



MEMORANDUM

TO: Members, House Education Committee

FROM: Dr. Donna Wilson
Vice Chancellor for Academic and Student Affairs, Chief Academic Officer

Dr. Kate Shirley Akers
Associate Vice Chancellor and Chief Data Officer

DATE: April 10, 2023

RE: Addressing the Education Workforce Shortage

PASSHE universities were created over a century ago to train teachers, and with 17,400 majors, education remains our second largest academic program. And from driving social mobility to serving as engines of workforce development, the power and promise of PASSHE shows daily in what our universities do for our future educators, their communities, and our commonwealth:

- 4,120 education students graduated from PASSHE universities in 2020-21.
- 48,800 PASSHE education graduates are working in Pennsylvania.
- 23% of PA's education workforce consists of PASSHE graduates.
- 25% of PA's teacher shortage can be filled by PASSHE by 2030.

Pennsylvania schools are facing a well-documented teacher shortage, with new teacher certifications declining by more than 67% since 2011. What's more, based on data collected from the Bureau of Labor Statistics, our occupational projections indicate Pennsylvania's need for educators is growing. By 2030, nearly 10,500 (or 6%) more educators will be needed. Adding to the urgency, a recent study found more teachers on emergency permits than newly certified teachers from teacher preparation programs.

PASSHE has a plan to support our future educators and help close the gap for this critical high-growth industry. In addition to requesting an inflationary increase of 3.8%, PASSHE's FY 23-24 budget request seeks a targeted investment of \$112 million in new funding to produce more graduates in six high-growth jobs, including education. PASSHE plans to use \$56.5 million to provide direct financial relief to education students, saving each an average of \$1,500. Pell-eligible (high-need) students could receive an additional \$5,000 on average, for a total savings of \$6,500 per year. [See High-Growth Program Area: Education.](#)

By strategically targeting investment in high-growth workforce areas, e.g., education, PASSHE would increase enrollment of education program students by 8%. Many of whom

may be the first in their family to go to college, work while learning, or raising children. Their education and distinct campus and residential experiences at a PASSHE university propel them into good sustaining jobs that create economic security for themselves and their families and provide a tremendous return on investment.

- 75% of PASSHE education graduates are working in PA five years after graduation.
 - 78% in 3 years after graduation
 - 75% in 5 years after graduation
 - 71% in 10 years after graduation
- PASSHE education program graduates working in the Education sector earn an average weekly wage that is 6% higher than the overall PA average for all workers in the Education sector.

PASSHE is ready to meet the demands of our workforce and graduate more students to educate our children. Together, with the General Assembly's continued investment, we can ensure Pennsylvanians of all ages can get an affordable degree or credential for jobs in the education field and fulfill community workforce needs. Thank you.

The following information highlights the positive impact our universities and our future educators are making in our commonwealth and beyond.

SUCCESS HIGHLIGHTS

Commonwealth University-Bloomsburg

Coming Back to "Catch" Fellow Huskies

Dr. Elizabeth Robison '88M was already an elementary level educator when she had her first experience with the career community at Commonwealth University-Bloomsburg. As a teacher at All Saints in Pottsville, Robison decided to pursue her M.Ed. at Bloomsburg. And even though she already had some classroom experience, she gained confidence and made multiple connections with her coursework as a graduate assistant with the reading clinic.

Cheyney University

Cheyney Alum Joyce Abbott – Table Talk From Fail To Prevail

Cheyney University, once named the Cheyney Training School for Teachers and Cheyney State Teachers College, has an exceptional history of cultivating educators, many of which served the Greater Philadelphia area. Alumna Joyce Abbott, who graduated with a Master's in Education from Cheyney, is the inspiration behind the hit Emmy-winning TV show *Abbott Elementary*, which is written, produced, and starring her former sixth-grade student, Quinta Brunson. Abbott visited Cheyney last September for a Table Talk.

East Stroudsburg University

ESU Education Major Uses GI Bill to Bring Diversity to the Education Field

Growing up, East Stroudsburg University student Jared Johnson never considered a career in teaching. Now, as an adult, he can't imagine doing anything else. Johnson, a native of Effort, Pa., now living in Saylorsburg, served five years in the United States Navy prior to enrolling in college. His experience as a trainer in the military laid the foundation for his civilian teaching career.

