **2** of the **50** states have suffered a greater decline in teaching certificates.

Legislative Request:

- 1 Consider legislation** to incent college graduates to enter the teaching profession.
- 2 Review Pennsylvania's current certification pathways** to determine if alternative routes are viable.
- 3 Consider policies** that would make it more feasible for retired teachers to return to teaching.