



Rodel

A GREAT EDUCATION
CHANGES EVERYTHING

2024

DELAWARE
PUBLIC EDUCATION
AT A GLANCE

INTRODUCTION

Delaware Public Education At A Glance is a **snapshot** of state-level data highlighting the latest **trends and issues** in Delaware public education.

Rodel is a nonprofit organization that partners with Delawareans and innovators from around the world to transform public education in the First State.

Our vision is an excellent and equitable public education system that supports all Delawareans to achieve success in school and life.

For last year's edition of AAG, visit <https://rodelde.org/our-work>.
For archived state data and info, visit www.rodelde.org/ataglance.

Delaware Education Overview:	3
Education Funding:	18
Early Care and Education:	31
Educator Support and Development:	44
College and Career Success:	54

Delaware Students 2023-24

Public Schools



Students enrolled in **public schools**¹ (includes charter schools):

142,156

Students enrolled in **charter schools**²:

18,450

Nonpublic Schools



Students enrolled in **private schools**³:

14,703

Students who are **home-schooled**⁴:

4,466

¹Enrollment includes all students (special and regular education) in preschool through 12th grade in traditional school districts, charter schools and vocational-technical schools. It excludes Dover Air Force Base. This count does not include students who may have enrolled after September 30th.

²Enrollment includes all students (special and regular education) in preschool through 12th grade. charter schools. This count does not include students who may have enrolled after September 30th.

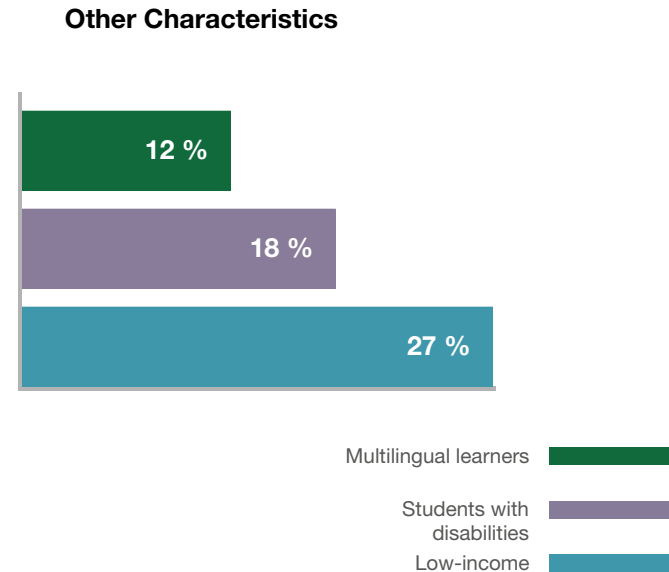
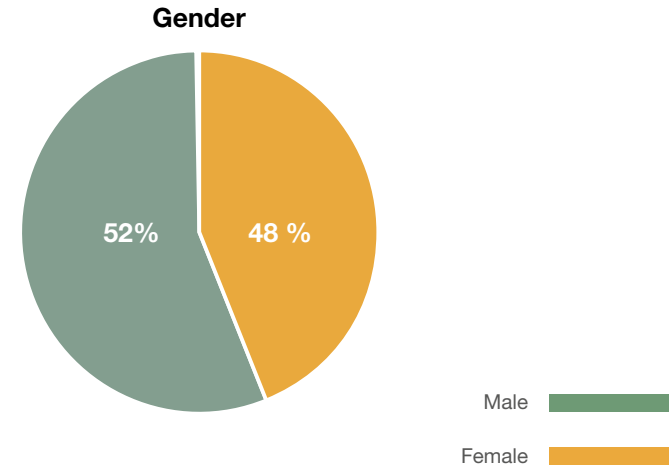
³These data is self-reported as of October 5th. This count represents Delaware students. See DDOE's report for counts of all students, which include students from other states.

⁴These data is self-reported as of October 5th. This count represents Delaware students. See DDOE's report for counts of all students, which include students from other states. Enrollment includes multi-family and single-family home schools. Student enrollment is recorded as 141,718 in DDOE's Student Enrollment and Unit Allotment Report, which varies slightly from that values presented in the Report Card, 142,156.

Delaware Public School Students (Pre-K-12) 2023-24

Student Demographics

SY 2023-24		Total children: 142,156
	Number	Percentage
Gender		
Male	73,230 students	52%
Female	68,926 students	49%
Other Characteristics		
Multilingual learners	16,599 students	12%
Students with Disabilities	26,018 students	18%
Low-income¹	38,849 students	27%



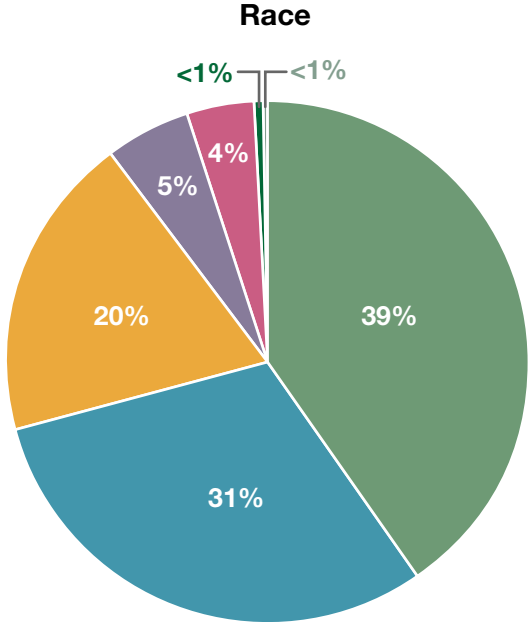
¹The low-income measure is used for many different purposes and the state methodology changed in 2013-14 for allocation of funds, reporting, and accountability purposes. Currently, low-income status is determined by student participation in the Department of Health and Social Services assistance programs such as Temporary Assistance for Needy Families and the Supplemental Nutrition Assistance Program (TANF). Percentages may not total 100 due to rounding. Totals may be greater than 100 due to rounding. The number of students is calculated using exact percentages provided on the Delaware Report Card.

Source: [DDOE, Delaware Report Card, Fall Enrollment.](#)

Delaware Public School Students (Pre-K-12) 2023-24

Student Demographics

Students of color comprise over half of the overall student population in Delaware.

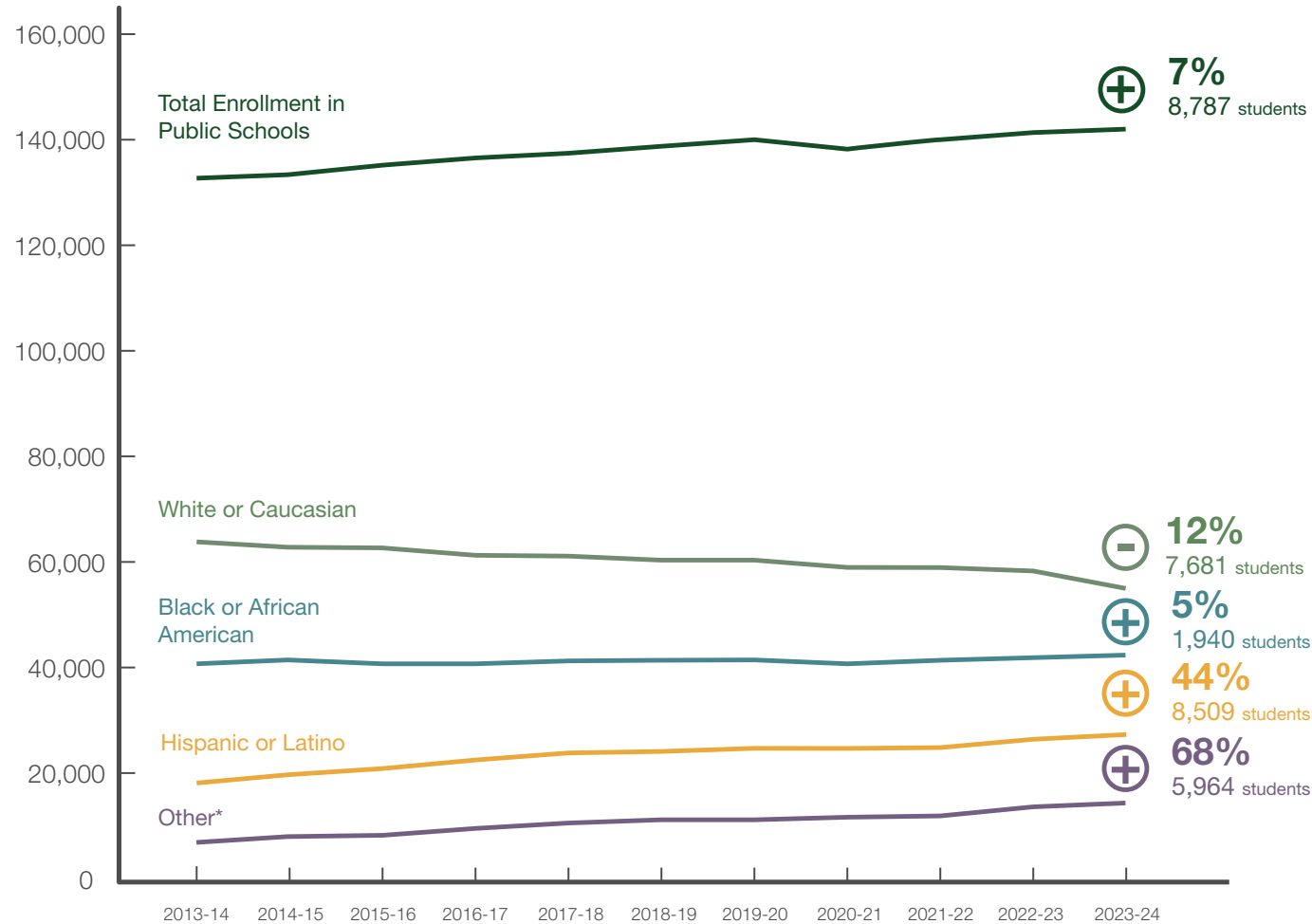


- White
- Black or African American
- Hispanic or Latino
- Multi-racial
- Asian American
- American Indian or Alaska Native
- Native Hawaiian or Pacific Islander

SY 2023-24		Total children: 142,156
	Number	Percentage
Race		
White or Caucasian	55,889 students	39%
Black or African American	43,670 students	31%
Hispanic or Latino	27,831 students	20%
Multi-Racial	7,731 students	5%
Asian American	6,283 students	4%
American Indian or Alaska Native	567 students	<1%
Native Hawaiian or Other Pacific Islander	185 students	<1%

Source: DDOE, Delaware Report Card, Fall Enrollment.

Student Enrollment Trends By Race Subgroup (2013-2024)



In particular, the **Hispanic/Latino** student population has increased by more than 8,500 students—or 44%—since 2013-14.

White student enrollment in public schools has decreased over the past decade by more than 7,600 students or 12%.

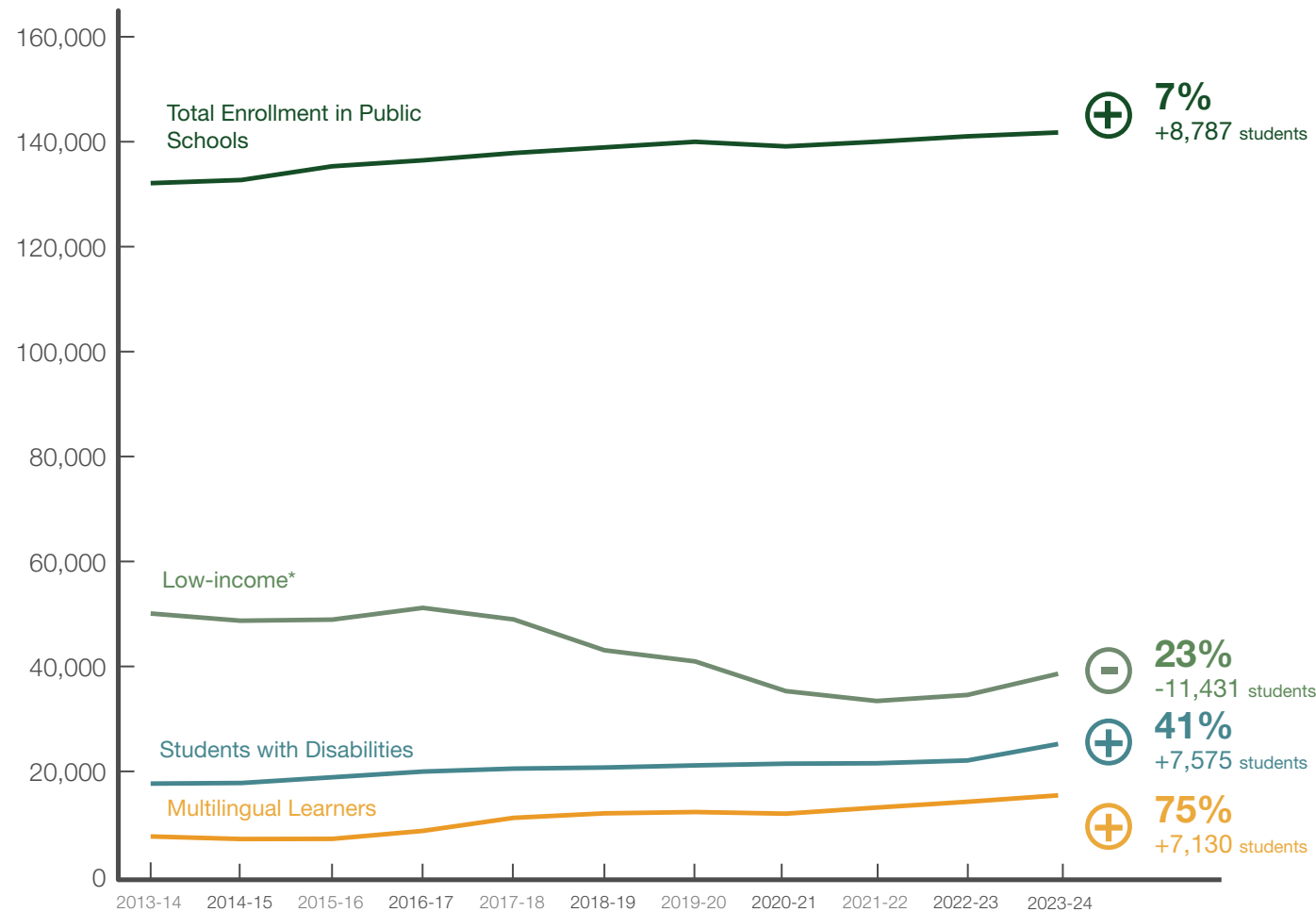
While public school enrollment is higher than it was a decade ago, there was a notable drop in enrollment between 2019-20 and 2020-21 in part attributed to the impact of **COVID-19**.

Note: This count does not include students who may have enrolled after September 30th.

*other includes Multi-Racial, Asian American, American Indian or Native American, and Native Hawaiian or Other Pacific Islander.