Indiana University of Pennsylvania

IUP Receives Funding from Pennsylvania Department of Education for Program to Address Teacher Shortage, Diversity in Teacher Workforce

IUP has been selected to receive \$72,049 from the Pennsylvania Department of Education through its Teacher Prep2Practice grant program. IUP's funding will be used to design a culturally relevant teaching academy to diversify the teacher workforce and address the national teacher shortage. This work will take place in partnership with the Gateway School District in Monroeville, Allegheny County.

Kutztown University

Student Spotlight

Mallory Schmidt, a native of Boyertown, Pa., graduated from Kutztown University in December 2022 with a degree in Early Education/Visual Impairment Education. Kutztown is one of six universities in the United States to offer a program to become a teacher of the visually impaired at the undergraduate level, which made it the perfect fit for Mallory.

Commonwealth University-Lock Haven

Lock Haven Sophomore Receives 'Making a Difference' and Susan Selleck Memorial Scholarships

Cora Stackhouse, of Jersey Shore, is the recipient of Commonwealth University-Lock Haven's LHU Foundation "Making a Difference" Scholarship and Susan Selleck Memorial Scholarship for the 2022-23 school year. Stackhouse is a sophomore majoring in education with a dual emphasis in Pre-K to 4th grade and special education. Stackhouse said both scholarships have had a meaningful impact on her Haven experience.

Commonwealth University-Mansfield

Mansfield student teacher 'leaves mark' at Canton school

McCauley Fox, a student at Commonwealth University-Mansfield, has "left her mark" in more ways than one while student teaching at Canton Elementary School. Fox spent many hours outside of the school day bringing color to the elementary playground.

Millersville University

[Daniel Herr Earns Fourth Degree from MU](#)

Earning one degree is a major accomplishment. Earning four degrees is simply amazing. And that is exactly what Daniel Herr accomplished this month. Herr has been a student at Millersville University for many years. He first earned his Bachelor of Science in Education in 2006. From there, he earned a Master of Education in Mathematics in 2010. Herr then went on to earn his second Master of Education in Leadership for Teaching & Learning in 2017. And, on Dec. 11, he earned his third Master of Education, in Assessment, Curriculum & Teaching.

Pennsylvania Western University

[PennWest initiates recruitment, training programs to address U.S. teacher shortage](#)

The National Education Association estimates the United States is facing a shortage of about 300,000 teachers and support staff. Job openings began to outnumber hires in 2017, and the gap has only widened throughout the COVID-19 pandemic. With more than 480 years of combined experience in preparing exceptional educators, it's no surprise that Pennsylvania Western University is doing its part to address this growing crisis.

Shippensburg University

[Shippensburg University earns second grant to address teacher shortages in PA](#)

The Pennsylvania Department of Education awarded Shippensburg University a \$100,000 Prep2Practice grant that will support the recruitment and retention of middle school and high school students from underrepresented populations who wish to pursue a career in math education. According to the U.S. Department of Education, there is a shortage of secondary mathematics teachers across Pennsylvania, and secondary schools in the South Central region are no different.

Slippery Rock University

[SRU student and local police chief answers the call to become a teacher](#)

First responders run to where help is needed most. Sometimes that means going where few others are willing to go, where danger lurks on the other side of the door. Police officers like Jeff Hollidge do this every time they serve an arrest warrant. The 35-year-old has spent his 12-year career in law enforcement running to danger. But now, as a student at Slippery Rock University, Hollidge is running to a different kind of uncertainty and need. He is changing his career and becoming a schoolteacher.

West Chester University

[WCU helps answer the national teacher pipeline shortage by teaching schools how to “Grow Their Own”](#)

Fueled by a passion to help others learn and discover, teaching is one of the most inspirational careers one can take on. Post-pandemic, however, the profession has evolved dramatically, and those who have dedicated themselves to the life-transforming career understand that it will take a lot more than tempting teachers with apples to swell the ranks. Interestingly, a significant factor associated with the current national teacher shortage is decreased interest in the profession prompted by the perception of what it means to be a teacher. West Chester University’s Dean of the College of Education and Social Work, Desha Williams, knows exactly what it will take to fill the pipeline once again— Partnering in Raising Inclusive, Zealous Educators (PRIZE).

