

Delaware

State Overview

Populationⁱ: 967,171

Urbanizationⁱⁱ: 83.3%

Student Enrollmentⁱⁱⁱ: 132,100

Demographics ⁱⁱⁱ		
Demographic	% Student Population	% Teacher Population
Male	51.3	24.4
Female	48.7	75.6
White	45.1	84.7
Black	30.3	9.3
Latinx	16.8	5.7
Asian or Pacific Islands	3.8	#
American Indian or Alaska Native	0.4	‡
2+ Races	3.5	‡

Special Populations ⁱⁱⁱ	
Population	% Students
Free- and Reduced-Price Lunch	48.0
English Learners	7.9
Special Education	16.9

Teacher Workforce

Size of Total Workforce^{iv}: 9,325

2018 Teacher Preparation Statistics ^v	
Total Completers	459
Traditional IHE-based Program	82.6%
Alternative IHE-Based Program	14.6%
Alternative Non-IHE-Based Program	2.8%

Teacher Workforce Reporting: Each year, Delaware publishes the [Excellent Educators report](#), which includes information on district recruitment, hiring, and selection practices across the state. The report is organized into four categories: methodology, hiring outcomes, key findings, and recommendations. The point of this report is to provide

high level recommendations on how and when to hire top talent, as well as strategies for filling shortage areas (content and geographic).

Teacher Prep Reporting: Delaware publishes biannual [Educator Preparation Program Scorecards](#), which report data and assign a rating to all EPPs using data in five domains: recruitment, candidate performance, placement, retention, and graduate performance. Data is collected annually and all raw data used to produce the biannual reports is shared directly with the state.

Vacancies: Delaware does not publicly share statewide or district vacancy data.

Teacher Preparation Programs

Recruitment: [Educator Equity Plan 2015-2025](#) details Delaware's equity gaps, stakeholder engagement, root cause analysis, potential strategies and solutions, plan for ongoing monitoring of strategies and results, and plan for reporting progress to stakeholders and the public. The state holds annual summits to convene K-12 stakeholders, sharing, discussing, and proposing findings and solutions. [Educators Rising Delaware](#) is a national program designed to encourage high school students to consider careers in teaching and supports them in beginning coursework to start on that path.

[H.346](#) established the High Needs Educator Student Loan Payment Program to encourage educators to work and remain working in certification areas in which Delaware has a shortage as well as its hardest-to-staff schools. The program includes award awards of between \$1000-2000.

Certification Requirements: Certification requirements include a performance assessment (portfolio and evaluation) and successful completion of Praxis II and either the EdTPA or PPAT.

Emergency Certification: Delaware issues [emergency certificates](#) to teachers with an initial license who have not met all the requirements for certification in a specific content area. Teachers who have an emergency certificate can teach outside of their licensure area. Emergency certificates are valid for up to three years (or up to six years in the case of trade and industry teachers), during which time the educator is expected to meet the requirements for a standard certificate in the area in which they are assigned.

Teacher Prep Program Approval and Accountability: Programs must be accredited by CAEP and meet all national and state educator prep licensure requirements. They must also hold Specialized Professional Associate Accreditation or complete an on-site review by the state where no SPA is available. Alternative certification programs are initially approved for a three-year period, and full approval may be granted after program accountability data is submitted and deemed to be in compliance with requirements. Reauthorization decisions are made on the basis of Educator Preparation Program Scorecards data.

Teacher Prep Program Requirements: Delaware requires candidates to have passed college entrance exams, have a 3.0 GPA (or be in the 50th percentile for last two years of coursework). Each program may waive these admissions requirements for up to 10% of the candidates in each cohort. The state requires specific coursework for all teacher preparation programs that is aligned to state professional teaching and student academic standards. Candidates must complete a [minimum](#) of 10 weeks of clinical practice, encompassing at least two-hundred and forty hours, to be completed under the mentorship of a currently employed administrator with an effective or highly effective summative rating.

