



Rodel

A GREAT EDUCATION
CHANGES EVERYTHING

2023

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 archived state data and info, visit www.rodelde.org/ata glance.

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Notes On Data

The **COVID-19 pandemic** created a deep and lasting effect on the education field, for students, families, educators, and schools. This impact extends into **data collection** and **reporting** as well.

Most of the data in this **At A Glance** report span from **2018 to 2022**. The data reported are the most recent available for the topic being reported. Some measures were not collected or were collected inconsistently **during the pandemic** and are either not reported here or are reported with notes/caveats to explain any discrepancies.

COVID-19 also impacted students significantly, so while some numbers may appear concerning, it is important to understand that **the data was collected in the context of a pandemic**, when many students fell behind, where instruction was delivered in hybrid or inconsistent forms, and different definitions were given to certain measures. Where that is the case, it is noted here. These data are meant to serve as a reference point for the development of solutions.

Delaware Public School Students 2022-2023

Students Characteristics

Students enrolled* in Delaware



2021-22	2022-23	+ 1%
139,799	141,299	

1,500 students

Students enrolled* in charter schools

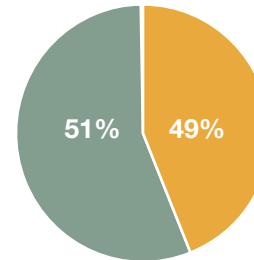


2021-22	2022-23	+ 6%
17,201	18,223	

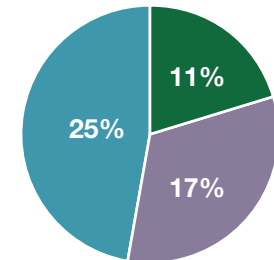
1,022 students

SY 2022-23	Total children: 141,299	
	Number	Percentage
Gender		
Male	72,628 children	51%
Female	68,671 children	49%
Other characteristics		
Multilingual Learners	15,515 children	11%
Students with disabilities	24,685 children	17%
Low-income**	35,621 children	25%

Gender



Other characteristics



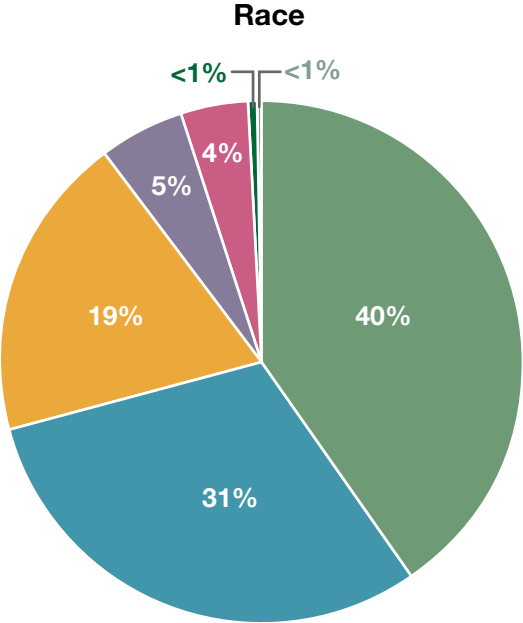
*Enrollment includes all students in preschool through 12th grade in traditional school districts, charter schools and vocational-technical schools.
Note: This count does not include students who may have enrolled after September 30th.

**The 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.

Sources: Delaware Department of Education. (2022). Student Enrollment and Unit Allotment Report for School Year 2022-2023; Delaware Report Card. (2022). Fall Enrollment.

Delaware Public School Students 2022-2023

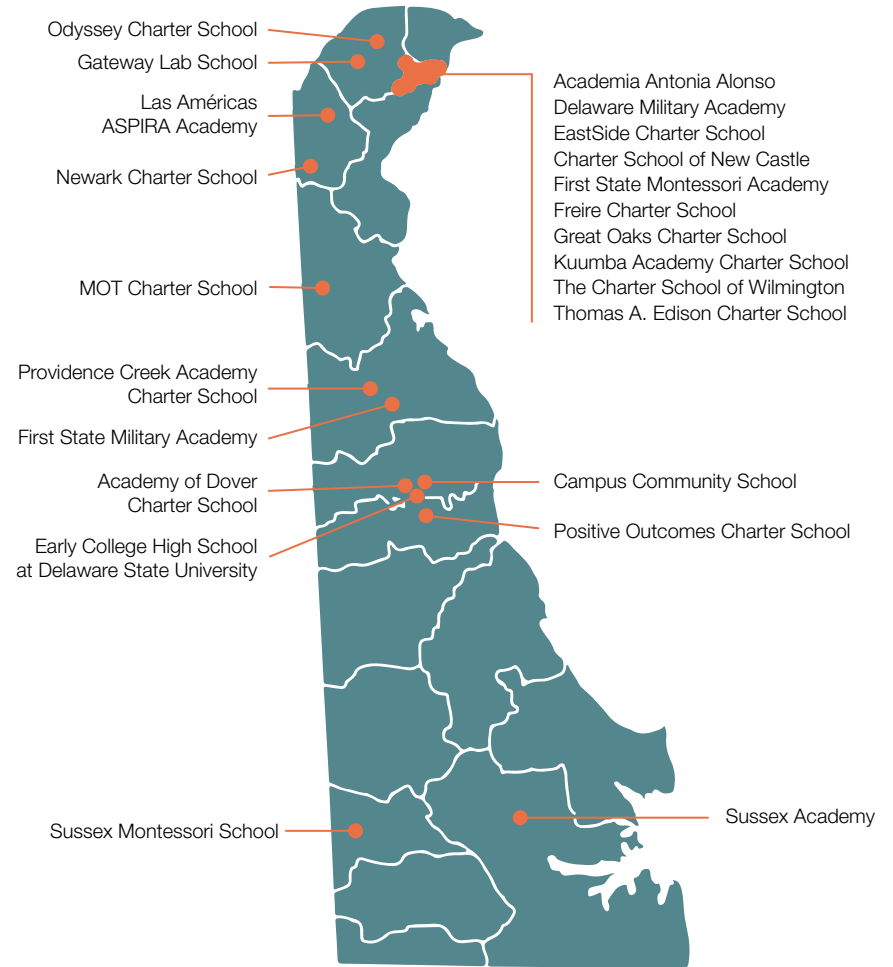
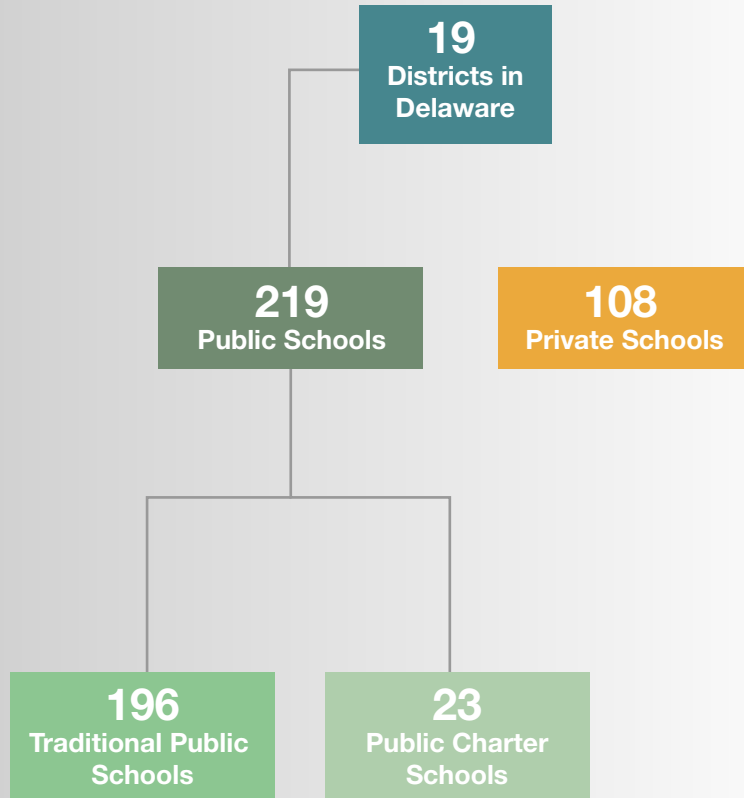
Student Characteristics