Sources: [Delaware Department of Education. \(2023\). Student Enrollment and Unit Allotment Reports \(2013-2024\).](#)
[Delaware Report Card. \(2023\). Fall Enrollment](#)

Student Enrollment Trends By High-needs Subgroup (2013-2024)

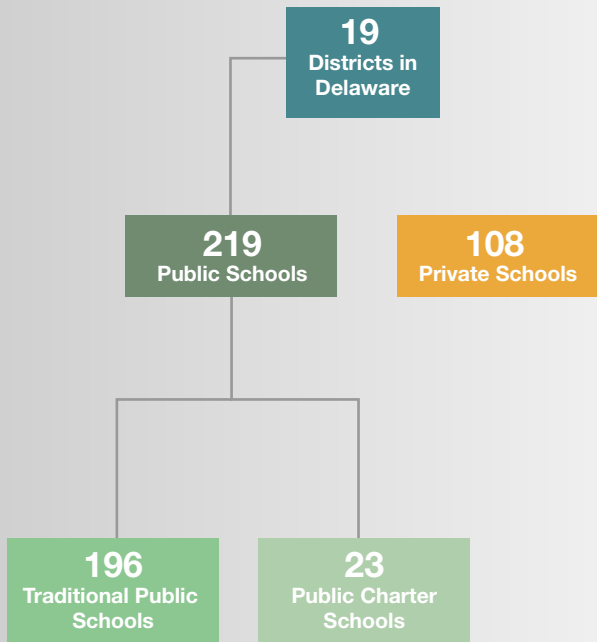


Over the last decade, the populations of students with disabilities and multilingual learners have increased by 41 percent and 75 percent respectively, compared to a seven percent increase in enrollment of public school students statewide.

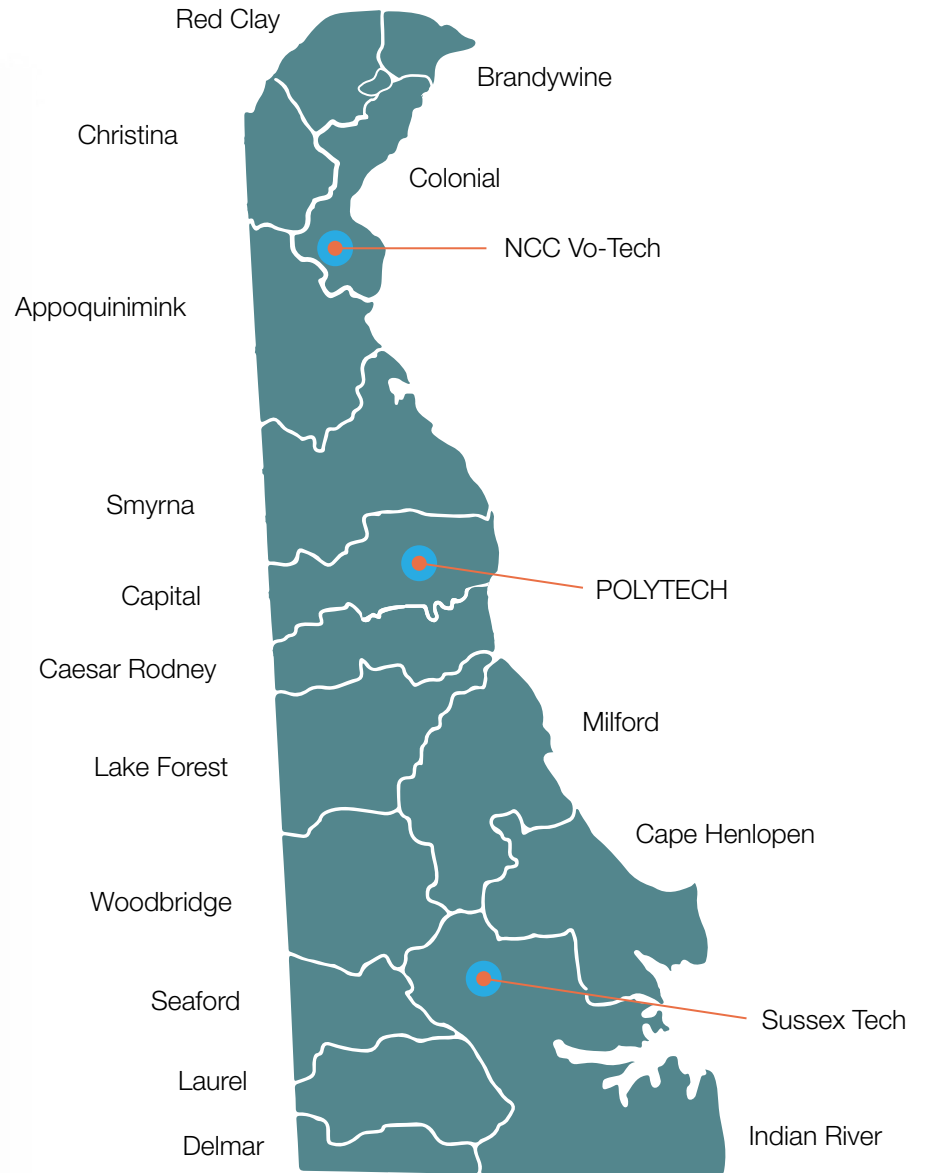
*The low-income measure is used for many different purposes, and the state methodology changed beginning in 2013-14 for allocation of funds, reporting, and accountability purposes. Currently, low-income status is determined by student participation in the Department of Health and Social Services assistance programs such as Temporary Assistance for Needy Families and the Supplemental Nutrition Assistance Program. From 2012-2013, low-income status was determined by students who received any one of the following benefits: TANF, SNAP, Medicaid, or free or reduced price lunch.
 Note: This count does not include students who may have enrolled after September 30th.

Sources: [Delaware Department of Education. \(2023\). Student Enrollment and Unit Allotment Reports \(2013-2024\).](#)
[Delaware Report Card. \(2023\). Fall Enrollment](#)

Delaware School Districts 2023-24



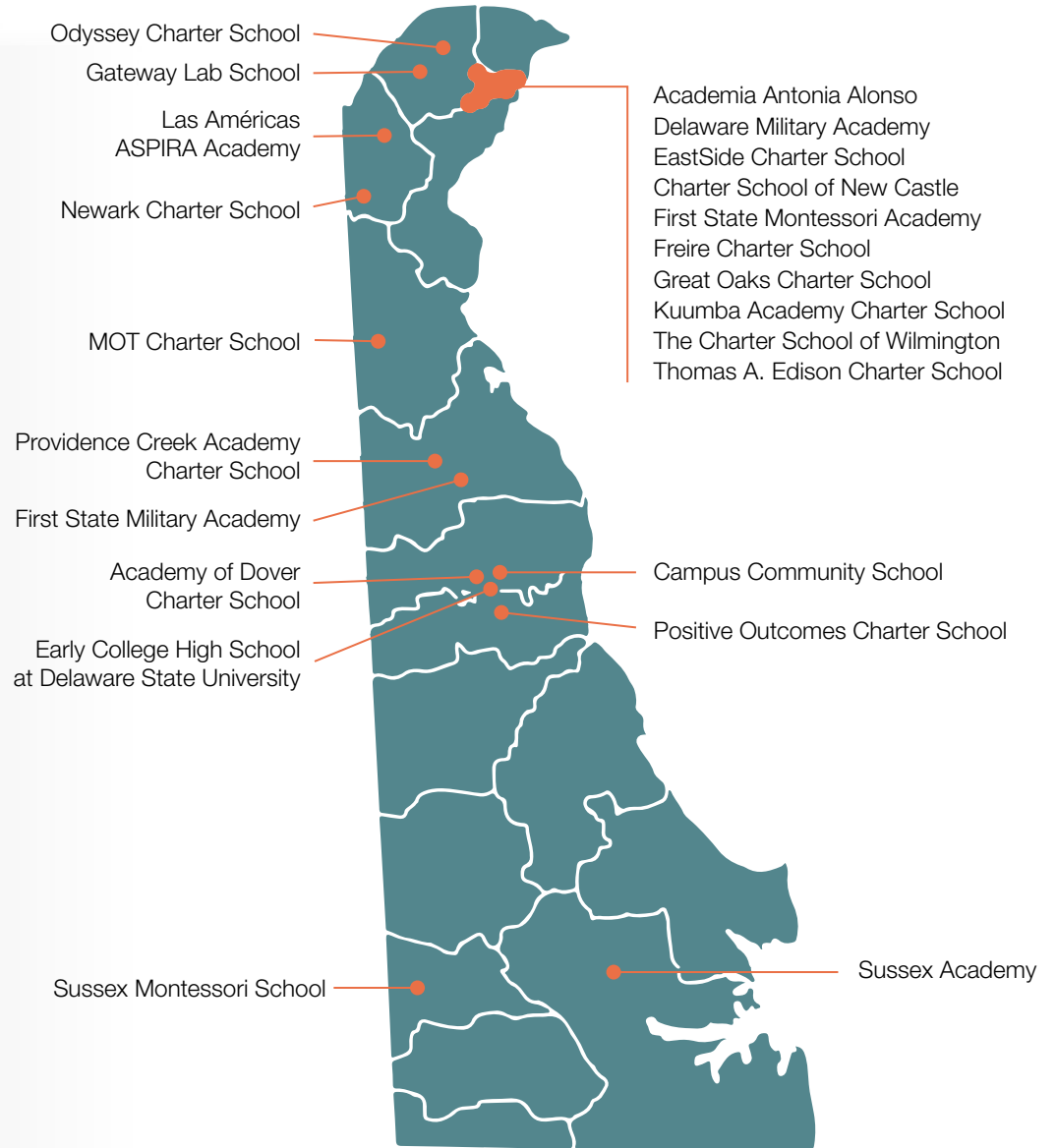
 Vo-tech districts



Note: The Bryan Allen Stevenson School of Excellence is scheduled to open in the fall of 2024.

Sources: *Delaware Report Card. (2022). All Schools in Delaware; FirstMap. (2022). Private Schools.*

Delaware Charter Schools 2023-24



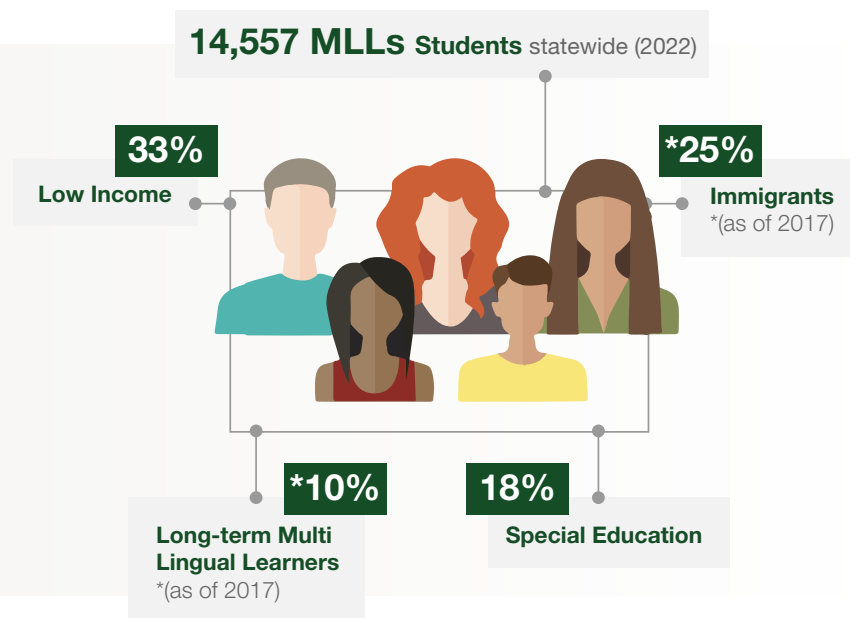
Multilingual Learners

Multilingual Learners (MLLs) are students who come from **non-English speaking homes** and backgrounds.

- Also known as English Language Learners, they are a diverse group representing numerous backgrounds.
- **Three-fourths** of MLLs in Delaware speak **Spanish**. The other quarter speak more than **90 languages**.
- In total, **they make up 10 percent of the total student population as of 2022**.

Multilingual Learners (MLLs) are the fastest-growing student population in Delaware. They are enrolled in every district and charter in the state.

Yet, MLLs are severely **under-resourced**. Programs vary, with no required number of hours for direct instruction in the students' native language, and are highly dependent on the availability of educators, which is extremely **limited** in most charter schools.



Common models in Delaware include:

Dual Language Immersion

Bilingual

Sheltered English Instruction

English Language Development Class

Push-In/Pull-Out

No program

For detailed descriptions of these programs, visit: bit.ly/MLLDelaware.

Note: This is a snapshot of data taken at the end of the 2020 school year of kindergarten – 12th grade public school multilingual learner students provided by the Delaware Department of Education from the most recent EL Annual Report.

Source: Rodel. (2022). MLL Fact Sheets.

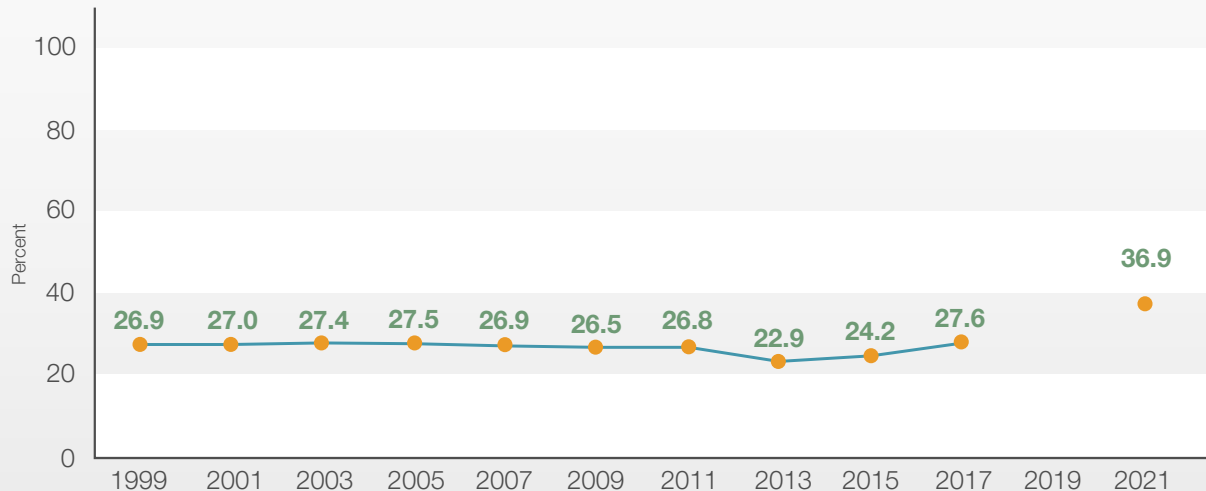
Mental Health

The number of adolescents reporting poor mental health is increasing.

Approximately **four in 10** high school students in Delaware (**37 percent**) felt persistently sad or **hopeless**, a sharp increase from previous years. Approximately one-third (**35 percent**) experienced **poor mental health** during the COVID-19 pandemic.

Some groups are affected more than others. For example, persistent feelings of sadness or hopelessness were more prevalent among female students, Hispanic or Latino students, and/or students who identify as LGBTQ.