Policy Landscape

Governance: The Delaware State Board of Education has seven members who are appointed by the governor and confirmed by the Delaware State Senate. Its statutory duties include reviewing and approving regulations and applications for charter schools and setting long range goals for all aspects of public education in the state.

Union Presence: Delaware is permitted to engage in collective bargaining in all areas except teacher reassignment or transfer. Around 90% of teachers are part of a teacher's union, which is the 16th highest unionization in the US.²

Recent Policy Changes: [Senate Bill 85](#) was signed into law in 2018 to increase transparency and improve overall school climate, resulting in improved student outcomes for all in school disciplinary actions. Restorative justice principles are being integrated into policy and data on disciplinary action by demographic groups are now being reported and shared across the state.

[HB 222](#), signed in 2019, allows the state Board of Education to change the boundaries of school districts in Wilmington, in an effort to diversify districts and improve access to high-quality educators for students in lower-income parts of Delaware's largest city.

Trends

Size and composition: Delaware is a diverse, fairly urbanized state with a small population. The state has one teacher for about every 14 students, and the [teacher workforce diversity does not match the student diversity](#). There are a fairly small number of approved EPPs in the state, even accounting for Delaware's population size, and there are a moderate proportion of educators who are prepared through alternative prep programs. The state has improved significantly in its ability to collect, analyze, and share data on teacher prep program outcomes as they relate to mobility, student outcomes, and retention.

Shortages and mismatches: High school math and science, foreign language, English language, and special education teaching positions remain the most challenging for districts to fill. In some cases, schools fill longer-term absences with substitute teachers, which they are also facing a shortage of in the state. Delaware released the first statewide educator mobility survey in 2019, and is developing data-based retention strategies for the upcoming school year, as it seeks to make local data available to districts and charters. Delaware average teacher salaries, while slightly higher than the US average, are thousands of dollars lower than neighboring states.

Current Focuses and Challenges: DE has a current focus on equitable access to high quality education for all students, and is in the midst of a ten-year [Educator Equity Plan](#). This plan, like many other recent task forces and groups in Delaware, is taking time to study, discuss, and share data on the racial disparities between students and teachers. Many similar district-level groups have done aligned work, with a mixed level of action and results. DE is committed to reducing these disparities and has implemented some recruitment initiatives and financial incentives. Impact has yet to be tracked.

The state also spends more on K-12 education than the federal government or local funders (whereas most states get the majority of their K-12 funding from local sources). Lots of recent legislation has been introduced to improve access to HQ education for all students, with a focus on underserved populations, and the state seems to be the driver in a lot of wide-reaching change initiatives (but there are also lots of district-led initiatives).

The University of DE Partnership for Public Education [published a set of recommendations in 2018](#) to strengthen the state's teacher pipeline, which includes supporting Grow Your Own initiatives, loan forgiveness programs, and better data tracking and recruitment in critical shortage areas.

ⁱ *United States Census Quick Facts*. (2018). Retrieved October 2019, from Census.gov: <https://www.census.gov/quickfacts/>

ⁱⁱ Iowa State University. (2010). *Urban Percentage of the Population for States*, Historical. Retrieved from Iowa Community Indicators Program: <https://www.icip.iastate.edu/tables/population/urban-pct-states>

ⁱⁱⁱ Institute of Education Sciences. (2018). *Digest of Education Statistics*. Retrieved from National Center for Education Statistics: https://nces.ed.gov/programs/digest/2018menu_tables.asp

^{iv} Institute of Education Sciences. (2012). *Digest of Education Statistics*. Retrieved from National Center for Education Statistics: https://nces.ed.gov/programs/digest/d17/tables/dt17_209.30.asp

^v U.S. Department of Education. (2018). *2018 Title II Reports*. Retrieved from Title II: <https://title2.ed.gov/Public/Home.aspx>