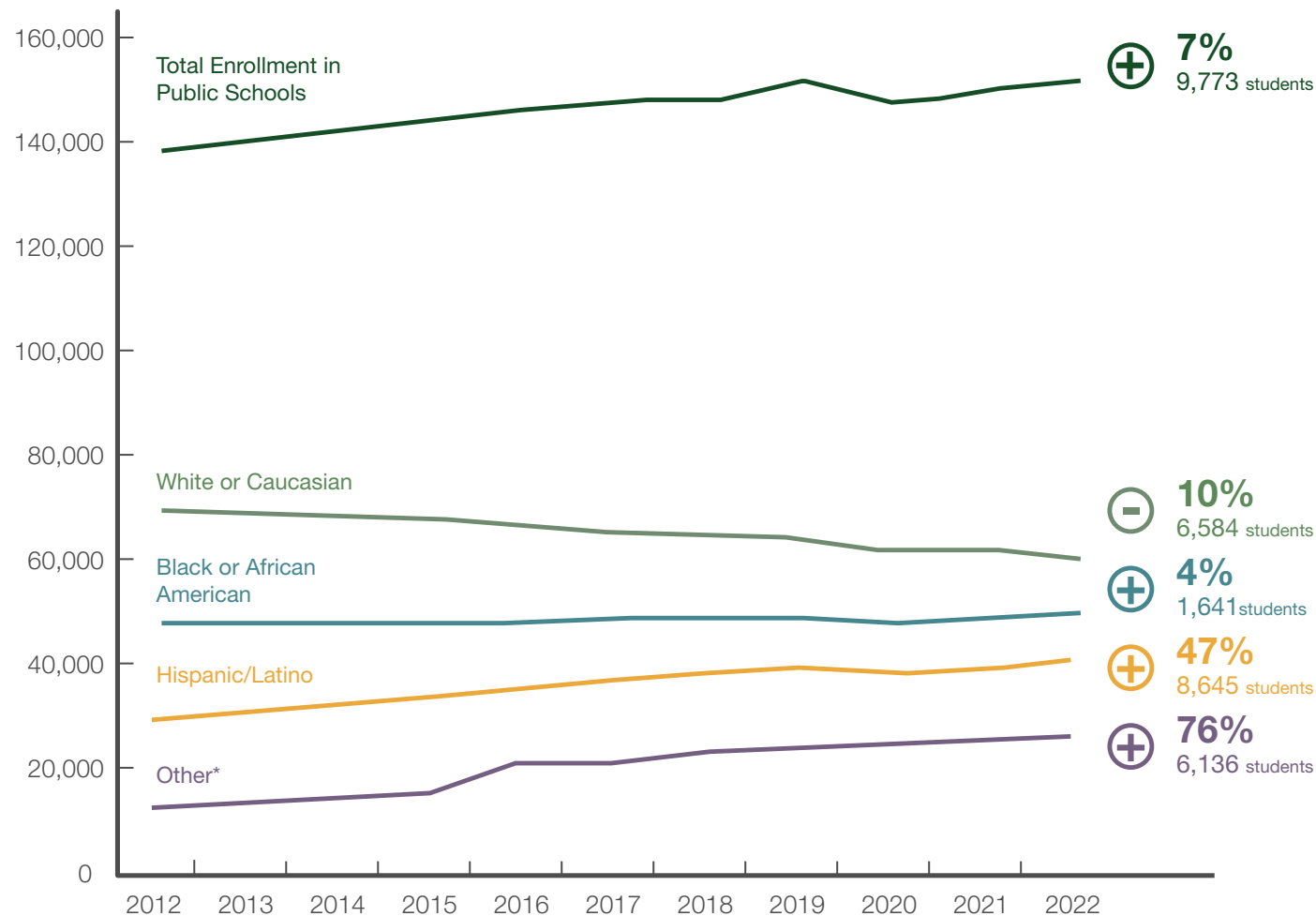
SY 2022-23	Total children: 141,299	
	Number	Percentage
Race		
White or Caucasian	57,198 children	40%
Black or African American	43,110 children	31%
Hispanic/Latino	26,833 children	19%
Multi-Racial	7,291 children	5%
Asian American	6,076 children	4%
American Indian or Native American	579 children	<1%
Native Hawaiian or Other Pacific Islander	212 children	<1%

Sources: Delaware Department of Education. (2022). Student Enrollment and Unit Allotment Report for School Year 2022-2023; Delaware Report Card. (2022). Fall Enrollment.

Delaware School Districts & Charter Schools (2022-23)



Student Enrollment Trends By Race Subgroup (2012-2023)



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

In particular, the **Hispanic/Latino** student population has increased by more than 8,000 students—or 47%—since 2012-13.

White student enrollment in public schools has decreased over the past decade by more than 6,000 students or 10%.

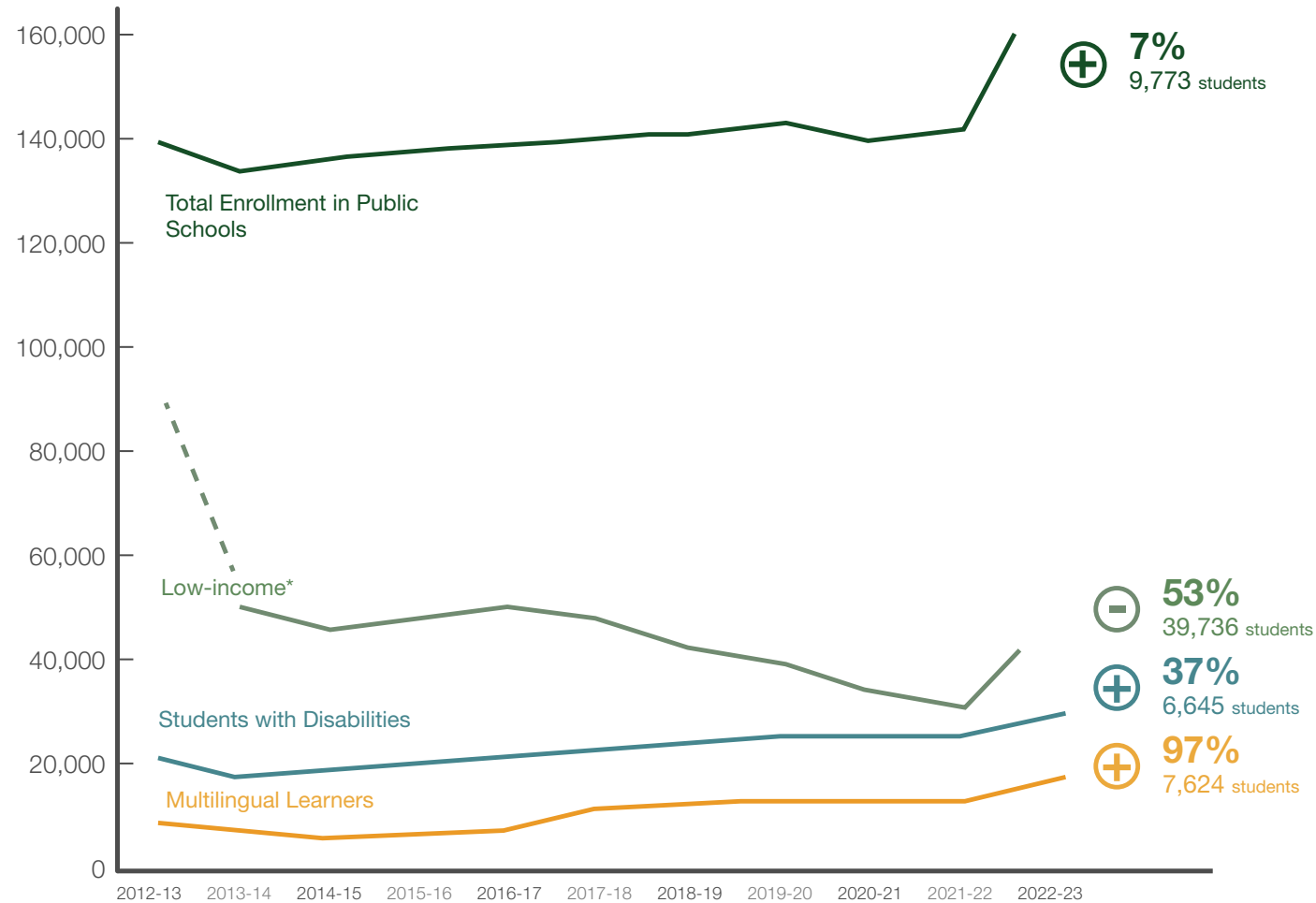
While public school enrollment is higher than it was a decade ago, there was a notable drop in enrollment between 2019-20 and 2020-21 largely attributed to the impact of **COVID-19**.