Percentage of Delaware High School Students Who Felt Sad or Hopeless,* 1999-2021¹



Poor mental health impacts many areas of a student's life, including **school and grades, decision making, and their physical health.** Negative behaviors and habits that result from poor mental health carry over into **adult years.**

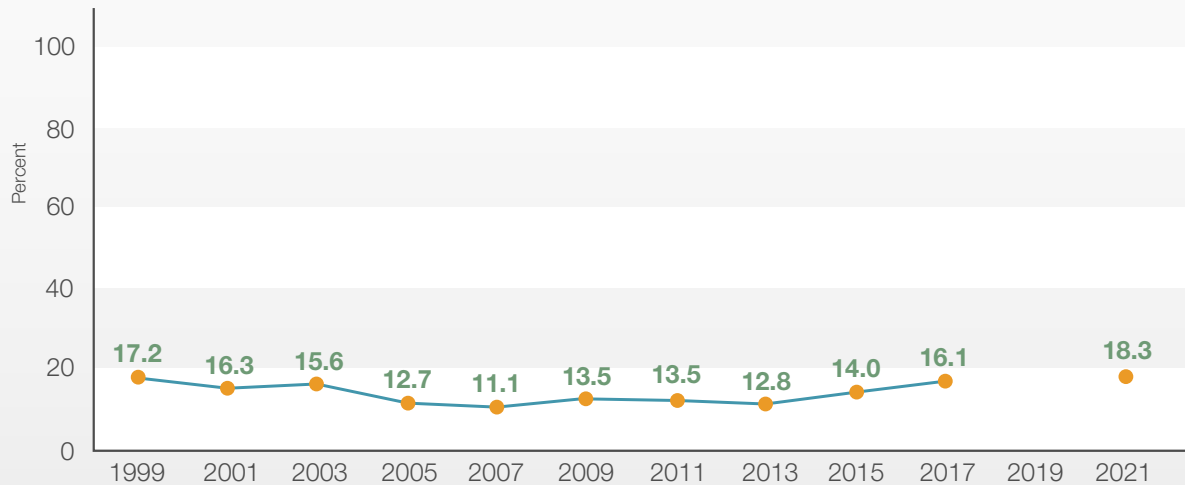
Note: The data that we have on mental health is based on student self-reporting on the Youth Risk Behavior Survey.
*Almost everyday day for >=2 weeks in a row so that they stopped doing some usual activities, ever during the 12 months before the survey¹ increased 1999-2021, decreased 1999-2015, increased 2015-2021 [Based on linear and quadratic trend analyses using logistic regression models controlling for sex, race/ethnicity, and grade ($p < 0.05$). Significant linear trends (if present) across all available years are described first followed by linear changes in each segment of significant quadratic trends (if present).]
Data not available for 2019.
This graph contains weighted results.

Sources: [University of Delaware Center for Drug & Health Studies, Youth Risk Behavior Survey \(YRBS\): High School 2021 State Findings.](#)
[Centers for Disease Control and Prevention. \(n.d.\) Mental Health: Poor Mental Health Impacts Adolescent Well-being.](#)

Mental Health

Approximately **two in 10** Delaware high school students (18 percent) seriously considered attempting **suicide** and approximately **one in 10** (nine percent) **attempted suicide**.

Percentage of Delaware High School Students Who Seriously Considered Attempting Suicide,¹ 1999-2021²



Note: The data that we have on mental health is based on student self-reporting on the Youth Risk Behavior Survey.

¹ During the 12 months before the survey

² Decreased, 1999-2007; increased, 2007-2021 [Based on linear and quadratic trend analyses using logistic regression models controlling for sex, race/ethnicity, and grade ($p < 0.05$). Significant linear trends (if present) across all available years are described first followed by linear changes in each segment of significant quadratic trends (if present).]

Data not available for 2019.

This graph contains weighted results.

Building strong bonds and **connecting to youth** can protect their mental health.

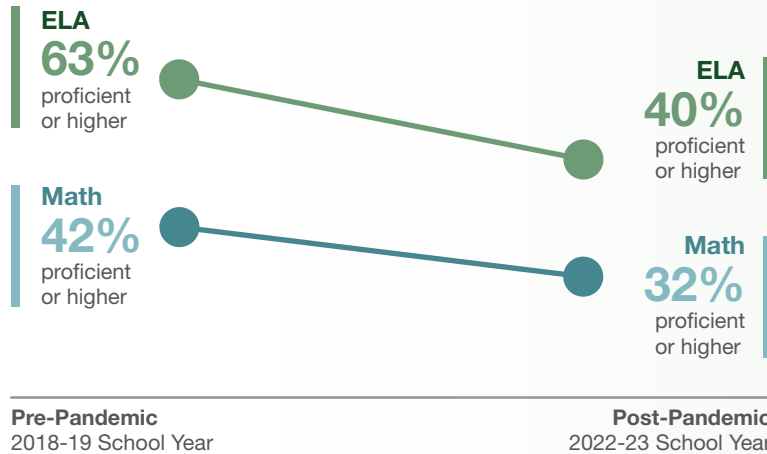
Schools and **parents** can create protective relationships with students and help them grow into **healthy adulthood**.

Need Support Now?
Call or text 988

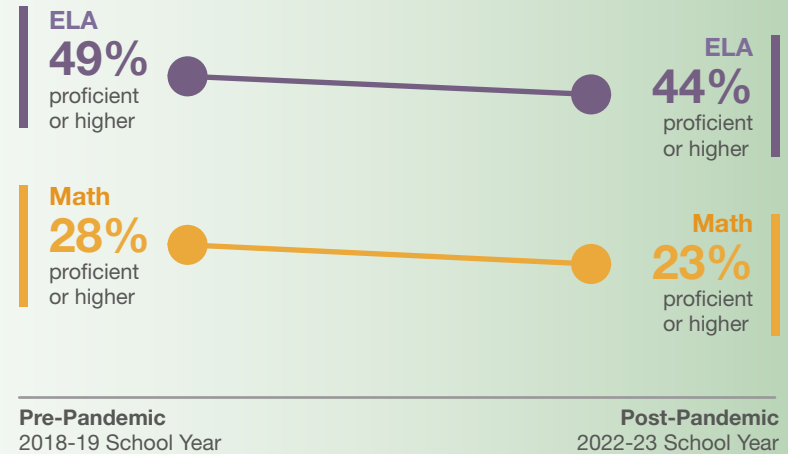
Sources: [University of Delaware Center for Drug & Health Studies, Youth Risk Behavior Survey \(YRBS\): High School 2021 State Findings](#), [Centers for Disease Control and Prevention, \(n.d.\) Mental Health: Poor Mental Health Impacts Adolescent Well-being](#).

Assessment Results

Percent of Students Scoring At or Above Proficiency in English Language Arts (ELA) and Math on Smarter Balanced



Percentage of Students Scoring at or Above Proficiency on SATs



Note: These statistics are for 11th graders.

Assessment Results

Percent of Students Scoring At or Above Proficiency on State Assessments by Race

Assessment	All Students	Black or African American	Asian American	Hispanic or Latino	Multi-Racial	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	White or Caucasian
Smarter ELA	40	27	74	30	41	42	48	52
Smarter Math	32	16	72	23	33	27	35	45
SAT ELA	44	28	75	30	-	41	-	58
SAT Math	23	8	62	13	-	22	-	33

Percent of Students Scoring At or Above Proficiency on State Assessments by Multilingual Learner (MLL) Status



Assessment	All Students	MLL Students
Smarter ELA	40	16
Smarter Math	32	15
SAT ELA	44	3
SAT Math	23	1

Note: Grade level: "all students."

A dash indicates that percent proficient was not reported due to too small of a sample size.



Source: [Department of Education. \(2023\). Student Assessment Performance. Delaware Open Data.](#)

National Assessment of Educational Progress (NAEP)

National Scores		2019 score	2022 score	Point Change	Notes
 MATH	4th Grade	240	235	-5	+23 pts from 1990
	8th Grade	282	274	-8	+12 pts from 1990
 READING	4th Grade	220	217	-3	No statistical difference from 1992
	8th Grade	263	260	-3	

NAEP is a countrywide assessment for K-12.

The assessment—which captures student proficiency in math and English language arts in fourth and eighth grades—revealed **“declines in every state between 2019 and 2022.”**

Delaware Scores		2019 score	2022 score	Point Change	Comparison to National Score
 MATH	4th Grade	239	226	-13	-9
	8th Grade	277	264	-13	-9
 READING	4th Grade	218	208	-10	-8
	8th Grade	260	253	-7	-6

Delaware wasn’t spared from the dips, with **declines in all four categories**, prompting urgency to act.

Note: NAEP assessments are conducted every two years in Delaware and capture a sampling of students—not all.

Source: Rodel (2022). *We Knew State And National Test Scores Would Drop. Now Let's Get To Work.*

Opportunities to Transform the System

1

Continue to **invest in** and **scale** evidence-based high-dosage **tutoring** and other effective interventions.

2

Implement **literacy plan** and **Science of Reading** policies related to educator training and curricular materials.

3

Continue to scale and support educators to implement high-quality **instructional materials**.

4

Invest in **high-need** student populations, including multilingual learners.

5

Expand **mental health services** in schools and provide incentives to attract related workforce.

Additional Resources

Delaware Department of Education:

<https://education.delaware.gov>

Delaware State Board of Education:

<https://www.doe.k12.de.us/domain/170>

School Choice and Language in Delaware:

https://drive.google.com/file/d/11AFfPB3D29EHpWJgyJIDhfv0oxky_VVz/view

EDUCATION FUNDING

Delaware has a unique opportunity to **update** its education funding system, the core infrastructure for ensuring equitable allocation of resources. Our school funding system needs to be flexible enough that educators and leaders can support the unique needs of Delaware's students.

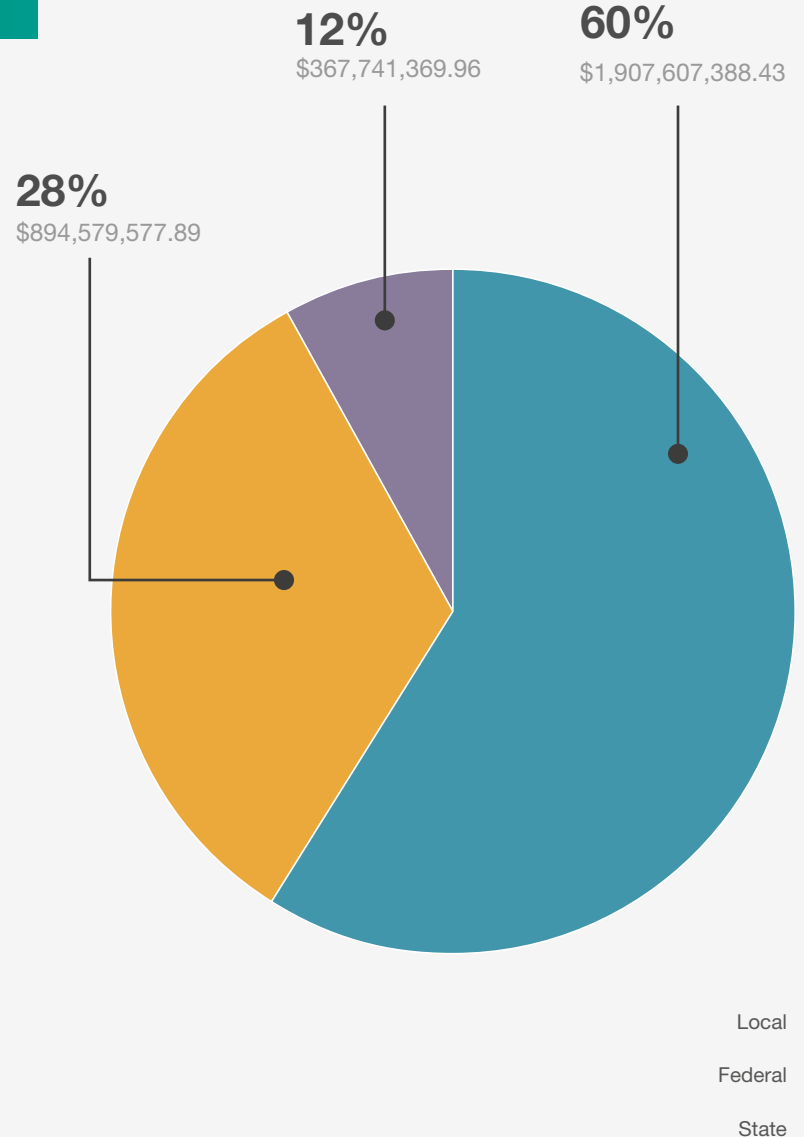
The method through which Delaware disperses its dollars is considered **atypical** on a national level. This has led to persistent **disparities** between student groups in terms of academic achievement. A recent report by the American Institutes of Research (AIR) provides several recommendations on how Delaware can improve its funding mechanism and therefore address the disparities in outcomes for its students.

How Does Delaware Fund Schools?

School districts and charter schools get their **revenue**, or funding, from state, local, and federal sources.

In Delaware, state funding makes up the largest share of **school funding** (about 60%), followed by the **local** (about 28 percent) and **federal** (about 12 percent) portions.

In school year 2023,
Delaware reported
\$3,169,928,336.28
in total revenue.



Federal sources include additional appropriations for students with high needs including Title I and IDEA funding.

Note: Revenue shows how much cash an LEA has available to spend during a year. Funds are categorized into three categories: Federal funds, State funds and Local funds. Federal funds may include: Title I, Title II, Title III, Title IV, IDEA, Perkins, Child Nutrition, Early Head Start, etc.

State funds may include: Division I, Division II, Division III, School Transportation, Educational Sustainment, Academic Excellence, Opportunity Fund, etc. Local funds may include: Local tax (includes current expense, tuition, and match), School Nutrition, local grants, etc.

For reporting purposes, school year includes financial information from July 1 - June 30 annually.

Source: [DDOE. \(2023\). Delaware Report Card: Revenue.](#)

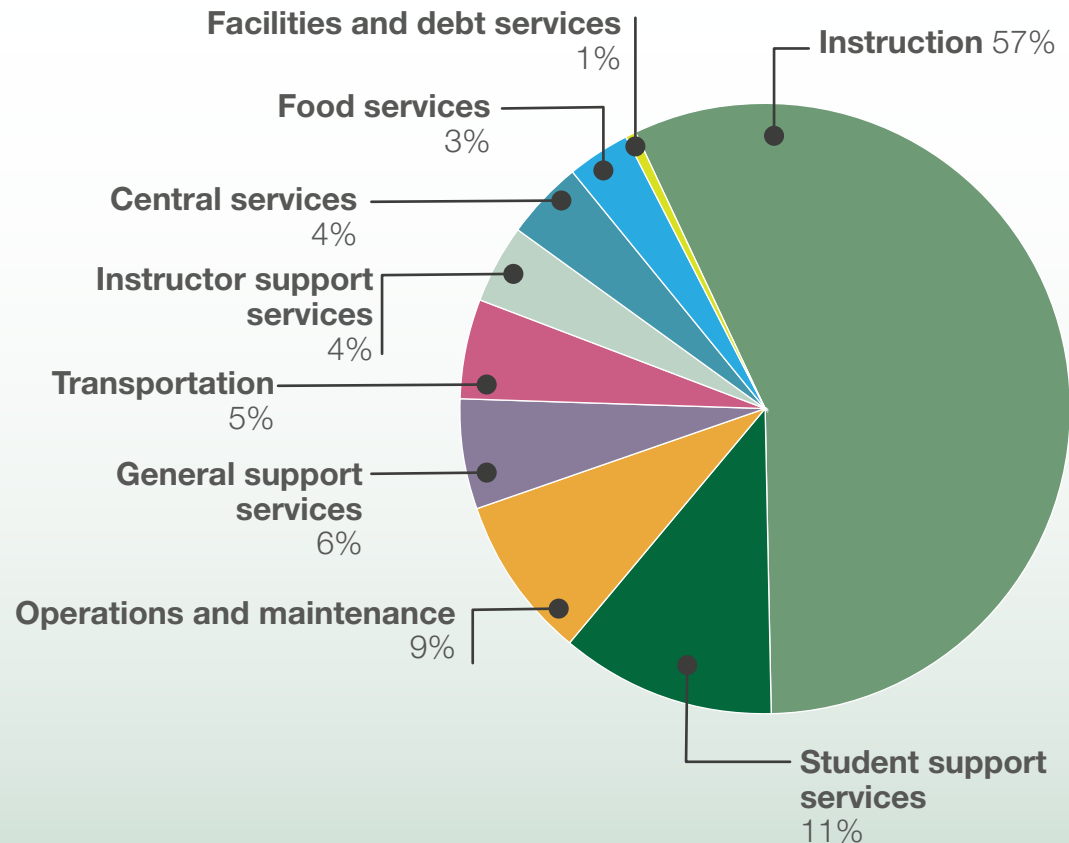
Total Education Spending for the State

In 2021-22, Delaware spent **\$2,612,814,844** on **public education**, which includes **state, local, and federal funds**.

