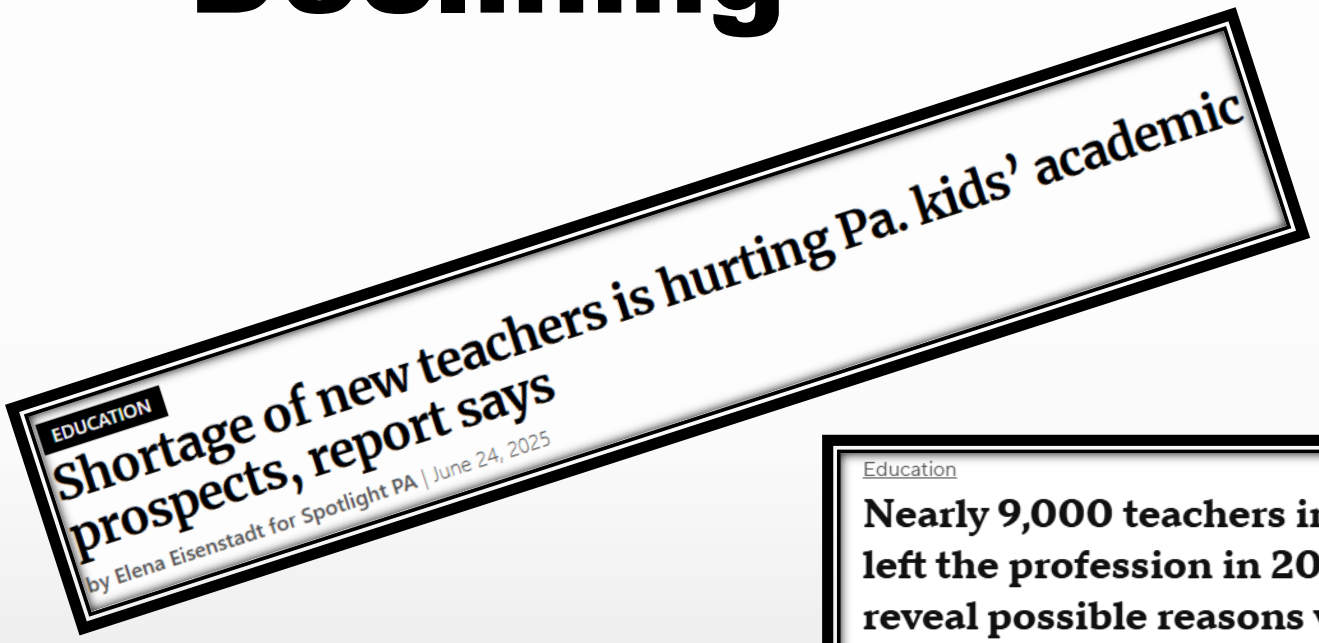
Support Staff Career Pathways Program

Dr. Ché Regina

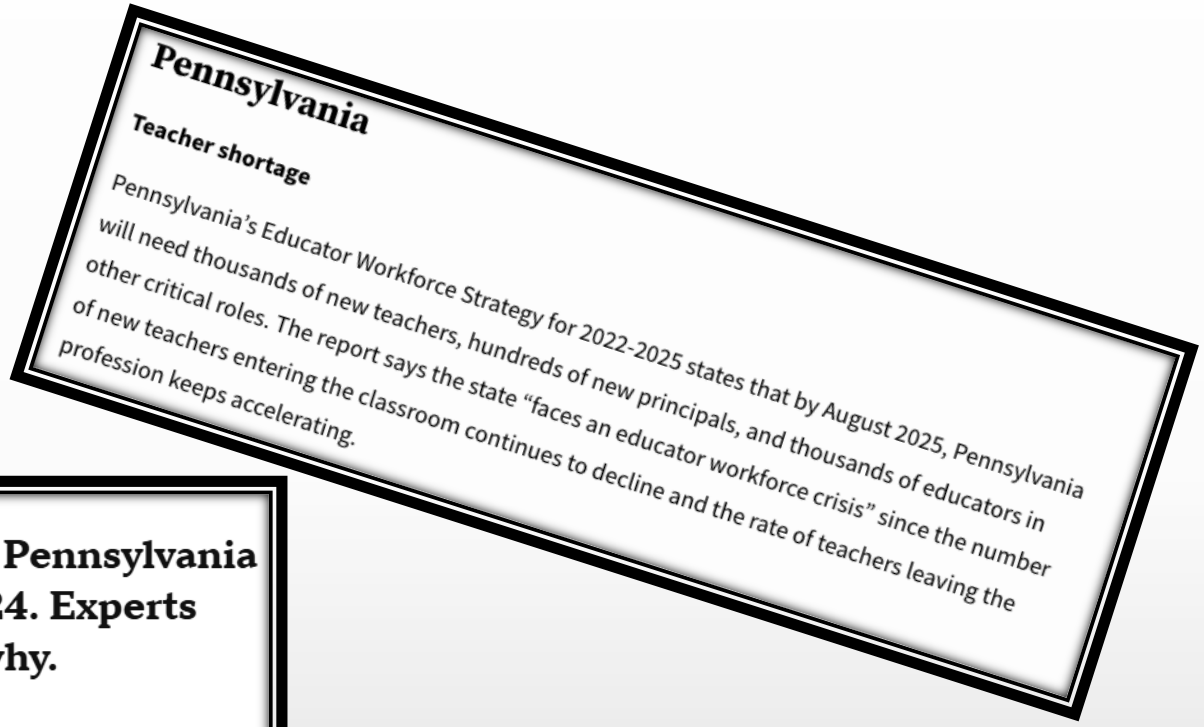
October 21, 2025

Pennsylvania Teacher Candidates Declining


EDUCATION

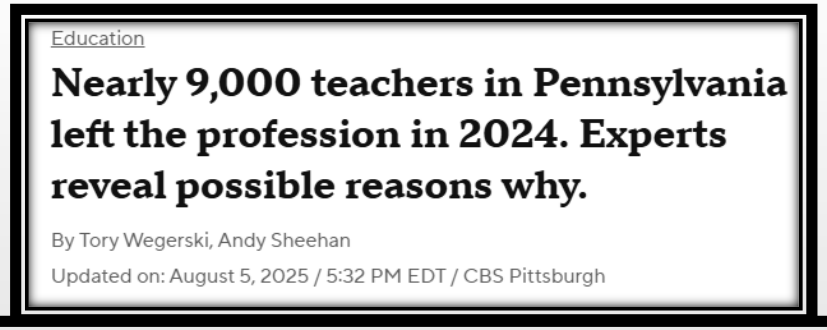
Shortage of new teachers is hurting Pa. kids' academic prospects, report says

by Elena Eisenstadt for Spotlight PA | June 24, 2025


Pennsylvania

Teacher shortage

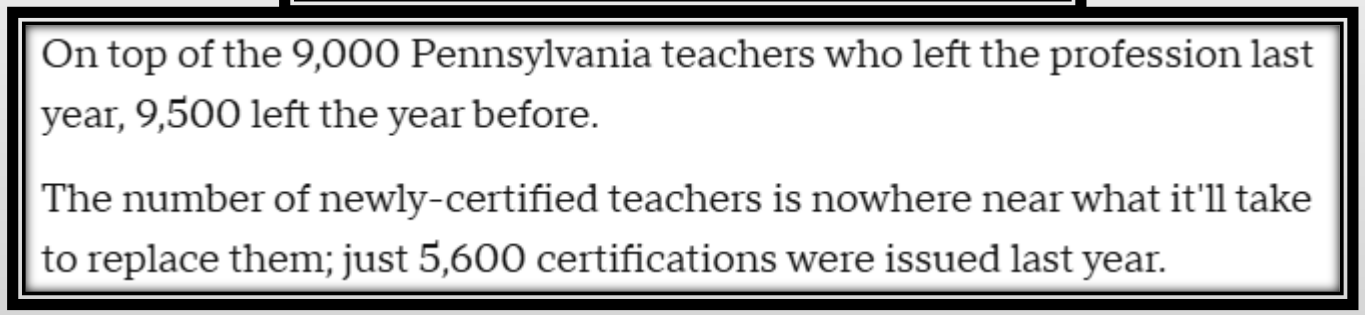
Pennsylvania's Educator Workforce Strategy for 2022-2025 states that by August 2025, Pennsylvania will need thousands of new teachers, hundreds of new principals, and thousands of educators in other critical roles. The report says the state "faces an educator workforce crisis" since the number of new teachers entering the classroom continues to decline and the rate of teachers leaving the profession keeps accelerating.


Education

Nearly 9,000 teachers in Pennsylvania left the profession in 2024. Experts reveal possible reasons why.