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. \(2022\). Student Enrollment and Unit Allotment Reports \(2012-2023\).](#) [Delaware Report Card. \(2022\). Fall Enrollment.](#)

Student Enrollment Trends By High-needs Subgroup (2012-2023)



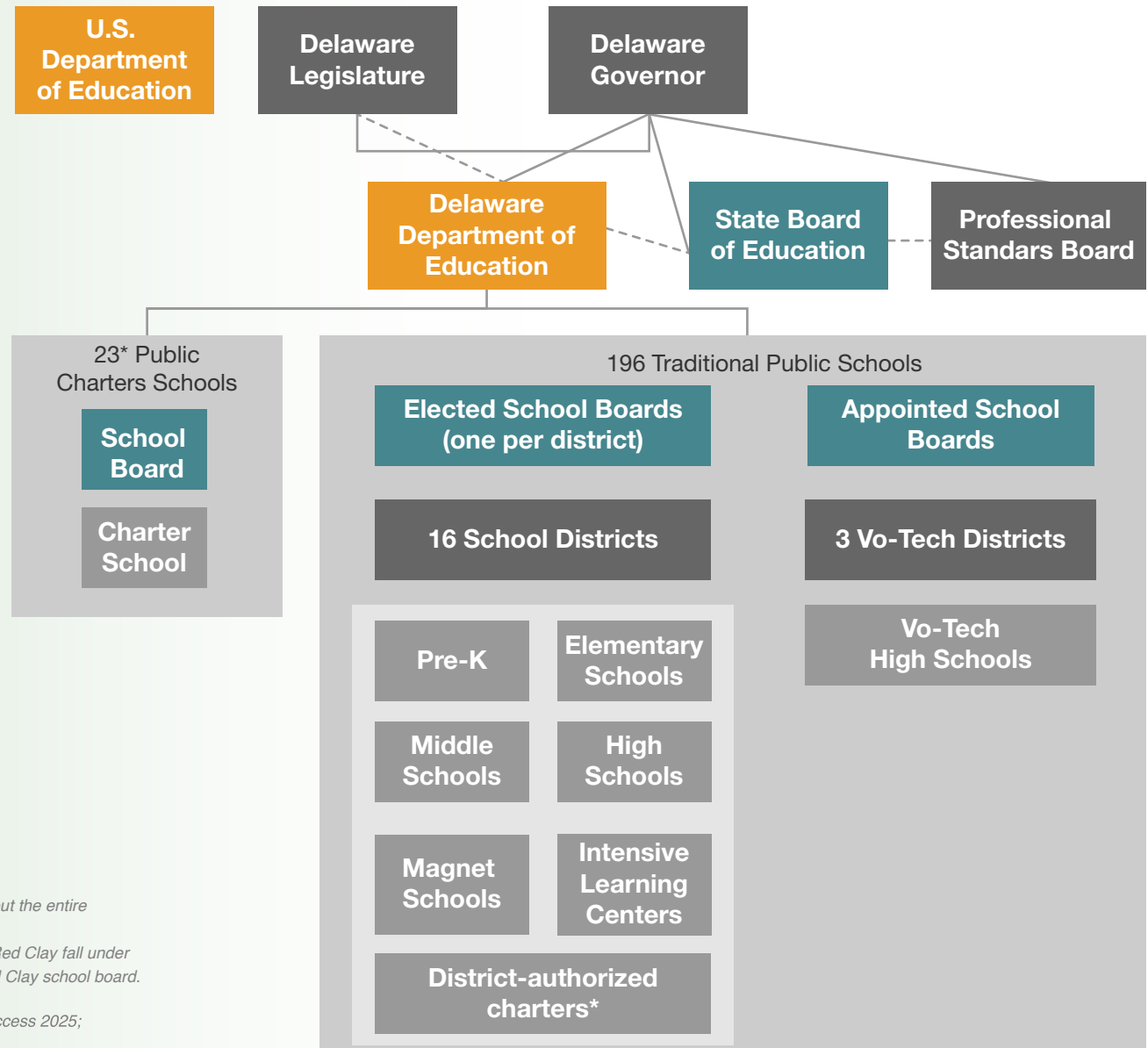
Over the last decade, the populations of students with disabilities and multilingual learners have increased by 37 percent and 97 percent respectively, compared to a seven percent increase in enrollment of public school students statewide.

*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. (2022). Student Enrollment and Unit Allotment Reports (2012-2023); Delaware Report Card.

Public School Governance

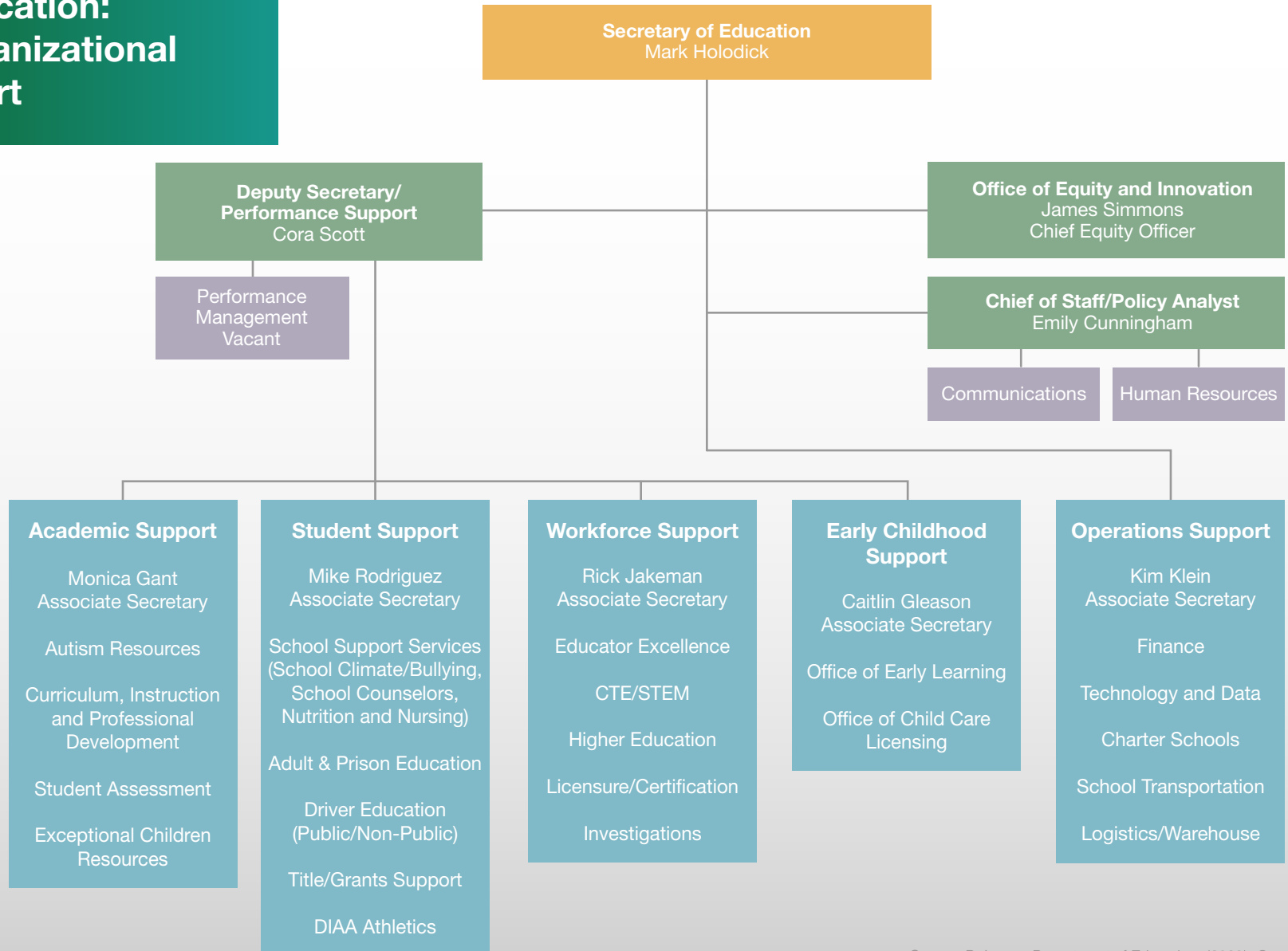


Note: This graph is not inclusive of all governing bodies throughout the entire Delaware school ecosystem.