The amount budgeted in Bond/Capital for the entire Department of Education in Fiscal Year 2023 was **\$378,709,848**. Bond capital and minor capital are separate from the general operating funds. Bond covers school buildings, and minor capital covers improvements.

Total Education Spending for the State (2021-22)

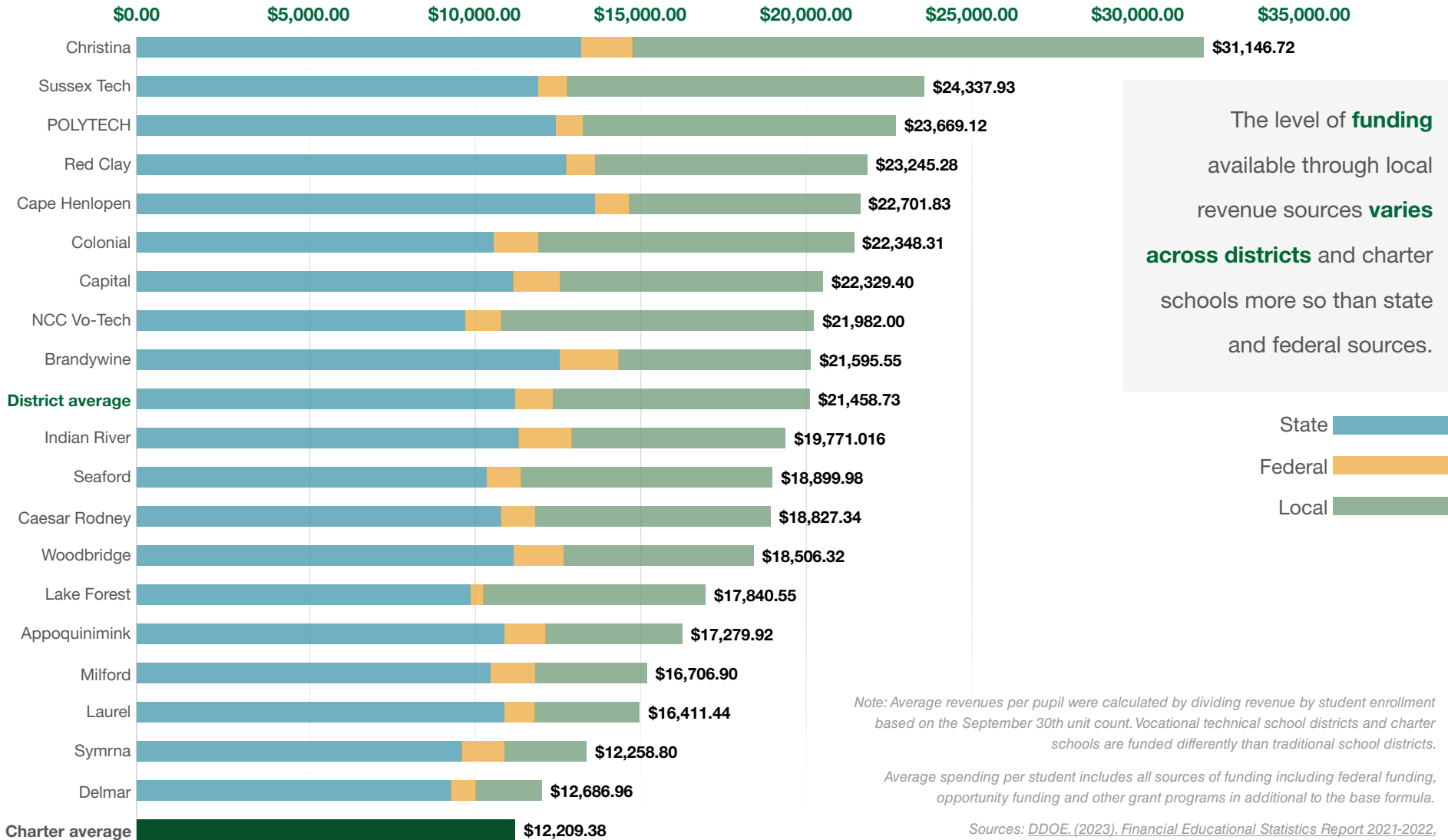
For every dollar spent on education:



Sources: Delaware Department of Education (DDOE). (2022). 2020 Ed Stats Reporting: Regular District and Charter Totals. Delaware 151st General Assembly. (2022). House Bill No. 475. DDOE. (2022). Delaware Report Card: Spending by Category.

Note: Categories are based on school districts annual financial statements to the Delaware Department of Education. Total education spending for the state is inclusive of local, state and federal funds. "Instruction" refers to the total expenditures spent on instruction, including personnel salaries and excludes within-state tuition.

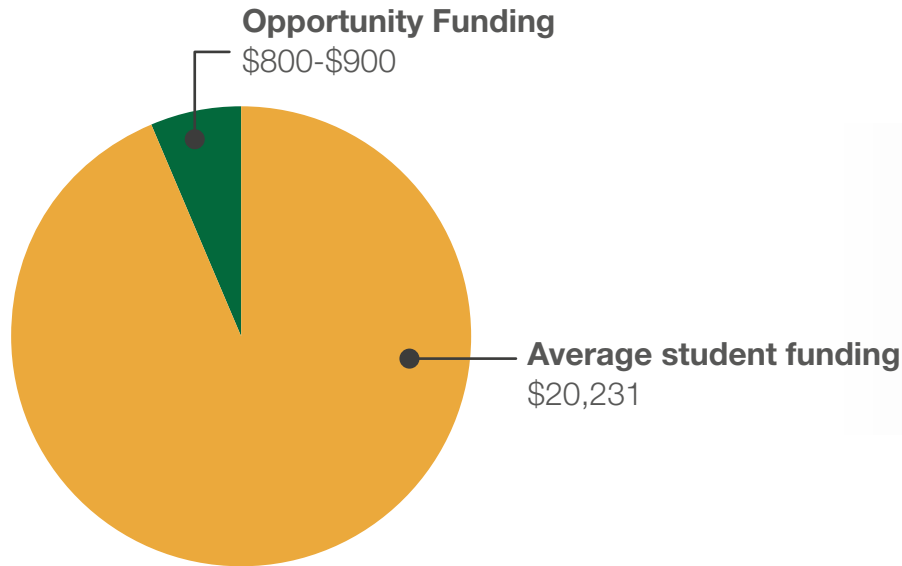
Average Revenues Per-pupil By District (2021-22)



Average Per-pupil Expenditures

Delaware's overall spending on schools, when examined on a per-pupil level, is on par with other states.

Where Delaware lags is in providing **additional support** for multilingual learners and students from **low-income** backgrounds.



Delaware is ranked **14th** (15th including DC) **nationally** in **spending per student**

In **2023**, Delaware schools spent an average of

\$20,231
per student



Because of Delaware's **unit-based system** and the **disparities in local funding from district to district**, determining a per-student funding number is difficult and may not be entirely accurate.

according to the Delaware Department of Education's calculations.

Note: Average revenues per pupil were calculated by dividing revenue by student enrollment based on the September 30th unit count. Vocational technical school districts and charter schools are funded differently than traditional school districts. Delaware does not fund per student, so the average spending per student in 2022 is an estimate. This includes federal, state, and local funding.

Delaware utilizes **Opportunity Funding** to provide for high-need students, which as of **2023** allocates:

approximately between

\$800 and **\$900**

per learner student

or student from a low income background.

If a student fits in **both categories**

they receive **both allocations**

(double the funding)

Opportunity Funding equates to **only an additional 3-4%** of the **estimated average spending** per student.

American Institutes of Research (2023) suggests systems should provide **100-200% more funding** based on **individual student needs**.

Sources: Morse, Richard. (2023). Delaware Public Schools Litigation. Community Legal Aid Society. Delaware Department of Education. (2023). Delaware Report Card: Average Spending per Student.

Delaware's Unit Count: A Form of Resource-Based Funding



TALLYING

Districts conduct a student count around September 30th each school year. They base this count on current attendance. Once the count is complete, districts report their numbers to the state.

1



TRANSLATING

Once the count is verified by the Delaware Department of Education, it is translated into units using the current state unit formula.

2



ALLOCATING

Using a math formula, the state allocated funding to districts and schools in the form of units, which are commitments by the state to pay for specific expenses, including teachers and staff.

3



SPENDING

The funds must be used for specific expenses designated in the state's budgeting system and must be spent by the schools to which they are allocated, regardless of factors such as student transfers.

4

What Is A Unit?

A **"unit"** represents a **staff member** that a school is allowed to hire based on student-to-staff ratios.

Units are composed of **three divisions**:

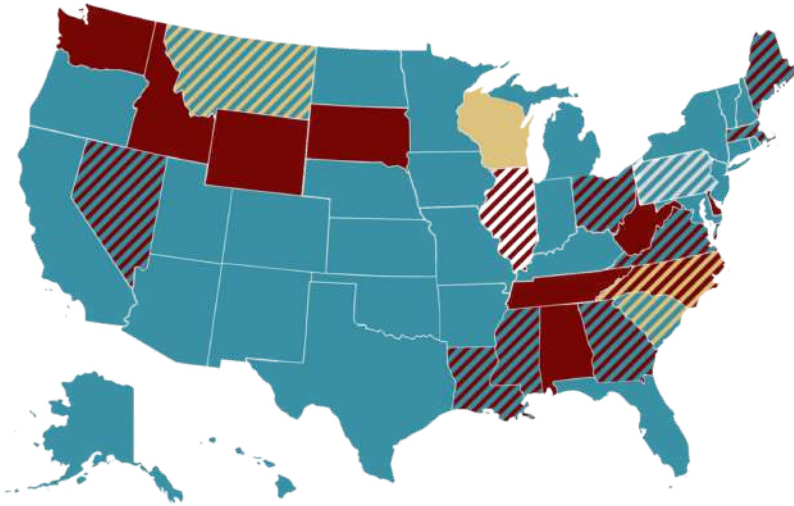
Division I	Teachers*
Division II	Energy and All Other Costs
Division III	Equalization

Preschool		12.8 students	=	1 unit
K-3	Regular Education	16.2 students	=	1 unit
	Basic Special Education	10.2 students		1 unit
4-12	Regular Education	20 students	=	1 unit
	Basic Special Education	8.4 students		1 unit
Pre-K-12	Intensive Special Education	6 students	=	1 unit
	Complex Special Education	2.6 students		1 unit

**value based on teacher's position on state salary schedule*

Source: 14 Del. C. § 1703 & Education Equity Delaware. (n.d.). Delaware School Funding 101.

Education Funding Systems Across the Nation



Resource-Based (17)

Program-Based (4)

Student-Based (41)

No Formula (2)

Delaware is one of seven states that relies solely on a resource **allocation-based** funding system that is largely **in-flexible**. Delaware's neighbors and more than 80% of the country use a **student-based system**.





Other states that use a **resource allocation-based** system exclusively are: Alabama, Idaho, Illinois, South Dakota, Washington, West Virginia and Wyoming.

Delaware's Neighbors

Neighboring states including Maryland, New Jersey, and Pennsylvania employ funding policies that provide **annual additional funds** for **multilingual learner** students and students from **low-income** backgrounds as part of their funding formulas. This is known as a student-based system.

Delaware's **Opportunity Funding** is **only 3%** of **total** education funding*

*may not be comparable to the percentage weight other states use

				
	DE	NJ	MD	PA
Funding Model	Resource Based	Student based \$12,177 Base in FY 22	Student based \$7,991 Base in FY 22	Hybrid only 13% of funds¹ No consistent base
Students with Disabilities	Multiple staff ratios by category	Census Based Allocation assumes 15.4% of students would be eligible for services Additional \$18,612	Single student weight 86% current or \$6,872 153% by 2030	Multiple student weights by category Between 55% to 646%
Students from Low-Income Backgrounds	Flat dollar amount	Multiple weights based on concentration Between 47% and 57%	Single student weight 91% or \$7,271	Multiple weights based on concentration Between 30% and 90%
Multilingual Learners Funding	Flat dollar amount	50% weight \$6,088.5	100% weight \$7,991	20 teachers per 1,000 MLLs

MD, PA and **NJ** all allocate a base **per-pupil** amount and add an **additional** percentage to that base in the form of a weight.

Delaware does not have a base per-pupil amount, so the weighted funding in other states has been expressed as a **dollar** amount to allow for comparison.

¹distributed through weighted formula, remainder through old resource based formula

Funding Lawsuit Settlement Timeline

In 2018, Delawareans for Educational Opportunity and the NAACP Delaware State Conference of Branches filed a **lawsuit** against Governor John Carney and others. The plaintiffs contended that Delaware had an inequitable funding system.

	FY24	FY25	FY26	
Programmatic	Funding structure for basic special education K-3 to be altered to align with 4-12.			
	Funding Assessment Report released December 2023; Public Education Compensation Committee recommendations released	Public Education Compensation Committee recommendations in budget		
Monetary	Not less than \$50 million	Not less than \$60 million	To increase with enrollment of low-income and multilingual learner students	Opportunity Funding
	Not less than \$12.2 million	Not less than \$12.2 million		State Pre-K (ECAP)
	\$4 million	\$4 million	\$4 million	Teachers Recruitment & retention

Source: *The Institute for Public Administration at the University of Delaware. (2021). Delaware Education Funding Lawsuit Settlement.*

AIR Recommendations

American Institutes for Research (AIR) released the **Assessment of Delaware Public School Funding in December 2023**

AIR Recommendations:

- 1.** Increase investments in Delaware's public education
- 2.** Distribute more resources according to student need
- 3.** Improve funding transparency
- 4.** Allow for more flexibility in how districts use resources
- 5.** Account for local capacity and address tax inequity
- 6.** Regularly reassess property values
- 7.** Simplify the calculation of local share provided to charter schools
- 8.** Implement a weighted student funding state funding formula

AIR researchers mapped out the financial bases and weights for a potential student-centered funding formula that could be utilized in Delaware. Such a system would need to be implemented over time, and many states have held districts "harmless" during times of transitions so that no one loses funding.

Base Per-Pupil Spending: \$10,074	
Student Needs	Weight
Low income	81%
Students with disabilities	234%
Students with complex disabilities	275%
Multilingual learners	15%

Opportunities to Transform the System

Our school funding system needs to be flexible enough that educators and leaders can support the unique needs of Delaware's students.

Efforts in this area must go **beyond** equalization funding and similar initiatives, which fall short of addressing **gaps in resources**, and should be based on the principles of **equity, flexibility, stability**, and **transparency**.

1

Codify a **student-centered funding** formula that provides additional support for **low-income** students, **gifted** students, and **multilingual learners**.

2

Make additional allowances for flexibility and prioritize **equity** for districts and taxpayers. Distribute funds directly to districts and schools, and build in metrics for accountability.

3

Cultivate **transparency** by pursuing activities that increase public understanding of system while coordinating interagency data sharing and collection.