RESOURCES

PASSHE’S FY 23-24 Strategic Proposal to Graduate More Students in High-Growth Jobs and Industries

https://www.passhe.edu/fundpasshe4pa/Documents/PASSHE_BudgetRequest_2023-24_Overview.pdf

High-Growth Program Area: Education

https://www.passhe.edu/fundpasshe4pa/Documents/PASSHE_BudgetRequest_2023-24_Education.pdf

Pennsylvania’s Projected Job Growth

https://www.passhe.edu/fundpasshe4pa/Documents/PA-Projected-Job-Growth-Chart_2020-2030.pdf

Pennsylvania Job Growth by Region

https://www.passhe.edu/fundpasshe4pa/Documents/Occupational-Projections-by-Region_Growth.pdf

PASSHE’S Plan to Address Pennsylvania’s Teacher Shortage

<https://www.passhe.edu/News/Pages/Releases.aspx?q=2023-2-27-pa-teacher-shortage>



ADDRESSING THE WORKFORCE SHORTAGE:

EDUCATION



THE STATE SYSTEM IS SEEKING \$112 MILLION IN NEW FUNDING*

\$56.5 million of that amount will be used for financial aid to reduce costs for students pursuing jobs in education

The POWER of PASSHE:



48,800 PASSHE education graduates are working in PA



23% of PA's education workforce consists of PASSHE graduates



25% of PA's teacher shortage can be filled by PASSHE by 2030

The Need:

Pennsylvania schools are facing a well-documented teacher shortage, with new teacher certifications declining by more than 67% since 2011. Adding to the urgency, a recent study found more teachers on emergency permits than newly certified teachers from teacher preparation programs.

PASSHE Solution:

State System universities were created over a century ago to train teachers, and with 17,400 majors, education remains the second largest academic program. Now more than ever, the State System is ready to prepare and train more teachers/educators. The State System is seeking a targeted investment of \$112 million in new funding to produce more graduates in six high-growth jobs, including education. PASSHE plans to use \$56.5 million to provide direct financial relief to education students, saving each an average of \$1,500. High-need students could receive an additional \$5,000, for a total of \$6,500 per year.

** PASSHE is also seeking \$573.5 million, an inflationary increase of \$21 million (or 3.8%), that combined with the \$112 million in new funding for targeted student support would enable the Board of Governors to consider freezing the basic in-state undergraduate tuition rate for an unprecedented fifth consecutive year.*

Navy Veteran Pursuing Dream of Teaching



Growing up, Jared Johnson never considered a career in teaching. Now, as an adult, he can't imagine doing anything else. Johnson, a native of Effort, Pa., now living in Saylorsburg, served five years in the Navy. His experience as a military trainer laid the foundation for a civilian teaching career.

"I found I really enjoyed it—I enjoyed listening for that 'aha!' moment," he said. By working with children, "I was investing in my fellow servicemen's futures," he said.

Jared transferred to East Stroudsburg

University's education program after earning an associate degree from Northampton Community College. He says the university is very welcoming to veterans and the faculty is excited to see adult students enhance their education.

After graduation he plans to teach English to fourth- through eighth-grade students and be a positive, real-life role model for his students.

"I enjoy writing and the art of writing. I also love reading—I think it's a great escape," he explained. "Reading and writing are two fundamental skills that can help you achieve great things."

Jared will be a student teacher next fall and is on track to graduate in May 2024, when he will begin mentoring future generations of students and passing on his love for reading.

Education Innovation



There's a movement happening in teaching tomorrow's educators.

In recent years, school districts have begun eliminating classes like music, art, and physical education to save money or to improve performance in academic areas that are included in mandatory testing.

This caught the attention of Dr. Amy Shannonhouse, an associate professor in PennWest's College of Education, who wrote her doctoral dissertation on the academic benefits of physical activity.

"You never want to have young children sitting still," Shannonhouse said, citing additional research that reinforces her findings. "Classroom teachers should do brain breaks."

Brain breaks, as well as an emphasis on integrating fundamental motor skills into content areas, are an important part of the PennWest curriculum for education majors.

Combining movements with literacy has been shown to support brain and motor skill development. Motor skills enable children to be efficient movers, which leads to physical health and improved self-esteem.

Pennsylvania's High-Growth Jobs and Industries

EDUCATION

NURSING

SOCIAL SERVICES

BUSINESS

COMPUTER SCIENCE

ENGINEERING

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