**When looking at governance, the three charters authorized by Red Clay fall under traditional school districts because they are governed by the Red Clay school board.*

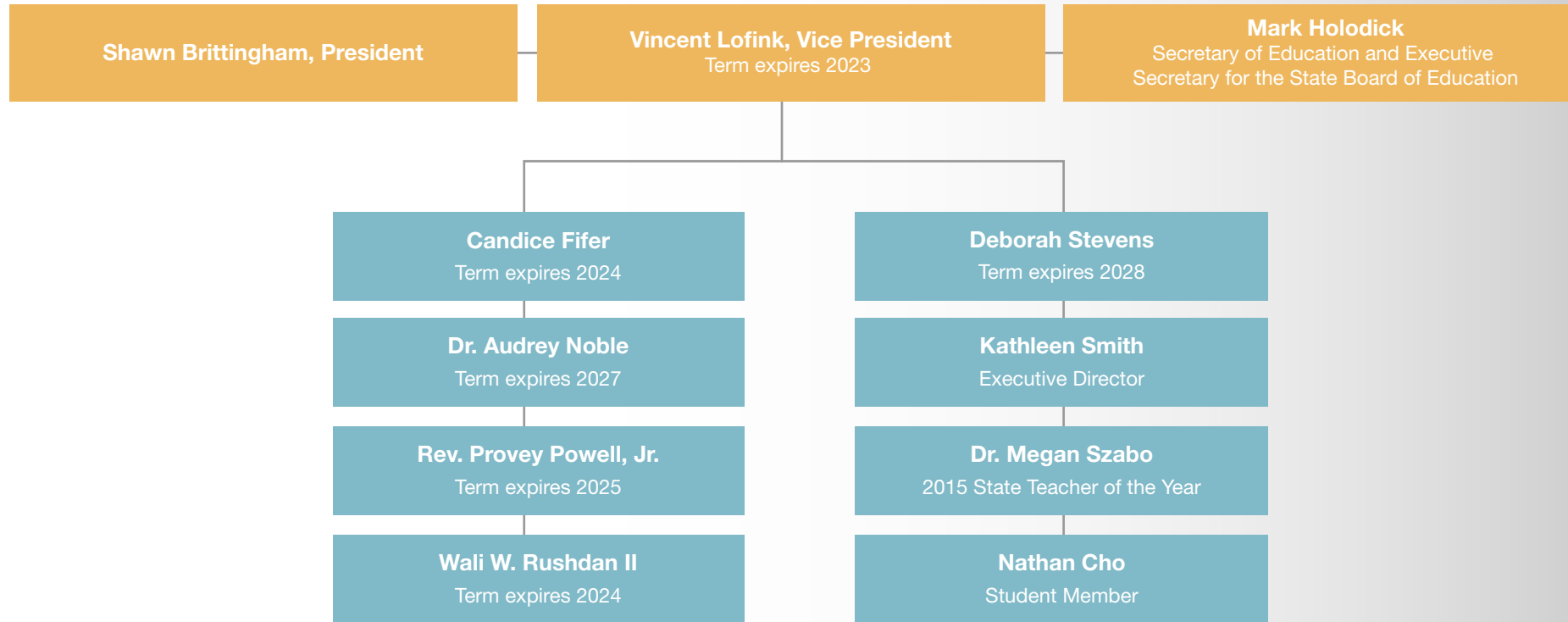
Sources: Adapted from The Vision Coalition. (2015). Student Success 2025; Delaware Report Card. (2020). All Schools in Delaware.

Delaware Department Of Education: Organizational Chart



Source: Delaware Department of Education. (2023). Organizational Chart.

State Board Of Education

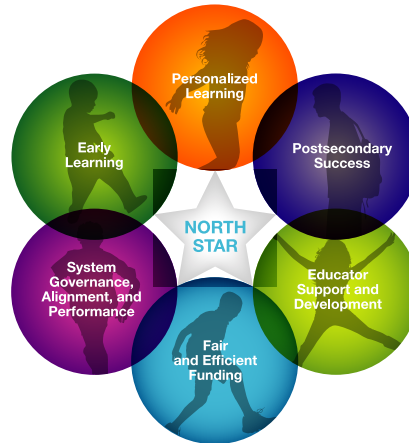


Vision Coalition



The **Vision Coalition of Delaware** is a [public-private partnership](#) composed of a broad range of Delawareans who work together to improve Delaware public education.

The coalition's leadership team developed the [Vision 2015 plan](#) in 2006. Starting in January 2014, 4,000 [Delawareans shared](#) their ideas, perspectives, and opinions during the plan development process. The result was **Student Success 2025**.



The plan contains policy recommendations across **six core areas**:

- Early Learning
- Personalized Learning
- Postsecondary Success
- Educator Support and Development
- Fair and Efficient Funding
- Systems, Governance, Alignment, and Performance

Multilingual Learners

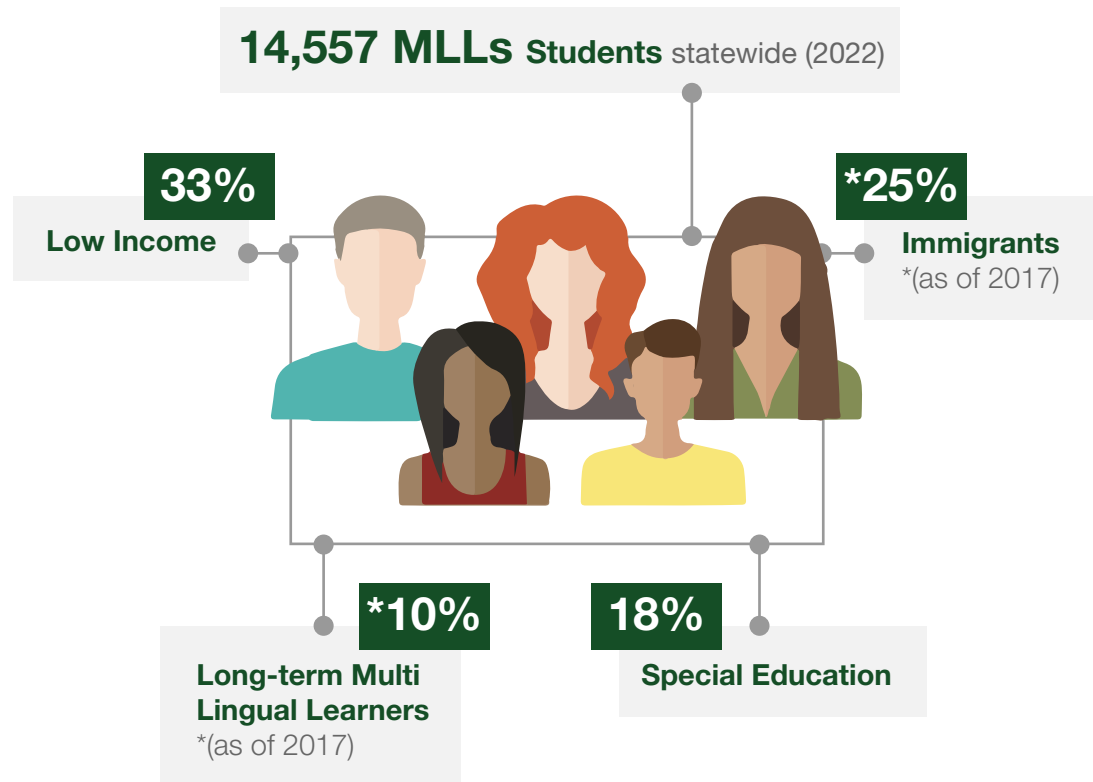
Multilingual Learners (MLLs)

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% of the total student population as of 2022.**



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.