Additional Resources

Education Equity Delaware:

www.educationequityde.org

Modernizing Delaware's School Funding System:

<https://delawareschoolfunding101.com>

Assessment of Delaware Public School Funding:

<https://education.delaware.gov/community/data/reports/assessment-of-delaware-public-school-funding/>

Delaware School Funding: Basics:

<https://visioncoalitionde.org/wp-content/uploads/2023/12/DE-School-Funding-Basics.pdf>

Money Matters: Evidence Supporting Greater Investment in PK-12 Public Education:

<https://edlawcenter.org/assets/files/pdfs/School%20Funding/Money%20Matters%20Talking%20Points.pdf>

Equal Is Not Good Enough:

<https://edtrust.org/resource/equal-is-not-good-enough/>

Serving Those With the Greatest Needs Will Benefit All Students: Results From a COVID-19 Education Survey:

<https://bellwether.org/publications/serving-those-greatest-needs-will-benefit-all-students-results-covid-19-education-survey/>

AIR. Equity and Adequacy of New Hampshire School Funding A Cost Modeling Approach:

https://carsey.unh.edu/sites/default/files/media/2020/09/20-12685_nh_final_report_v10.pdf

EARLY CARE AND EDUCATION

Early Care and Education (ECE) encompasses learning time that occurs between **birth** and the age of **eight**. These years are critical for a child's long-term **intellectual** and **social-emotional development**.

Despite the importance of these early years, only **16 percent** of Delaware children birth to five have **access** to publicly funded early care and **education**.

Moreover, roughly **50 percent** of children in Delaware ages three to five (13,902 kids) are **not enrolled in school**, including nursery school, preschool, or kindergarten.

Delaware has made progress over the years, with increases in state spending and more families served through publicly funded programs.

Children Enrolled in State-funded Pre-K

During the **2021-2022** school year Delaware preschool...

Investments promise strong outcomes and returns.

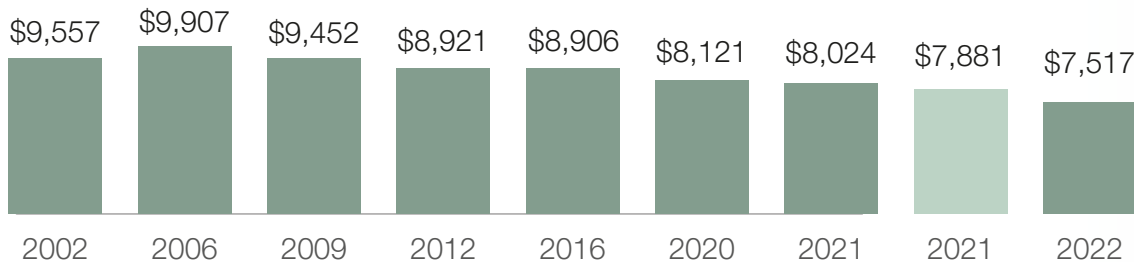
Specifically, an estimated **six to 10 percent** per year is expected for every dollar spent on ECE.

...State spending totaled **\$6,149,300**, the **same** as the **last year**.

...State spending per child equaled **\$7,517**, **up \$108** from 2020-2021 adjusted for inflation.

...Delaware met **9 of 10** quality standards benchmarks.

State Spending Per Child Enrolled (2021 Dollars)

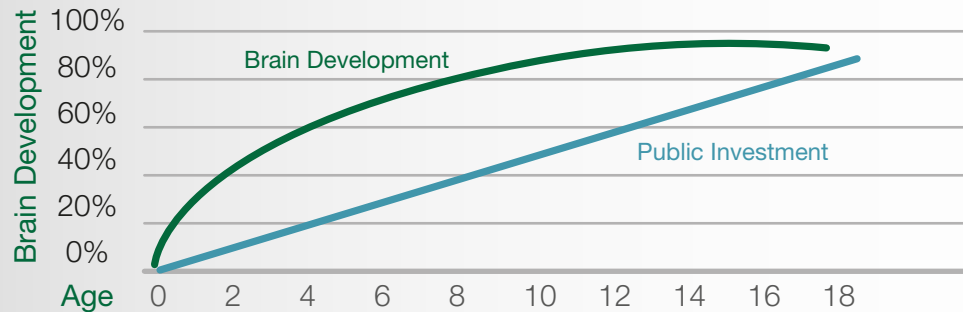


Investment in Early Care and Education

Brains are built from the bottom up. In the first few years, more than **one million new neuronal connections** are formed every second.

Compared to **K-12** students, Delaware invests a **fraction** of what it does in children under five.

Brain Science Inverse Relationship






Delaware invests an average of approximately **\$20K per child** in **K-12** education (despite higher adult to child ratios and shorter school day and year).

1/3 investment in **Pre-K**.



Investment in Early Care and Education

Center-Based Child Care Example - Annual Child Care Subsidy Reimbursement Rates Per Child (Purchase of Care)

Age of Child	State Reimbursement Rate POC daily billing average rate X 250 days*	Costs to Meet Current Basic Delaware Requirements** per Cost Estimator Model	Cost to Fund Quality Care per Cost Estimator Model
Infants 0-12 months 	\$8,900	\$16,500 ⊕ 86%	\$39,000 ⊕ 138% than cost of current requirements ⊕ 342% than current state rate
Toddler I 1-2 years 	\$8,000	\$12,000 ⊕ 50%	\$32,000 ⊕ 167% than cost of current requirements ⊕ 301% than current state rate
Toddler II and Preschool 2-5 years 	\$7,000	\$7,700 ⊕ 12%	\$26,500 ⊕ 242% than cost of current requirements ⊕ 282% than current state rate

Experience shapes brain development. Specifically, the interactions that children receive from adults impacts the formation of the brain's architecture.

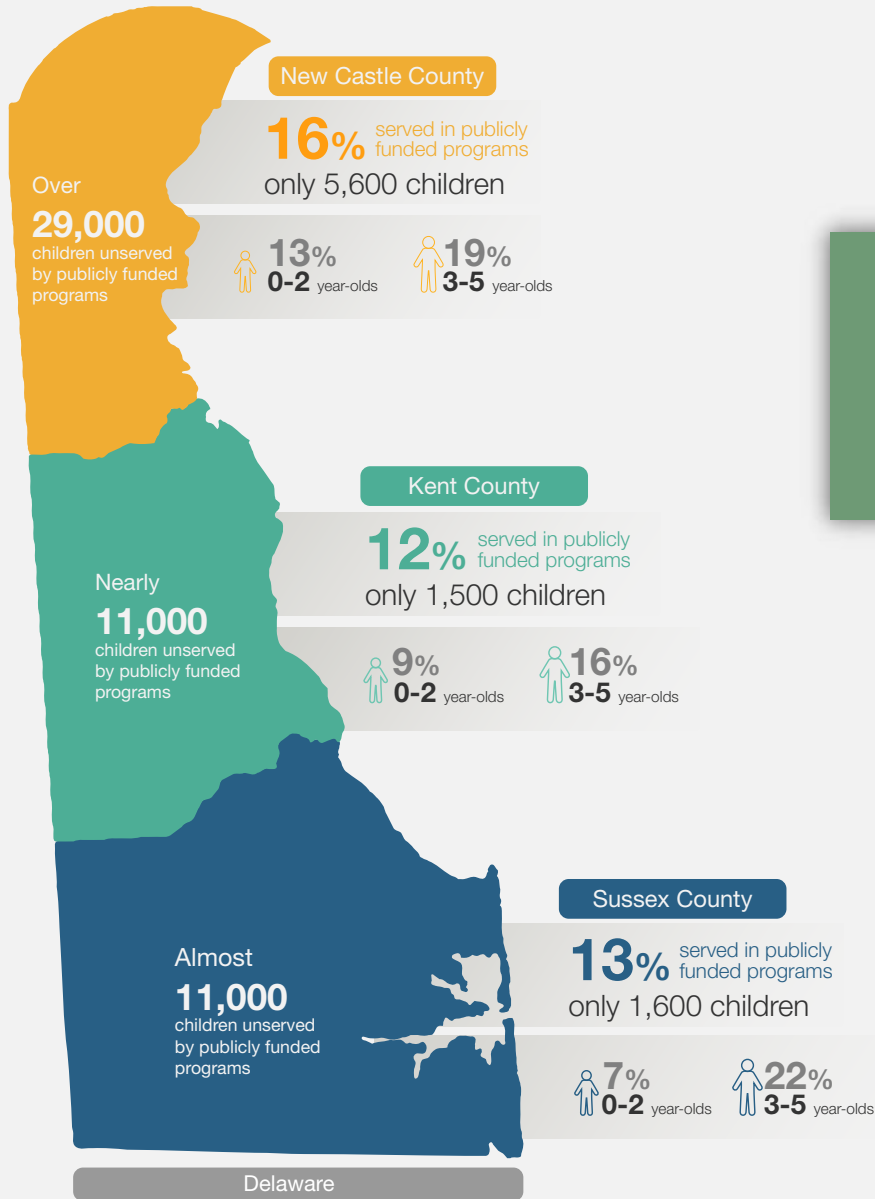
Note: This represents 2022 data

*Average among three counties (Kent/Sussex are paid at a lower rate than New Castle County); Centers are open about 250 days/year; about 70 percent of centers in Delaware participate in Stars, which provides additional funding for reaching higher quality levels, at ~10-30 percent more. A new cost study is expected in the spring of 2024.

** State licensing requirements – includes benefits and paid time off.

Source: [Rodel. \(2022\). Delaware Recognizing The True Cost Of Quality Early Learning.](#)

Most Delaware Families Can't Access Publicly Funded Child Care

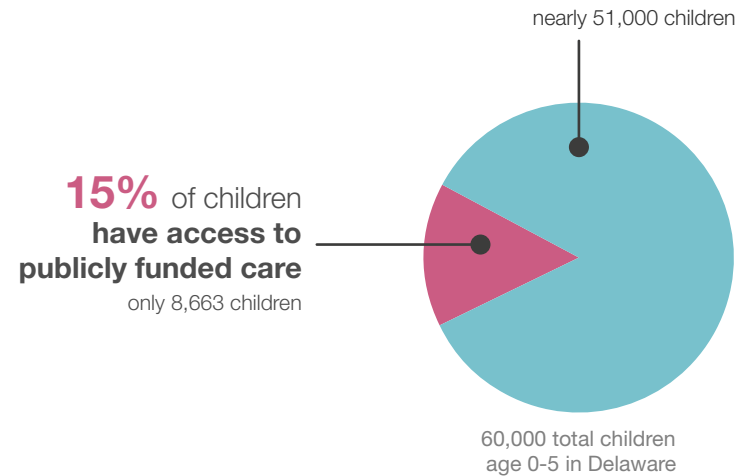


Nearly **51,000** children under age 5 lack access to publicly funded care.

Access is decreasing:
 Delaware is funding **30% fewer children** than the state funded in 2018.

only 1 out of 7 children **have access** to publicly funded care
 Only **10%** of children aged **0-2**
 Only **19%** of children aged **3-5**

85% of children are **without access** to publicly funded early care and education programs

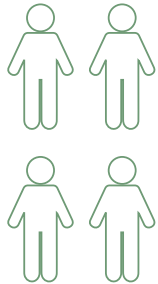


Source: Most Delaware Families Can't Access Publicly Funded Child Care, First State Pre-K, 2023

Child Care is Unaffordable to Most Delaware Families

Child care is as expensive as **housing** and **college tuition** in Delaware

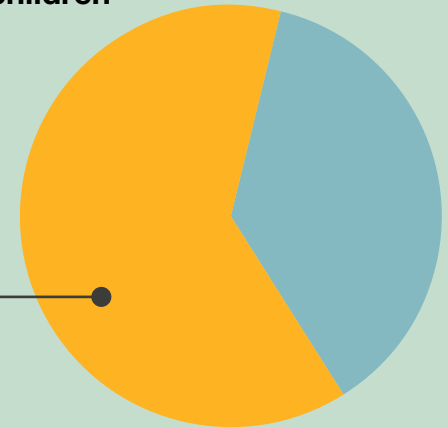
Only households earning **above the state median income** can afford child care as part of their annual budget.



A **family of four** in Delaware **would** have to make **\$88,683** annually to afford child care and other basic, survival expenses (housing, food, childcare, transportation, health care) – and Delaware’s **median family income is \$84,825**.

Cost prevents families from:

- › Joining the **workforce**
- › Going back to **school**
- › Buying a **house**
- › Having **more children***



63% of Delaware parents said they would either **return to work** or increase their hours if they found consistent **quality child care**, according to a survey of hundreds of Delaware parents in 2022-23.

**Delaware’s birth rate has been declining—and the state is in the bottom third of states for fertility replacement rates, which poses long term economic challenges for our economy and state services.*

Child Care is Unaffordable to Most Delaware Families

Child care is a major expense for most families.



For a **single parent** child care costs **36%** of median annual income

\$11,834 yearly, pre-tax, per child 0-4



For a **married couple** child care costs **10%** of median annual income

\$11,834 yearly, pre-tax, per child 0-4

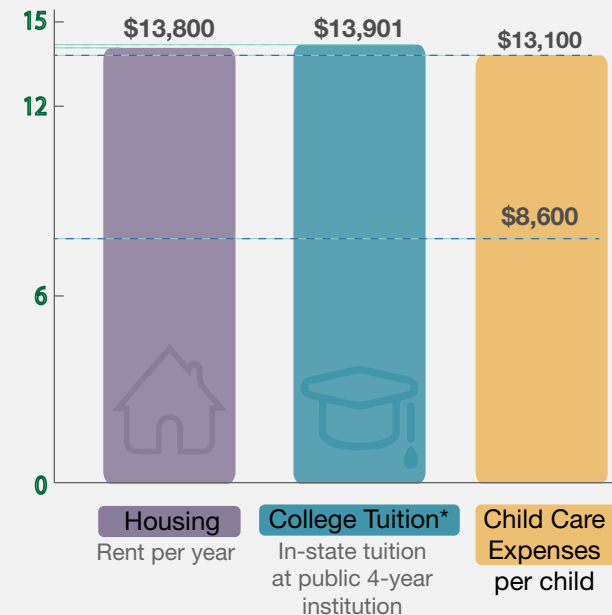


For a **family covered by state assistance (Purchase of Care, child care subsidy)** child care costs

9%

of median annual income
As much as \$4,800 for an annual income of \$53K, pre-tax

Child care is as expensive as other household expenses (2021)



**Delawareans can go to college for free with scholarships, nothing similar exists for 0-5 years old.*

Would These Delaware Families Qualify for Child Care Assistance?

At what point do families fall off the benefits cliff—or 185% of Federal Poverty Level—and when can they afford child care again?

A family would begin to lose child care benefits at \$55,000 and would lose them completely at \$60,000.

Even if the family were to make \$100,000, their net resources would be ~-\$6,300 (NCCo).

In Kent and Sussex, families would only be able to afford child care again once they make \$97,000.

Many dual-income, working families do not qualify and cannot afford it in their budget



Teacher
Masters, 5 years of experience
Annual Salary
\$63,528



Teacher & teacher, married + 2 children

\$127,056
-\$21,518*

At 423% of FPL, this family is **ineligible** for state-funded pre-K (ECAP) or subsidized child care (Purchase of Care) and **can afford** the basics + child care.



Constructor Laborer
Annual Salary
\$50,772



Teacher & construction laborer, married + 2 children

\$114,300
-\$21,518*

At 381% of FPL, this family is **ineligible** for state-funded pre-K (ECAP) or subsidized child care (Purchase of Care) and can **just afford** the basics + child care.



Receptionist
Annual Salary
\$30,708



Construction laborer & receptionist, married + 2 children

\$81,480
-\$21,518*

At 272% of FPL, this family is **ineligible** for state-funded pre-K (ECAP) or subsidized child care (Purchase of Care) and **cannot afford** the basics + child care.



Bank Teller
Annual Salary
\$37,488



Receptionist & bank teller married + 2 children

\$68,196
-\$21,518*

At 227% of FPL, this family is **ineligible** for state-funded pre-K (ECAP) or subsidized child care (Purchase of Care) and **cannot afford** the basics + child care.

*Combined Salary -Child care market rate for two children.