By Tory Wegerski, Andy Sheehan

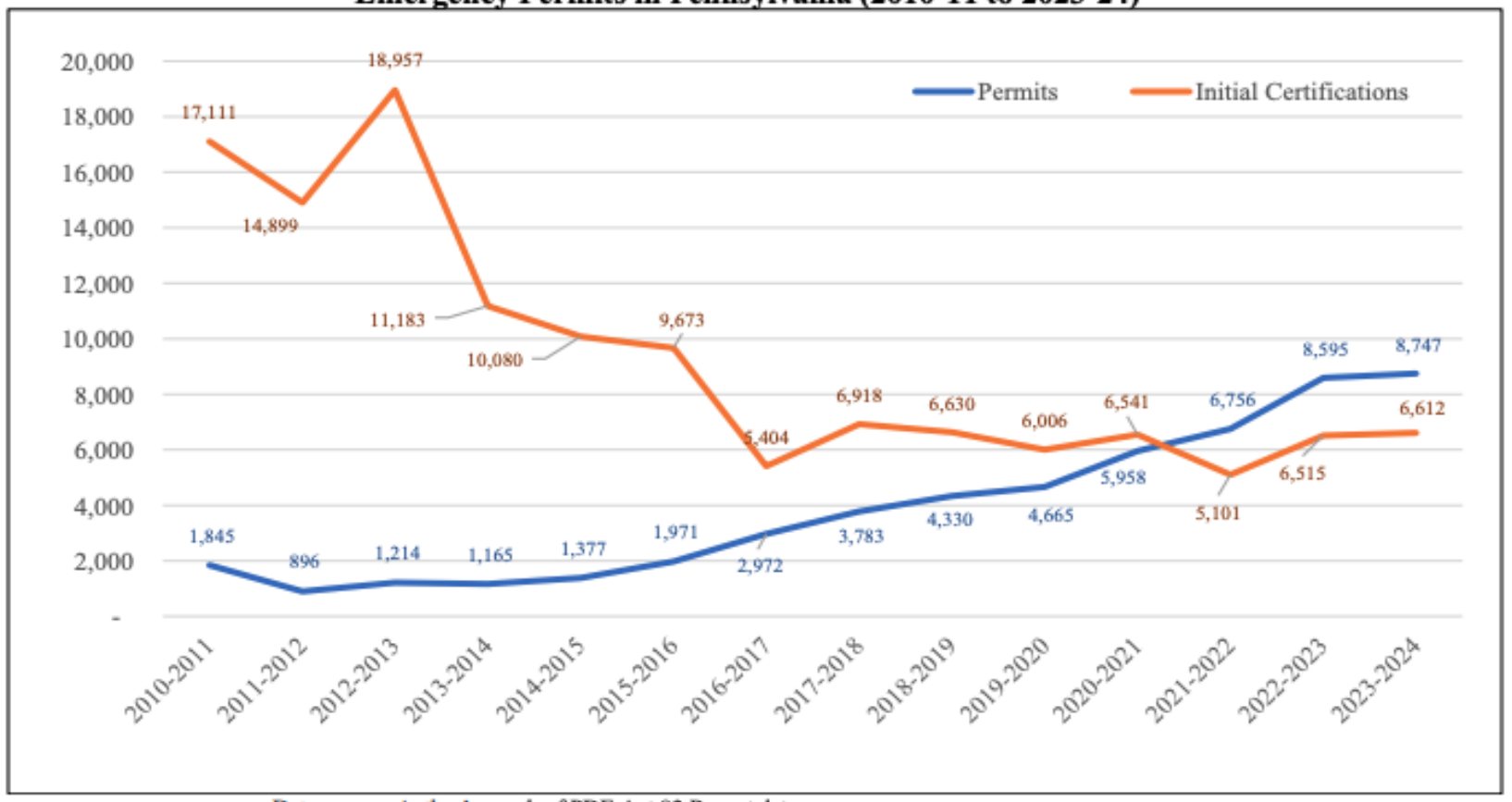
Updated on: August 5, 2025 / 5:32 PM EDT / CBS Pittsburgh


On top of the 9,000 Pennsylvania teachers who left the profession last year, 9,500 left the year before.

The number of newly-certified teachers is nowhere near what it'll take to replace them; just 5,600 certifications were issued last year.