Multilingual Learners (MLLs)

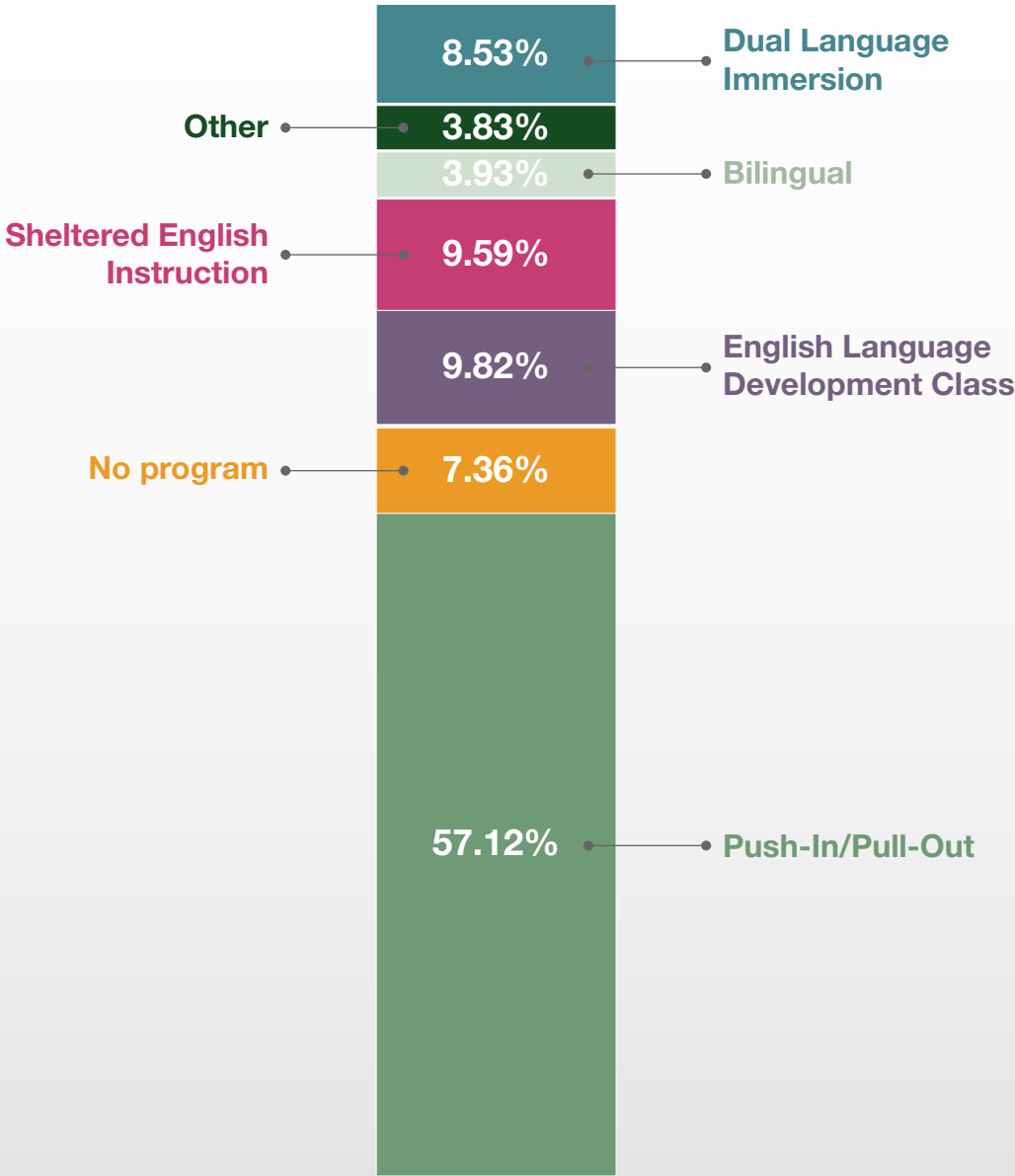
Multilingual Learners (MLLs) are the fastest-growing student population in Delaware. They are enrolled in every district and charter in the state.

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 schools.

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.

Common models in Delaware include:



Additional Resources

Delaware Department of Education:

<https://education.delaware.gov>

Delaware State Board of Education:

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

Multilingual Learners in Delaware 2022 Fact Sheet:

<https://bit.ly/MLLDelaware>

School Choice and Language in Delaware:

https://drive.google.com/file/d/11AFfPB3D29EHpWJgyJlDhjv0oxky_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.

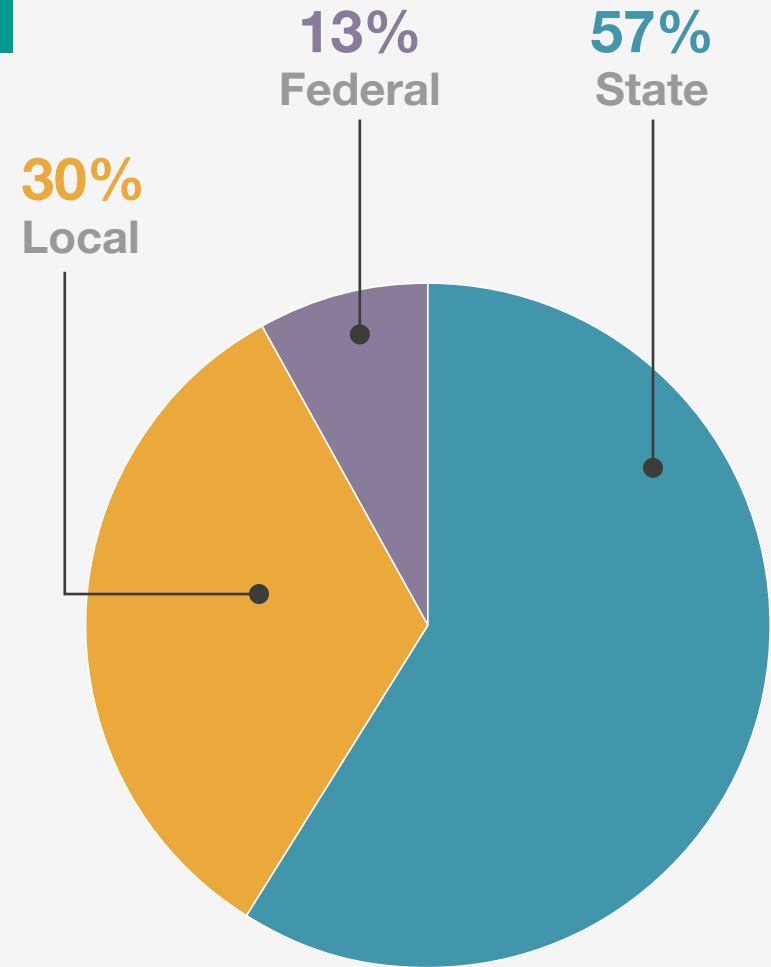
While Delaware spends an average of **\$18,604** per student, the method in which it disperses dollars is considered **outdated on a national level**. This has led to persistent **disparities** between student groups in terms of academic achievement.

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 57%), followed by the **local** (about 30%) and **federal** (about 13%) portions.

In school year 2021,
Delaware reported
\$2,793,464,285.66
in total revenue.



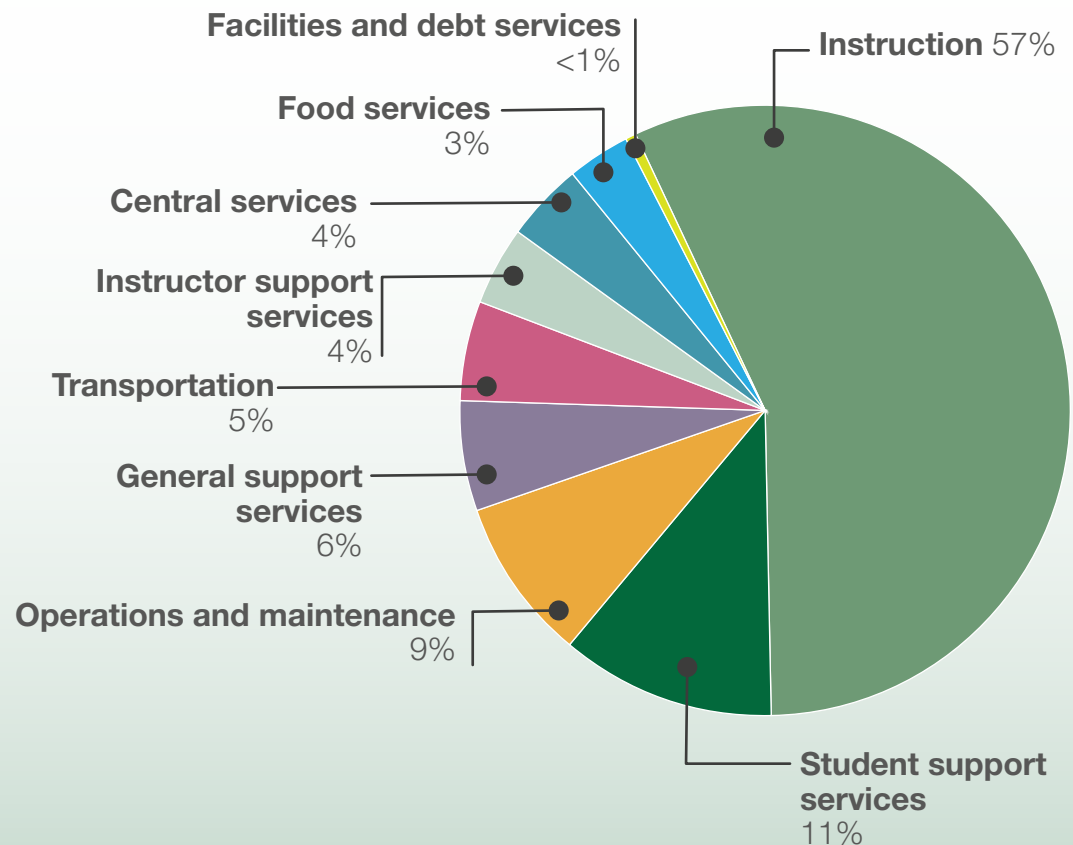
Total Education Spending for the State (2019-2020)