Try out the child care affordability calculator:
rodelde.org/child-care-affordability-calculator/

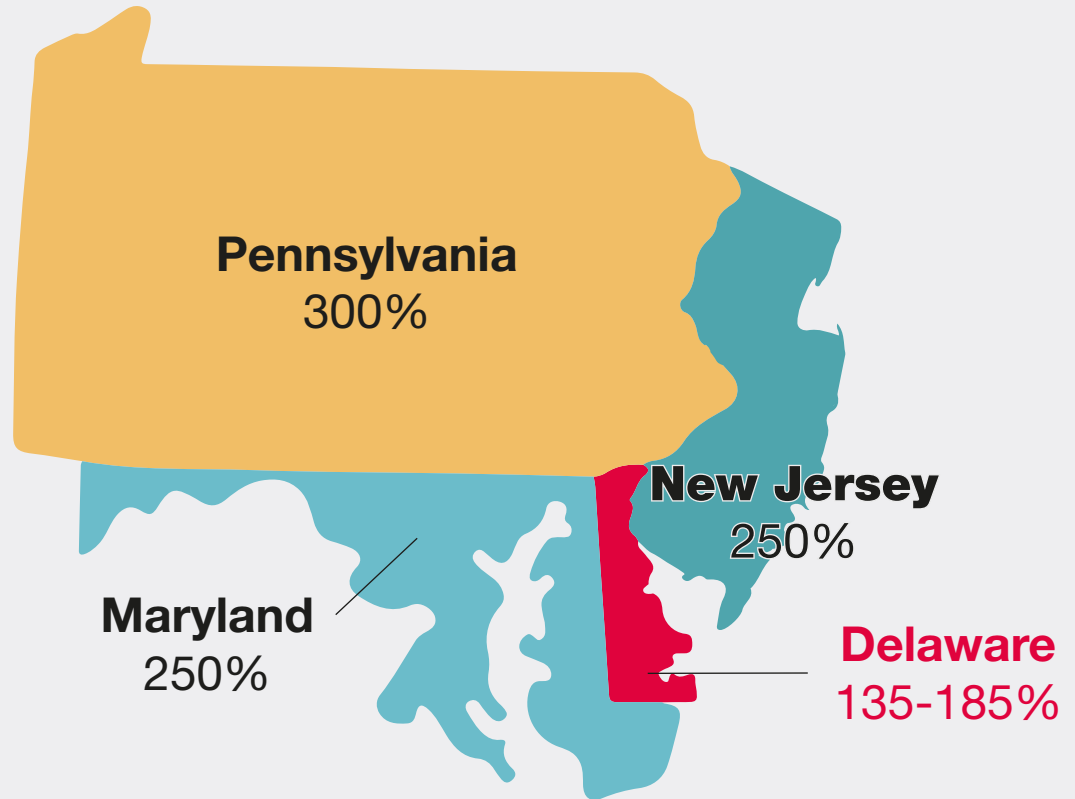
Source: Rodel, Delaware Readiness Teams, First State Pre-K, deaeyc, the YMCA. (2023). The "Missing Middle: Delaware's Working Families Can't Afford Child Care but Don't Qualify for State Programs"

U.S. BLS May 2022 Annual Mean Wages for Delaware, District Pay Scales

2023 Eligibility for Purchase of Care by State

2023 Eligibility for Purchase of Care by State

Neighboring states provide child care to more families than Delaware



***Delaware Purchase of Care is at 185 percent and ECAP is at 135 percent*

Source: Rodel, Delaware Readiness Teams, First State Pre-K, deaeyc, the YMCA. (2023). The "Missing Middle:" Delaware's Working Families Can't Afford Child Care but Don't Qualify for State Programs.

Schulman, Karen. Precarious Progress: State Child Care Assistance Policies 2022. National Women's Law Center, May 2023.

Undervalued Workforce

“To have more highly qualified and trained teachers, that costs you money, either in literal training dollars or because now you're hiring somebody who's got more skills and they **don't want to make \$13.25 an hour...it almost feels like everyone who comes in here for an interview, we have to hire them because we don't have any other options.**”

– Delaware child care provider

Early Childhood Educators are Not Treated as Professionals

61% have a **high school degree** with **limited training in early childhood**

Research indicates an early childhood teacher with a bachelor's degree in early childhood development or specialized training is better able to support children's healthy development.

40% have **healthcare benefits**

13% of the workforce has **another paid job** to supplement their income

\$13.25 hourly average salary of child care teacher

Out of the **10,000** early childhood educators in child care in Delaware

1/3 are on public assistance of some kind (e.g. TANF, SNAP)

Undervalued Workforce

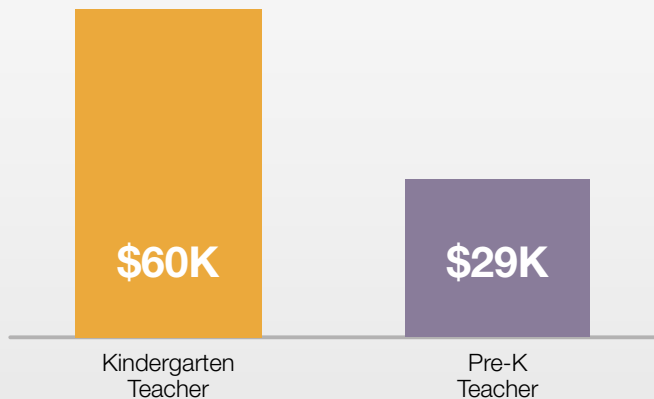
Delaware **struggles to recruit, train, and retain early childhood care and education professionals**

No Support System
professional development offerings are inaccessible and undervalued



Declining enrollment in early education degrees in Delaware and **358** high school students are enrolled in the high school career technical **early childhood pathway**

Delaware Mean Annual Salary



Poor compensation and lack of benefits compared to **K-12**



Average **tenure** only **2 years**

Opportunities to Transform the System

Early care and education is essential to childhood brain development and a child's success in their academic career and in life.

Access to **high-quality** and **affordable** child care and pre-K allows parents to re-enter the workforce and allows children to have the experiences they need to succeed.

Brain science shows how important early care and education is, so it is imperative that we ensure the system is as strong as possible.

1

Workforce: Strengthen and support the workforce to ensure we have a strong early childhood system. Increasing **compensation** and supporting additional credentials would lead to a more **qualified** and **satisfied** workforce.

2

Affordability and Access: Increase **eligibility** and **invest** in state subsidized child care to make sure it is accessible and affordable to Delaware families.

3

Continuity: Streamline the **birth to five system** so that children can transition easily through child care and early childhood education, to pre-school and into kindergarten.

Additional Resources

First State Pre-K:

www.firststateprek.com

Delaware Office of Early Learning:

<https://www.doe.k12.de.us/Domain/232#>

Delaware Early Childhood Council Strategic Plan:

<http://bit.ly/3Xd1ulp>

Delaware Readiness Teams:

www.delawarereadinessteam.com

The Delaware Association for the Education of Young children (deaeyc):

www.deaeyc.org

Child Care Affordability Calculator:

<https://rodelde.org/child-care-affordability-calculator>

EDUCATOR SUPPORT AND DEVELOPMENT

Great teachers and leaders are at the core of a high-quality education. **Research** demonstrates that teachers and leaders are the **most important in-school factors** impacting student learning. This makes educator support and development one of the highest leverage policy areas **impacting student learning**.

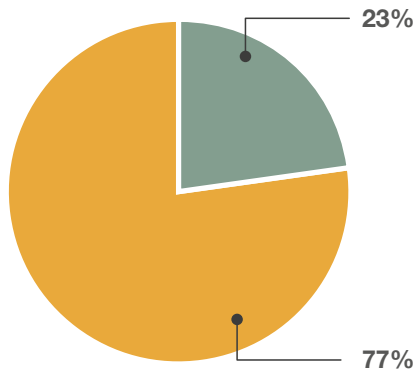
Delaware partners are working to dramatically **increase recruitment, support, and retention of teachers of color in the profession** through the teacher academy pathway, teacher residencies, and creating intentional spaces that cultivate and support **culturally responsive practices** of new and existing teachers.

Delaware Educators 2023-24

SY 2023-24

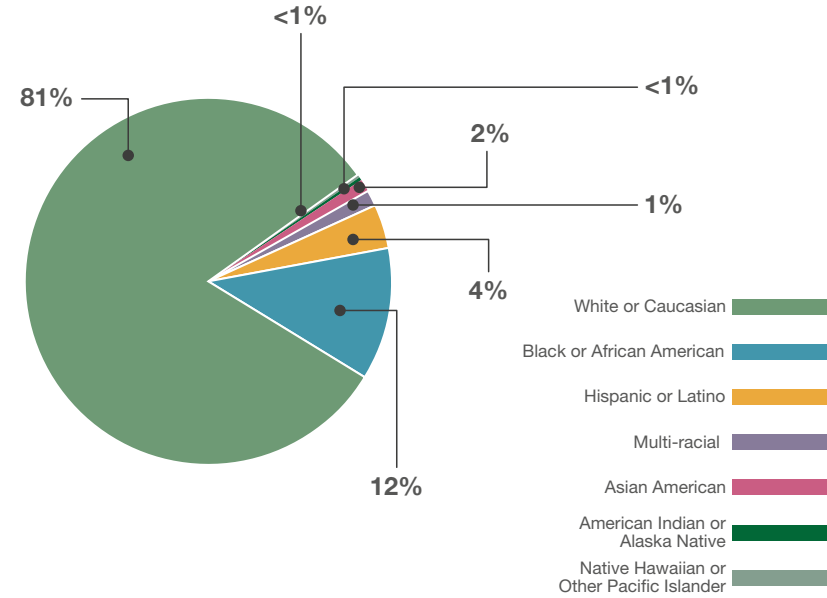
	Number	Percentage
Gender		
Male	2,263 teachers	23%
Female	7,578 teachers	77%

Gender



Educator Demographics

Race



SY 2023-24

	Number	Percentage
Race		
White or Caucasian	7,922 educators	81%
Black or African American	1,149 educators	12%
Hispanic or Latino	446 educators	5%
Multi-racial	142 educators	1%
Asian American	152 educators	2%
American Indian or Alaska Native	22 educators	<1%
Native Hawaiian or Other Pacific Islander	9 educators	<1%

Like the rest of the nation, **Delaware educators** are predominantly **white** and **female**. While there have been slight increases in diversity over the past five years, the teaching profession still does not reflect the communities it serves.

Note: Here "educators" refers to classroom teachers.
Source: Delaware Department of Education. (2024). Educator Characteristics. Delaware Open Data.

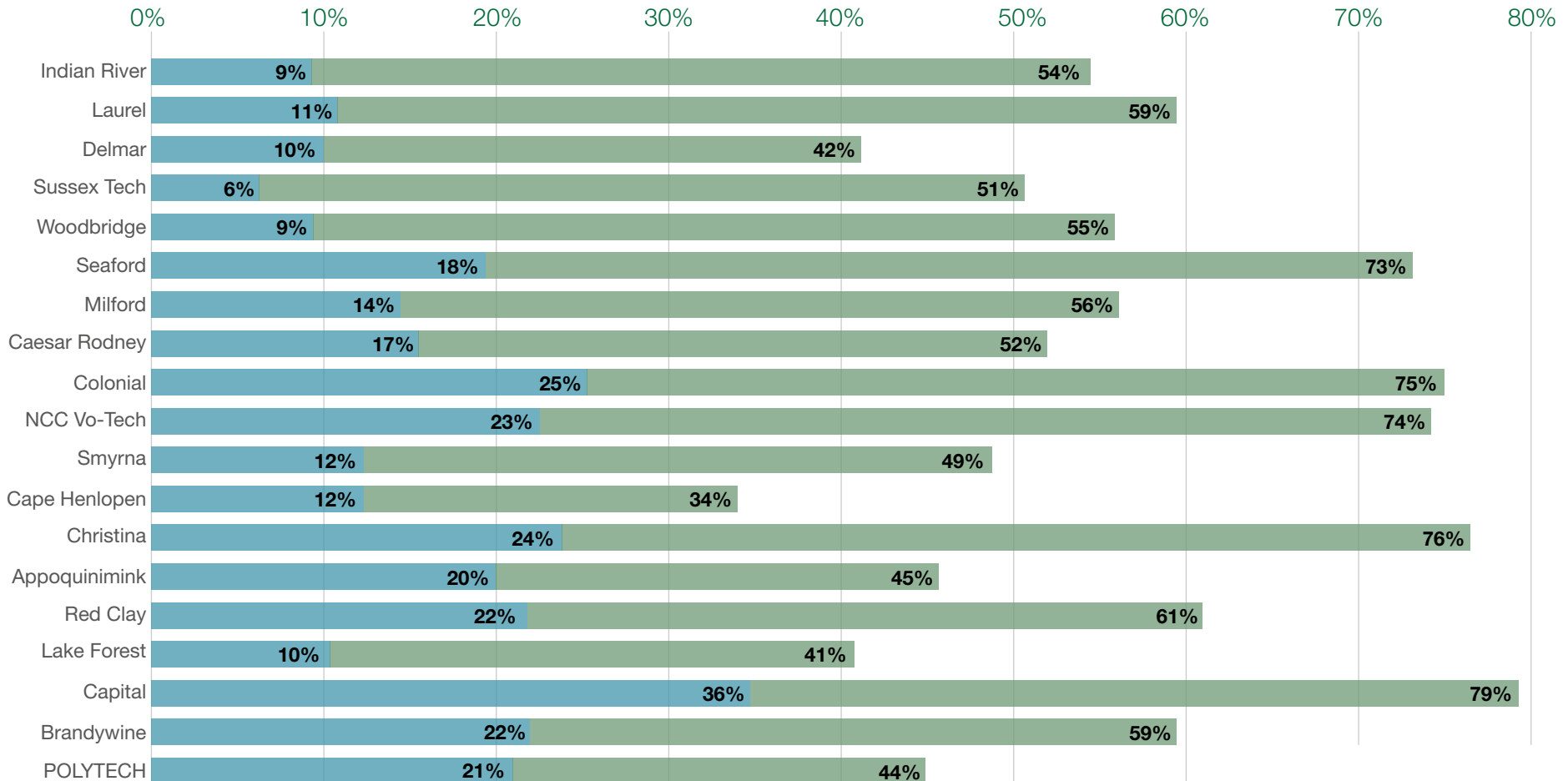
Delaware Educators

In the 2023-24 school year:

African American men represented **2.9 percent** of educators statewide.

Men of color represented **4.3 percent** of educators statewide.

Delaware Students of Color 2022-23 and Delaware Educators of Color 2023-24, by District



Note: Delaware educator data by race, by district is available on the Open Data Portal for the current school year. However, the same data is not available for students and had to be requested.

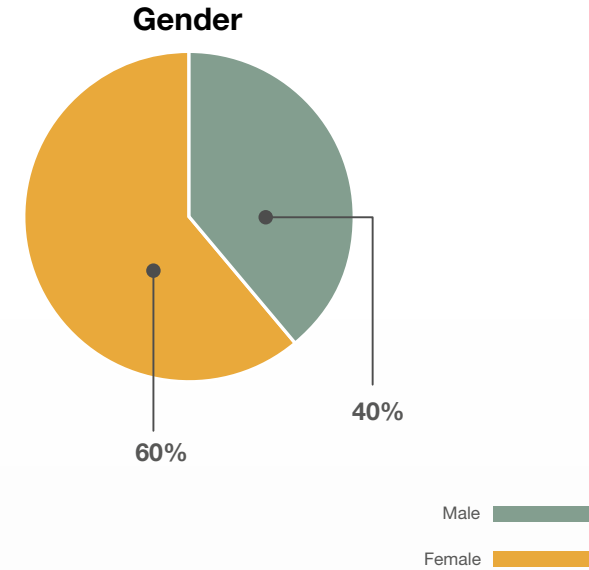
Sources: Delaware Department of Education. (2024). Educator Characteristics. Delaware Open Data. Delaware Department of Education. (2024). Delaware Report Card. Delaware Department of Education. (2024). Educator Mobility Data Request.