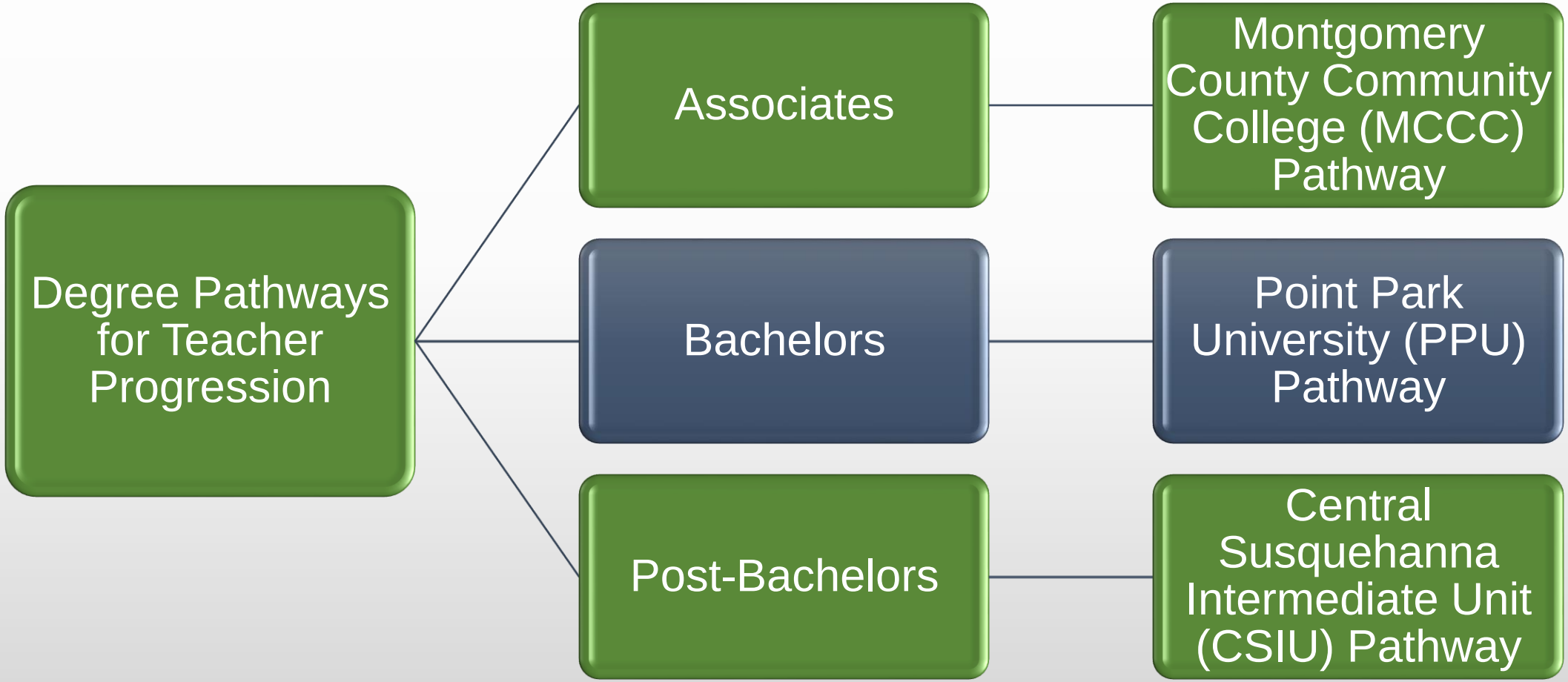
Emergency Permits vs Initial Certifications

Figure 2: Number of Initial Certifications and Emergency Permits in Pennsylvania (2010-11 to 2023-24)



Data source: Author's graph of PDE Act 82 Report data

Educator Pathways for Support Staff



Cost Breakdown

Undergraduate Degree	Total Cost to District
MCCC Associate's Degree Program	$10,535
Undergraduate/Associates in CBA	$17,388

Graduate Degree	Total Cost to District
CSIU Post-Bachelor's	$13,316
Graduate in CBA	$15,093

Next Steps

- Associates Degree Program
  - Approve Paraeducator Preparation Pathway Grant MOU with MCCC through MCIU
  - Approve MOA with MESPA

- Post-Bachelor Program
  - Approve Bloomboard Educator Advancement Program Agreement
  - Approve MOA with MESPA

- Important information about the MOAs and MOUs
  - No additional costs with MCIU or Bloomboard
  - Five (5) employee increments
    - Additional requests will be shared with the Board
  - Employees must reimburse District if:
    - They leave within two (2) years of completion
    - Do not pass a particular course