In 2019-2020, 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 (FY20)

For every dollar spent on education:

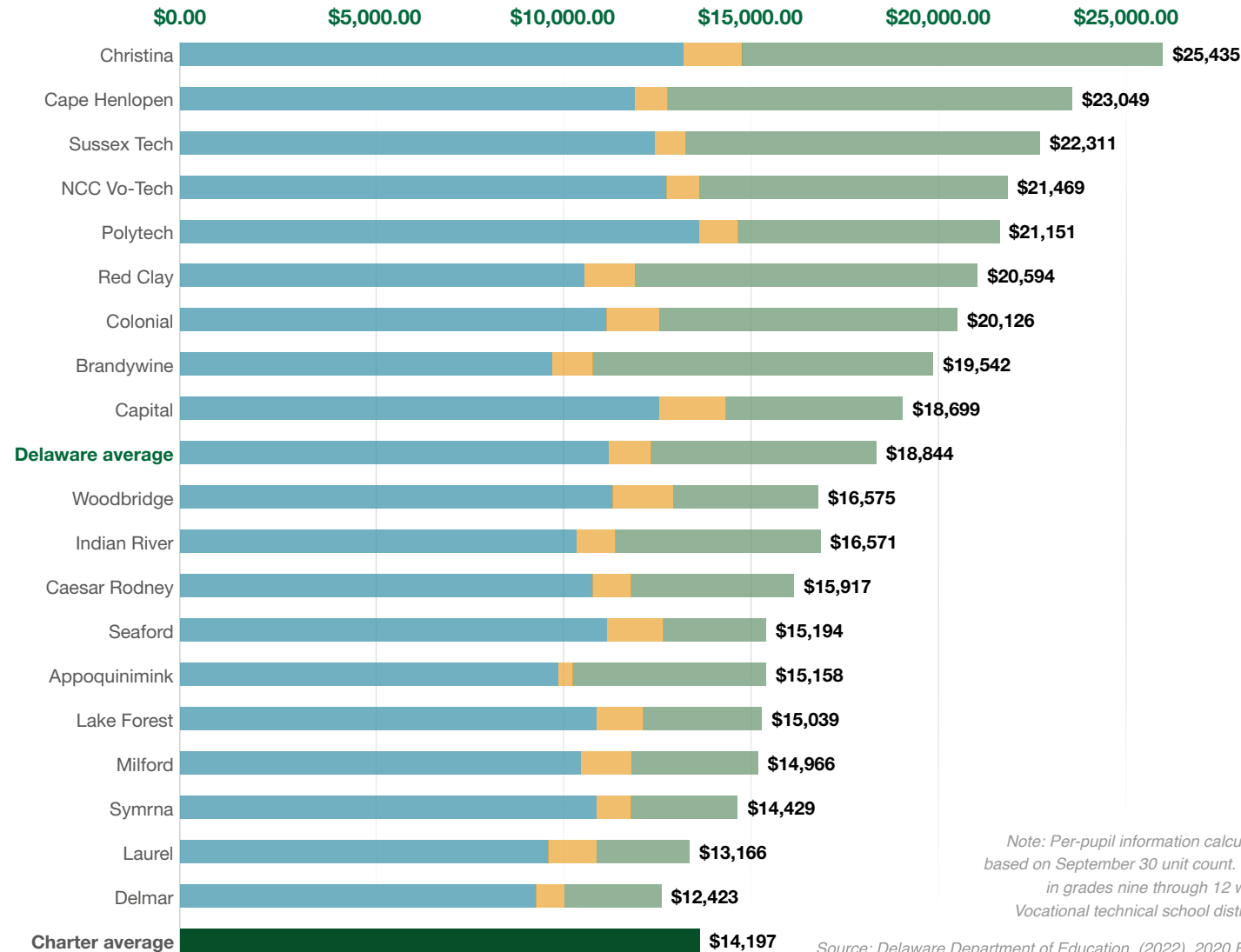


Note: Categories are based on school districts' annual financial statement to the Delaware Department of Education. Total education spending for the state is inclusive of local, state and federal funds. It is unclear whether capital funds are included. "Instruction" refers to the total expenditures spent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

Source: Delaware Department of Education. (2022). 2020 EDSTATS Reporting: Regular Districts and Charter Totals.

Average Revenues Per Pupil By District (2019-2020)

The level of **funding** available through local revenue sources **varies across districts** more so than state and federal sources.



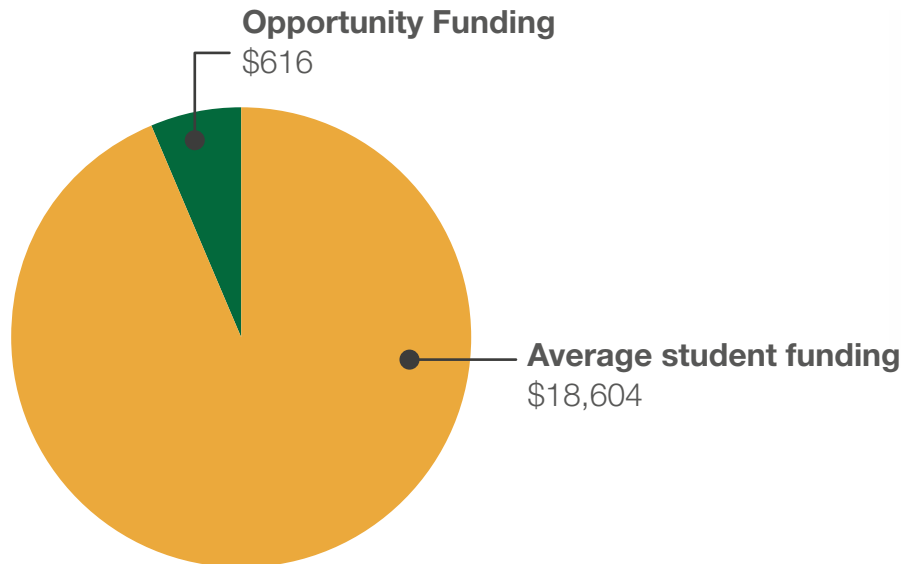
Note: Per-pupil information calculated by dividing total revenue by total student enrollment based on September 30 unit count. Vocational technical teachers serve and support students in grades nine through 12 who are engaged in vocational technical career programs. Vocational technical school districts are funded differently than traditional school districts.

Source: [Delaware Department of Education. \(2022\). 2020 EDSTATS Reporting: Regular Districts and Charter Totals.](#)
[Vision Coalition of Delaware. \(2023\). Delaware School Funding: Basics.](#)

How Does Delaware Fund Schools?

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.