Educators of Color █
Students of Color █

Delaware Administrators 2023-24

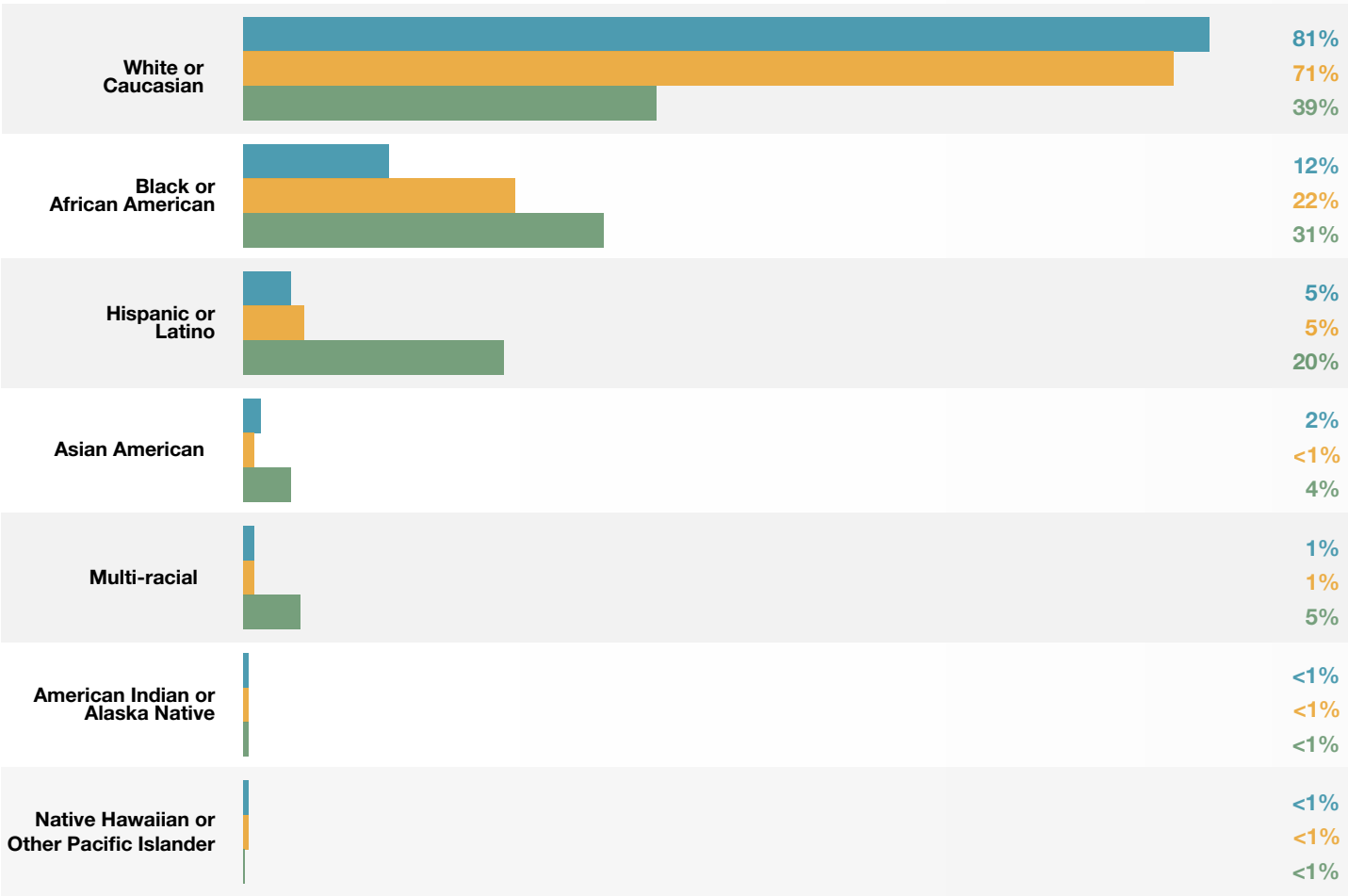
Administrator Demographics

SY 2022-24		Total leadership: 1,169
	Number	Percentage
Race/Ethnicity		
White or Caucasian	829 administrators	71%
Black or African American	254 administrators	22%
Hispanic/Latino	62 administrators	5%
Multi-racial	13 administrators	1%
Asian American	5 administrators	<1%
American Indian or Alaska Native	5 administrators	<1%
Native Hawaiian or Pacific Islander	1 administrators	<1%



SY 2023-24		Total administrators: 1,169
	Number	Percentage
Gender		
Male	470 administrators	40%
Female	699 administrators	60%

Comparing Student, Educator, and Administrator Demographics 2023-24



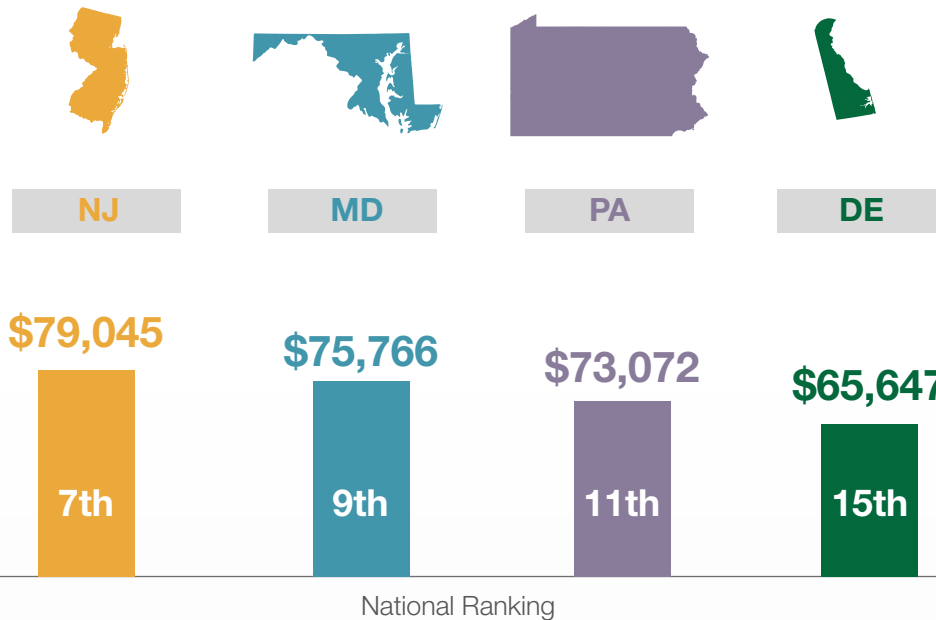
Educator █
 Administrator █
 Student █

Source: Delaware Department of Education. (2024). Educator Characteristics. Delaware Open Data.

Educator Compensation

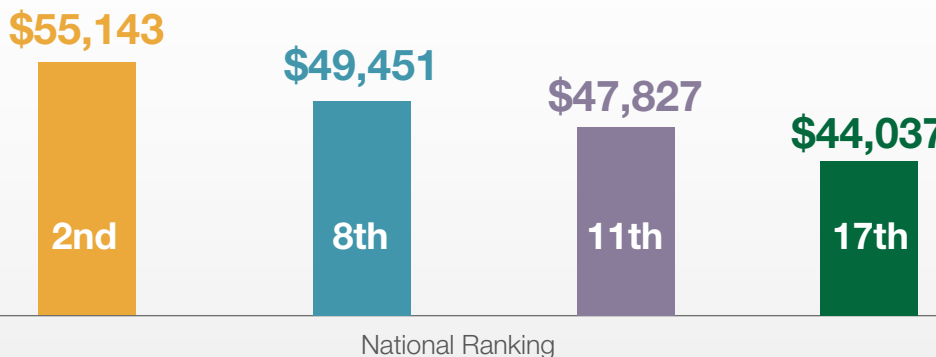
Average Educator Salary by State

All our regional neighbors are in the top 12 in the nation and pay approximately \$7,000-\$13,000 more in average salary than Delaware.



Average Educator Starting Salary by State

All our regional neighbors are in the top 12 in the nation and pay \$4,000-\$11,000 more in starting salary than Delaware.



The **Public Educator Compensation Committee** was established by Senate Bill 100 of the 151st General Assembly.

The compensation committee has released recommendations for a base salary scale, and in the upcoming year is considering **compensation** for teacher **leadership roles**, additional **professional responsibilities** and **additional learning**.

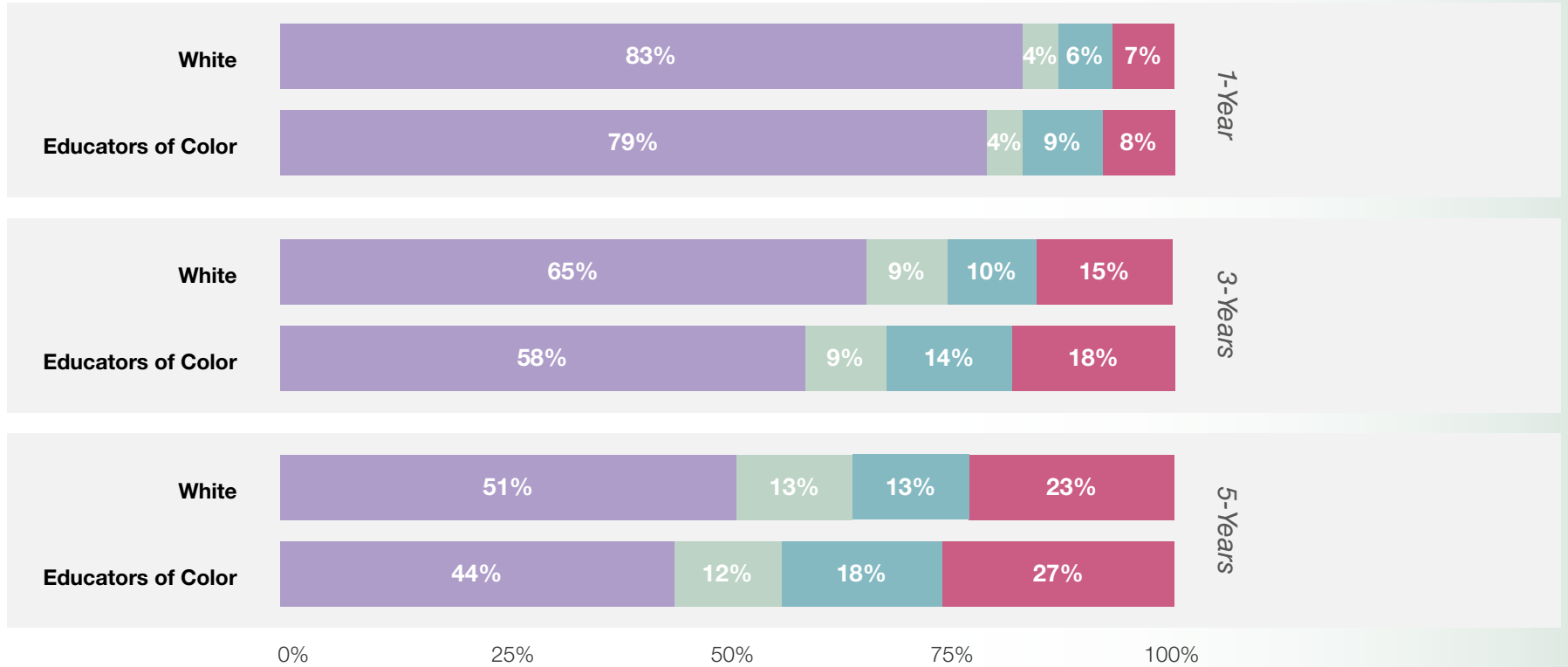
All our regional neighbors are in the top 12 in the nation and pay **\$4,000-\$11,000 more** in starting salary than Delaware.

Source: *National Education Association. (2023). The State of Educator Pay In America.*

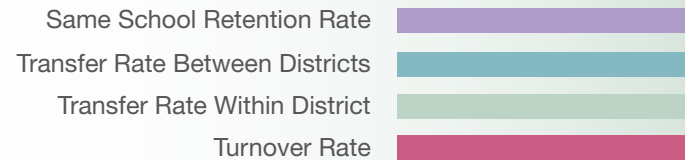
Educator Retention

Delaware is working to reverse trends in **educator retention**, where a majority of teachers of color are **not remaining** in their school after **five years**.

Statewide



Teacher Retention Rates (2022-23)



Note: Each year represents a different cohort. One year percentage is showing the percent of educators employed in 2022 school year who were retained in school year 2023; two year percentage shows the percent of educators who were employed in 2021 and retained in 2023; five year percentage shows the percent of educators who were employed in 2018 and retained in 2023.

Source: Delaware Department of Education. (2023). Educator Mobility Data Request.

Educator Retention

Why do educators leave the profession?

Between 2019 and 2023, **school leadership** was the top reason educators left their positions, with **69 percent** selecting it as a **factor** and approximately **40 percent** selecting it as a **major factor**. Other major factors selected by educators include district leadership and/or district **policies**, educator leadership and involvement in **decision-making**, and **student behavior** and **school climate**.

School leadership is also a top factor for **leaving a current position** for both **experienced** (40 percent) and **novice** (38 percent) responding educators statewide.

School leadership is a top major factor in leaving a current position for educators who identify as **white** (37 percent) and for educators of **color** (45 percent) statewide. Educators who identify as white selected **student behavior** and **school climate** (29 percent) **more frequently than educators of color** (26 percent). Educators of color identified educator **leadership** and **involvement** in decision-making as a top major factor (30 percent) more frequently than white educators (22 percent).

What factors could have encouraged educators to remain in their positions?

Having a **more effective administrator** or school leader and a **pay** increase were the most frequently chosen factors that could have encouraged educators to remain statewide.

Educators of color more frequently identified more **culturally competent** educators and administrations (24 percent) and **opportunities for advancement** (23 percent) as factors that could have influenced them to stay compared to their white peers (10 percent and 12 percent, respectively). A higher percentage of white educators identified working with different students and/or **improved student attitudes and behavior** (23 percent) when compared to educators of color (17 percent).

*Note: Responses collected between 06/10/2019 and 11/30/2023.
Source: Delaware Department of Education. (2023). Educator Mobility Data Request.*

Opportunities to Transform the System

1

Expand student **access** to teacher **academies** through intentional partnerships with community-based organizations and institutes of **higher education**.

2

Expand **access** to **high-quality, sustainable** teacher **residency** programs throughout the state.

3

Leverage **financial** aid **available** to **aspiring teachers** including scholarships, loan forgiveness, and teacher apprenticeship programs.

4

Invest in retention efforts like compensation, teacher leadership opportunities, creating welcoming and affirming environments, and affinity spaces for teachers of color.

