

1

Support and Fund Grow-Your-Own Programs

Investing in Grow-Your-Own programs creates affordable pathways into the profession for high school students, paraprofessionals, and career changers. PEDC proposes that the allocation of funds be based on a competitive grant program that prioritizes programs located in areas with (1) high teacher shortage levels, (2) high concentrations of low-performing schools, (3) high concentrations of students of color, and/or (4) programs that place a high percentage of teachers of color into PK-4 positions and designated hard-to-staff positions. We would like **\$20 million** to be allocated to the Talent Recruitment Account within the Pennsylvania Department of Education, given that we need more than 10,000 additional teachers per year to staff K-12 classrooms across the Commonwealth. However, fewer than 5,000 teachers have entered the workforce in PA per year in recent years. (This account has not been funded since its inception in 2022.)

2

Fully Fund Student Teaching Stipends

Dedicating resources to this initiative with bi-partisan support would help address the lengthy waitlist of student teachers who are training to be Pennsylvania's newest crop of educators. Prioritizing future educators who have demonstrated financial need and those taking positions in hard-to-staff schools would go a long way towards buttressing PA's educator pipeline. We would like **\$55 million** to be allocated for distribution by PHEAA to student teachers and their cooperating teachers.

3

Create and Fund Pennsylvania's First Retain-Your-Own Program

Crafting, launching and fully funding a competitive grant program would allow districts with hard-to-staff schools to apply for funds to address teacher shortage levels and reduce attrition. This unique opportunity would provide resources, support, guidance and model policies for funded districts to create and adopt retention strategies to keep high-quality and experienced teachers in their school districts. We would like **\$20 million** to be allocated to the Talent Recruitment Account within the Pennsylvania Department of Education, given that Pennsylvania loses roughly 8,000 teachers per year from the teaching profession. Moreover, the teachers who leave are disproportionately people of color and/or those who teach in hard-to-staff schools. (This account has not been funded since its inception.)

4

Fund an Educator Workforce Center

Partnering with a university to provide research, data, and other support to school districts, educator preparation programs, and state policymakers can help set aspirational goals for teacher production, retention, and the number and percentage of teachers of color. Further, the Educator Workforce Center would be responsible for evaluating the influence of policies on the educator workforce and provide support and technical assistance to districts as they seek to hire and retain diverse, well-qualified educators. We would like **\$5 million** to be allocated to the Talent Recruitment Account within the Pennsylvania Department of Education for the establishment of a university-based Educator Workforce Center; expanding the capacity of the agency to meet the goals set forth in the Pennsylvania Educator Workforce Strategy is critical.