In **2021**, Delaware schools spent an average of

\$18,604
per student



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

Delaware utilizes **Opportunity Funding** to provide for high-need students, which as of **2022** allocates:



an additional

\$616 per
Multilingual learner

and

\$616 per
Low-Income student

or about



3% more
per student

Research suggests systems **should provide 100% to 200% more.**

The Current Formula: 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

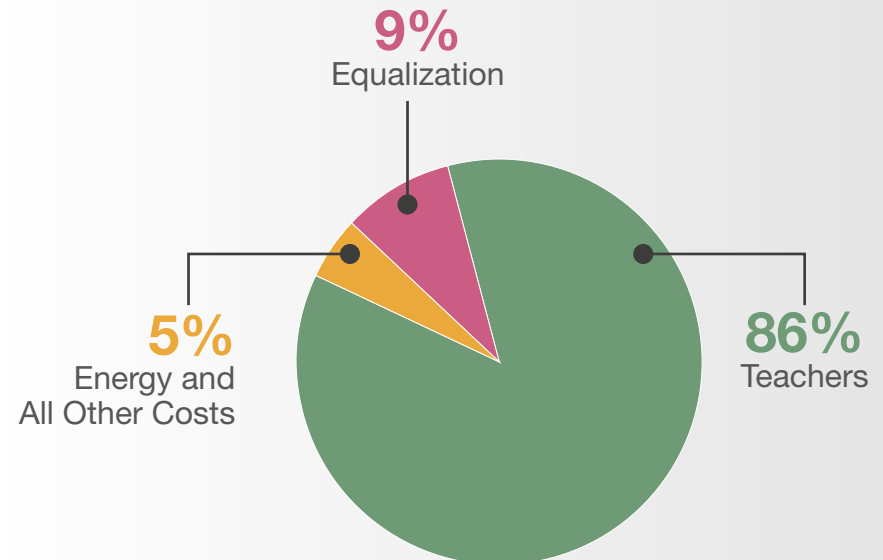
What Is A Unit?

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

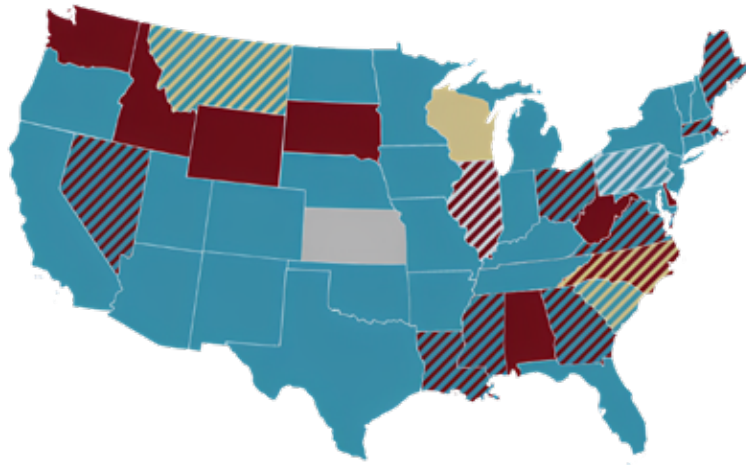
Preschool		12.8 students	=	1 unit
K-3	Regular Education	16.2 students	=	1 unit
	Basic Special Education	10.2 students		1 unit
4-12	Regular Education	20 students	=	1 unit
	Basic Special Education	8.4 students		1 unit
Pre-K-12	Intensive Special Education	6 students	=	1 unit
	Complex Special Education	2.6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



Delaware is one of six states that relies solely on a resource **allocation-based** funding system that is largely **in-flexible**. Delaware's neighbors 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.

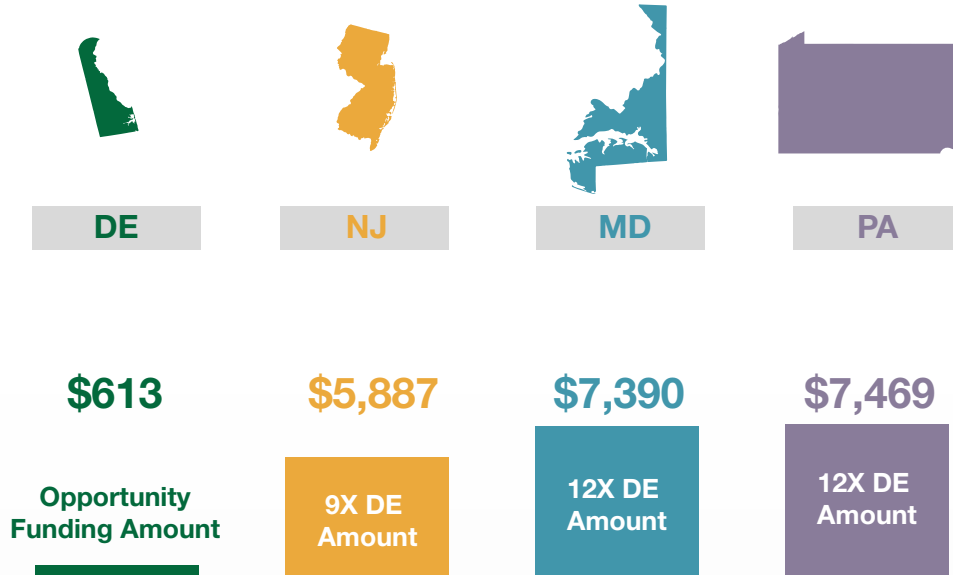
Delaware's Neighbors

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

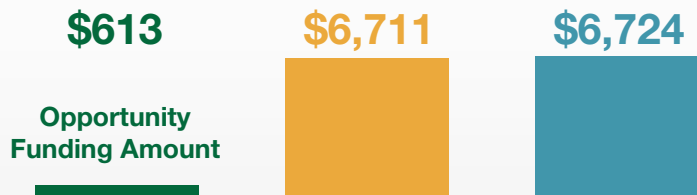
MLL Funding
2021-2022



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.

Low-income Funding
2021-2022



What is happening politically?

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**.

Legislation resulting from the settlement changed Delaware law to create "**Opportunity Funding**," a version of **weighted student funding** that will increase in amount on a year-to-year basis.

Lawsuit

By **Fiscal Year 2025**, annual funding will include:

\$55
MILLION

In **Opportunity Funding** to enhance services for **multilingual learners** and **low-income** students

\$5
MILLION

In **Mental Health & Reading Support**

Funding Assessment



The aforementioned lawsuit settlement also requires that an **independent funding assessment** be completed by January 2024.



American Institutes for Research (AIR), a nonprofit, nonpartisan behavioral and social science research, evaluation and technical assistance organization based in Arlington, Virginia, **AIR**, was selected by a group of district/charter CFOs to conduct this assessment.



A **report** is expected in November 2023, which will include:

- **Scenarios** and **costing** of potential funding system
- **Financing** (local share)
- **Recommendations** on equity allocation/flexibility
- **Transition** plan

Funding Lawsuit Settlement Timeline

The following timeline describes the **policy actions** which resulted from the **settlement**, including the formalization of Opportunity Funding and the funding assessment. It picks up in FY23. Prior to that point, in **FY22**, as a result of the settlement, the **following occurred**:

Programmatic	Annual report produced by local education agencies required regarding how Opportunity Funding was spent .	Funding structure for basic special education K-3 to be altered to align with 4-12.			<ul style="list-style-type: none"> • An ombudsperson, or an advocate, was created for students and families in each county. • An equity statement for capital projects was produced. • \$33.5 million was appropriated toward Opportunity Funding.
		Funding Assessment Report due January 2024; Public Education Compensation Committee recommendations due	Public Education Compensation Committee recommendations in budget		
	FY23	FY24	FY25	FY26	
Monetary	\$38 million	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	\$4 million	Teachers Recruitment & retention

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**, distributing funds directly to districts and schools, and building in metrics for accountability. Build in rolling reassessment of property values and funding.

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>

Delaware Department of Education. Request for Proposals:

<https://bidcondocs.delaware.gov/DOE/DOE202219-FUNDING-rfp.pdf>

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 CHILDHOOD EDUCATION

Early childhood 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, there is a **disproportionate investment** in ECE and ECE professionals are **undervalued** and **underpaid**.

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.

Why is Early Care Important?



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



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



In early life, the brain is best able to **adapt** to **new environments and situations**. This capacity for change decreases with age.