Resources

Recruitment, Training, and Retention initiatives

Recruitment

[Teacher Academies](#)

[Grow Your Own](#)

Training

[Teacher Apprenticeship Opportunities](#)

[Residency Programs](#)

Retention

[Affinity Spaces for Teachers of Color](#)

[Compensation Reform](#)

Join Delaware Schools:

<https://www.joindelawareschools.org>

Teacher prep programs in Delaware:

<https://www.doe.k12.de.us/domain/553>

Rodel Teacher Network. (2023). Culturally Responsive Leadership in Schools:

<https://rodelde.org/wp-content/uploads/2023/12/Culturally-Responsive-Leadership-Rodel-Teacher-Network-2023-v2.pdf>

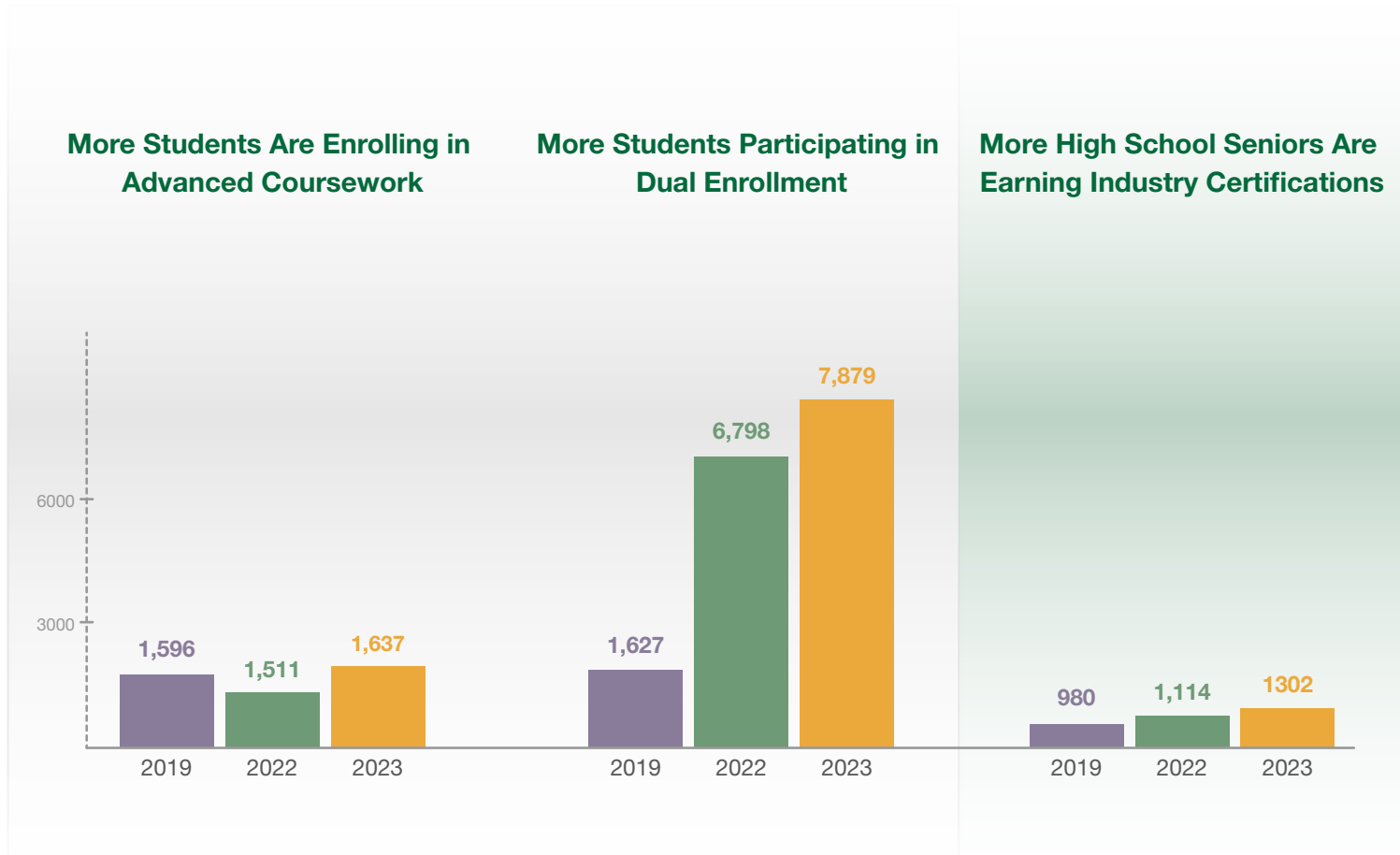
COLLEGE AND CAREER SUCCESS

A student who is college and career ready has the knowledge and skills to be success in college, in the workplace and beyond.

Delaware is in the midst of an exciting new chapter in the expansion of career pathways in Delaware. The state is starting **earlier** with its middle schoolers, deepening the impact of **career pathways** in high school, and engaging **more employers** through new industry partnerships. The **world** our young people are entering today is far more **uncertain**, **volatile**, and **polarized** than it was just a decade ago, meaning Delaware must continue to build **equity** and access to postsecondary success.

Landscape

88 percent of the class of 2022 graduated high school in four years with a regular high school diploma. But that's not the only measure of postsecondary success. Today in Delaware, more students than ever are completing **advanced coursework** and **dual enrollment** opportunities.



Note: Advanced Placement indicates a course taken in high school that prepare students for an exam through which they can earn college credit if they receive a high enough score.

Dual Enrollment indicates simultaneous enrollment in both a high school and an accredited postsecondary institution.

Source: 26 DE Reg. 835 (04/01/23)

Delaware Pathways

The **Delaware Pathways Initiative** has made strides recent years, building new, innovative programming focused on centering the **needs** of **students** while aligning with long-term labor **market demands**.

Progress Underway:



900+

Accelerated apprenticeship **opportunities** for students



30,000+

High School Students, or more than 65%, in **Pathways**



5,500

Middle school students in **career exploration** pilots across **10 schools** statewide.

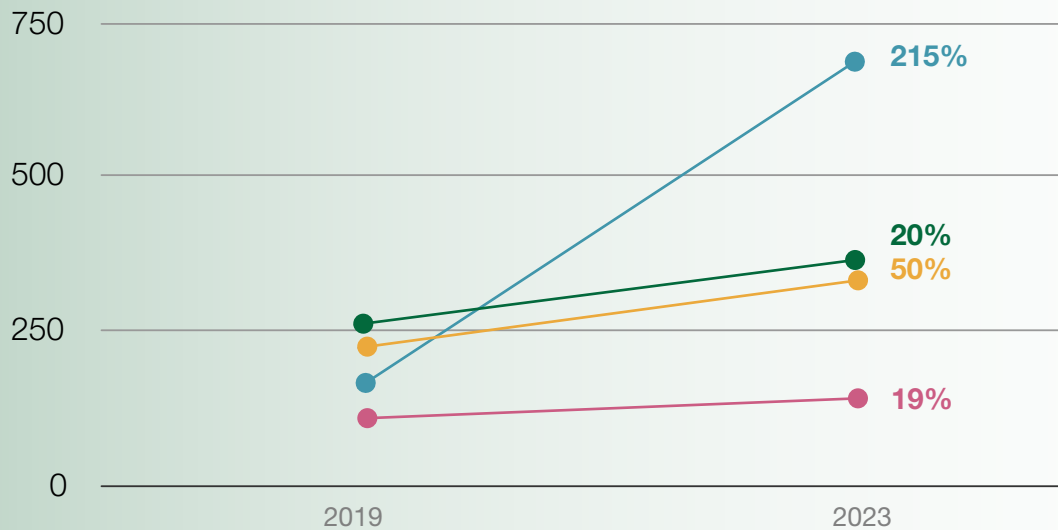
Current pathway offerings for high school students in Delaware include:

- Agricultural Structures & Engineering
- Animal Science & Management
- Environmental & Natural Resource Science
- Natural Resource Management
- Plant Science
- Architectural Engineering Technology
- Digital Communication Technology
- NAF Academy of Business Information Management
- Early Childhood Teacher Academy
- K-12 Teacher Academy
- NAF Academy of Finance
- Allied Health
- Nurse Assisting
- Public & Community Health
- Patient Care Assistant
- Culinary & Hospitality Management
- Hospitality & Tourism Management
- Cisco Networking Academy
- Computer Science
- Manufacturing Production Technician
- Manufacturing Engineering Technology
- Manufacturing Logistics Technician
- Manufacturing Production Technician
- Industrial Maintenance Mechanic
- Marketing Today!
- Engineering
- Architectural Engineering Technology
- Biomedical Science
- Engineering
- Automotive Technology

Delaware Pathways

Building a pipeline in high-demand sectors statewide

Connecting **student interests** with high-demand pathways is critical to setting students up for **success** in our future economy. Over the past five years there has been strong growth in the number of students completing pathways in high-demand industries.



Additional completers





 541⁺

 33⁺

 58⁺

 112⁺

More than **700** additional students completing **high-demand pathways**

- Healthcare 
- Computer science 
- Engineering 
- Manufacturing 

Apprenticeship Opportunities and Work-Based Learning

Delaware's three **vocational-technical** school districts have worked to align **six** of their high school and adult **education programs** to provide **dual enrollment** and **apprenticeship credits** in high-growth sectors for **900+ students** before high school graduation. Industries include:

Electrical

HVAC

Masonry

Construction

Plumbing

Welding

Deepening Engagement

Delaware Office of Work-Based Learning



583⁺

**College
Students**



115⁺

**Employer
Partners**



1,735⁺

**High School
Students**

Note: Work-based learning exists outside of the Office of Work-Based Learning. This list this represents only the opportunities facilitated by the office.

The Office of Work-Based Learning at Delaware Technical Community College has **expanded offerings** and **partnerships** across the state since its founding in 2017.

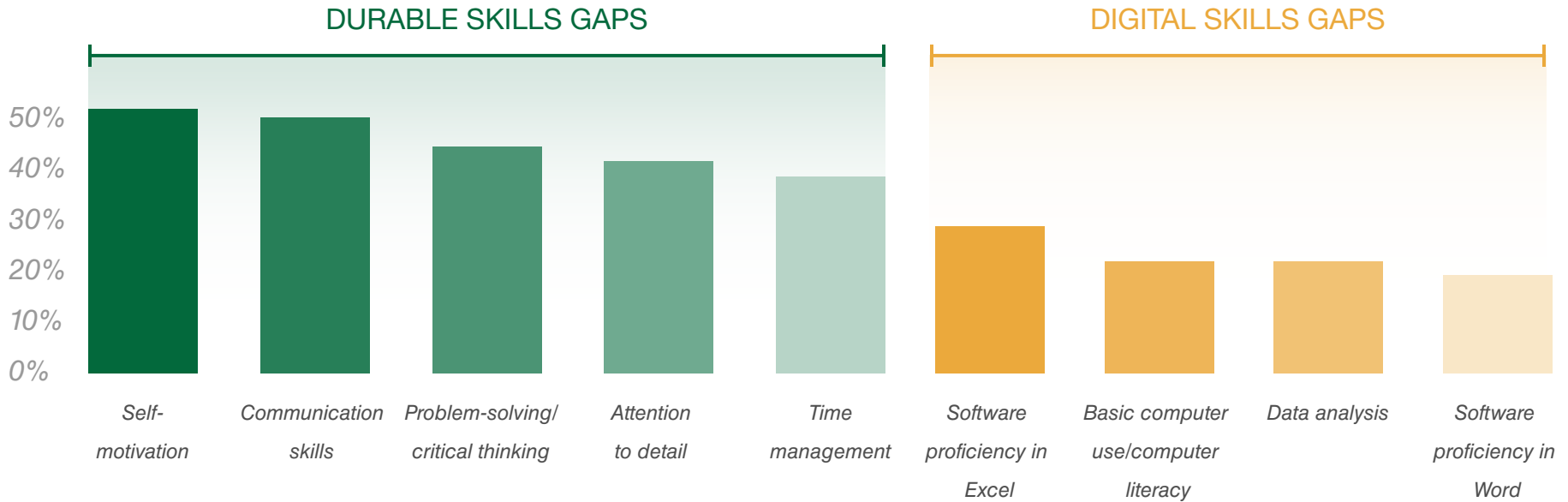
Note: Students in traditional high schools also have opportunities to earn apprenticeship credits.

Delawareans Entering the Workforce

Unlike in generations past, people entering the workforce today will need some education beyond high school to succeed. Delaware is emphasizing new sets of skills and equity as it builds its future workforce.

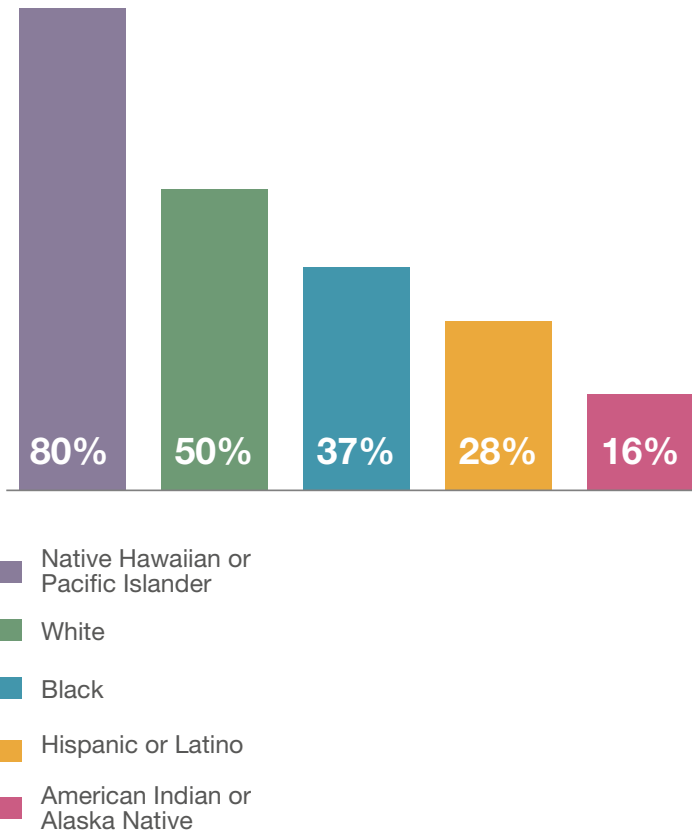
Durable and Digital Skills

Delaware employers cite a lack of durable skills and basic digital skills as the most significant gaps in applicants' readiness for the jobs they need to fill.



Delawareans Entering the Workforce

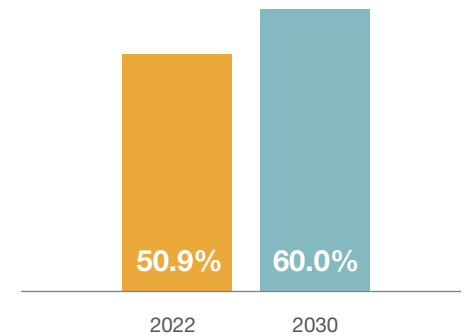
Degree Attainment by Race, Ages 25-64, 2022



Goal for Attainment

Delaware is one of only five states with no codified education or training attainment goal. The Delaware Workforce Development Board has set a goal that 60 percent of Delawareans (age 25-64) will attain a degree or certificate beyond high school by 2030.

9.1 increase over in 8 years



Opportunities to Transform the System

1

Expand **career awareness** and **exploration** to middle school

2

Continue expanding career pathways from **26,000** students to **32,000** students (80% of Delaware high schoolers)

3

Increase opportunities for students in work-based learning experiences, youth apprenticeships, and to earn credit toward college and certifications while still in high school

Additional Resources

Delaware Pathways:

<https://delawarepathways.org>

Delaware Office of Work-Based Learning:

<https://deowbl.org>

Tech Council of Delaware:

<https://www.delawareitic.org>

Start Earlier, Go Faster, Equitable Outcomes: A Snapshot of Pathways 2.0 in Delaware:

<http://rodelde.org/wp-content/uploads/2023/11/2023-Pathways-Snapshot.pdf>

Meet the Local Students Helping Delaware Reimagine Middle Grades:

<https://rodelde.org/meet-the-local-students-helping-delaware-reimagine-middle-grades/>

Delaware Student Success website:

<https://delawarestudentsuccess.org/>