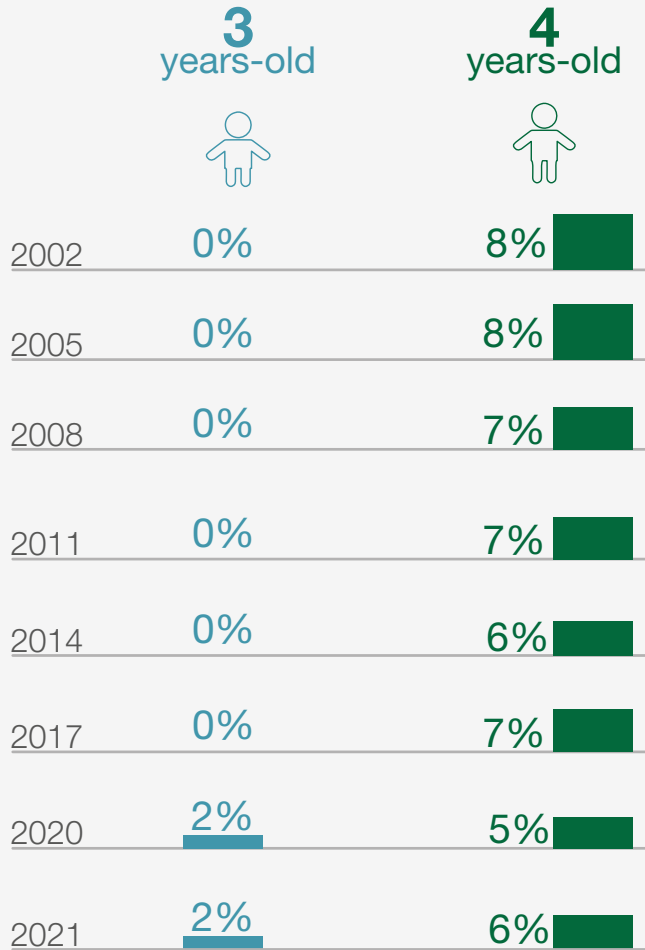
Investments promise strong outcomes and returns. Specifically, and estimated **six to 10 percent** per year is expected for **every dollar** spent on ECE.



Effective ECE improves **literacy, language** and **math skills**. It also decreases special education placements by nearly **50 percent** through second grade.

Few Children Enrolled in State-Supported Pre-K

Percent State Population Enrolled



During the **2020-2021** school year, as the COVID-19 pandemic continued, Delaware preschool...

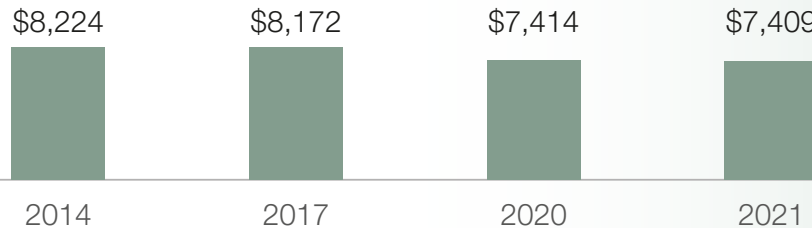
...enrolled **830** children,
a **decrease** of
-15 from the
prior year.

...State funding totaled
\$6,149,300, down
-\$115,482 (2%)
adjusted for inflation, **since last year**.

...State **spending per child** equaled
\$7,409 in 2020-2021,
down
-\$5 from
2019-2020
adjusted for inflation.

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

State Spending Per Child Enrolled (2021 Dollars)



■ \$ per child enrolled

Types of Early Learning Program and Services by Ages Served

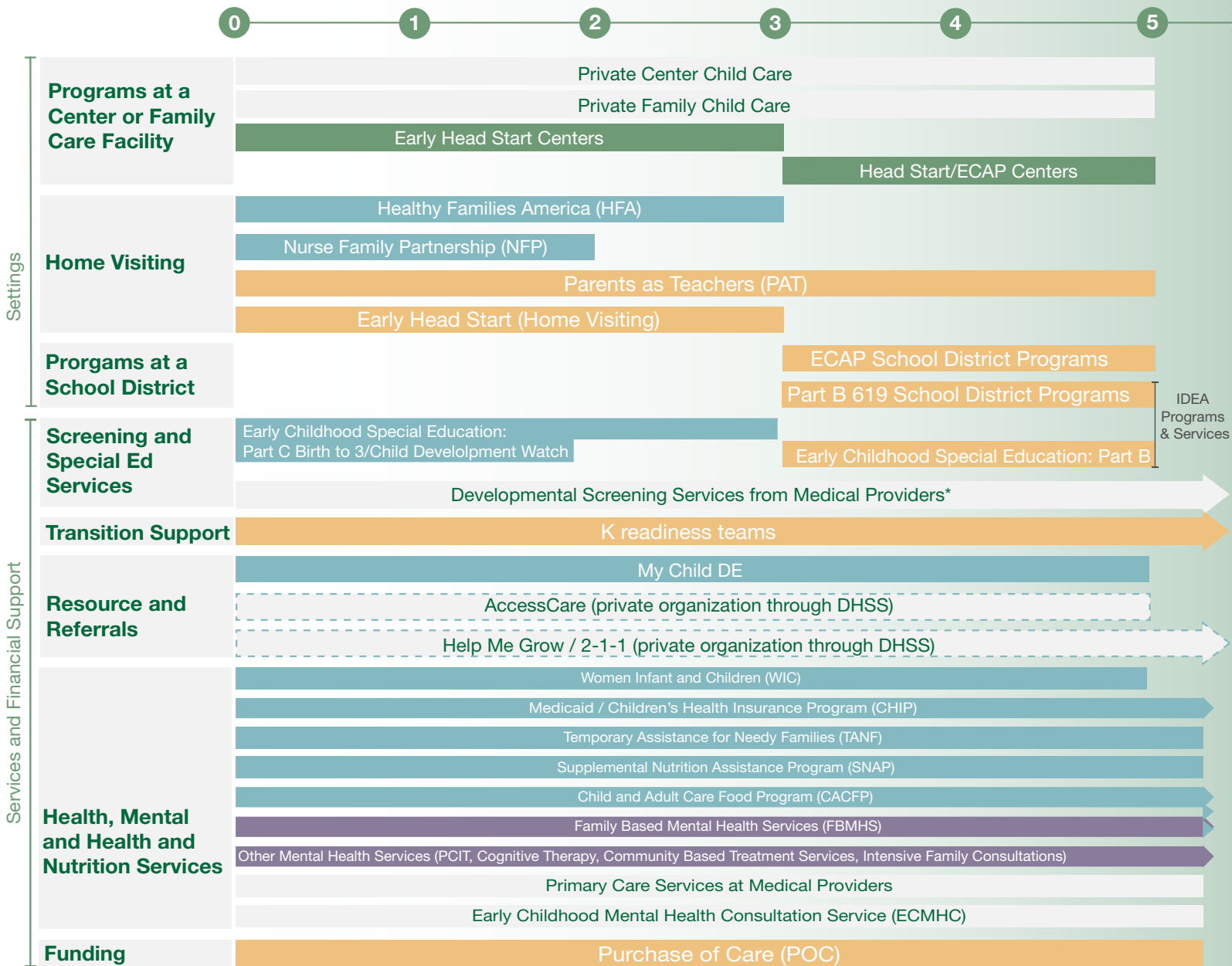
Legend: Department Ownership

DOE

DHSS

DSCYF

Private
Organiza-
tion



*Developmental screenings services are often administered at third-party medical providers through Pediatricians, Family Physicians, Nurses, Physician Assistances, and Nurse Practitioners or at home by families themselves.

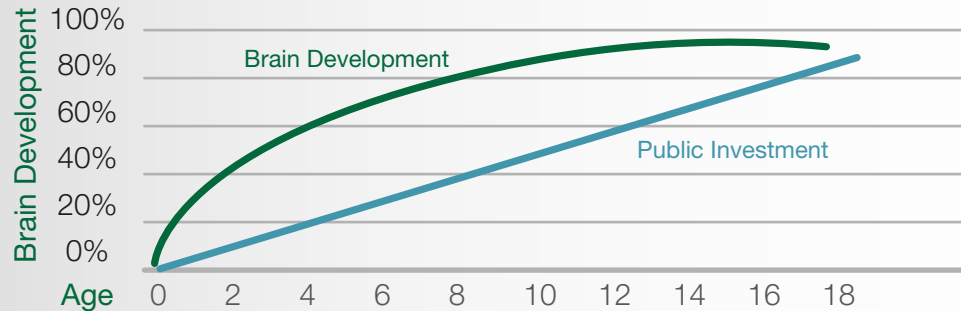
As of early 2020. Includes B-5 services and only as mapped by PDG-funded needs assessment: services for school age children include many of the ones listed here, plus others provided by school districts and charter schools, as well as afterschool programs.

Source: [Delaware Early Childhood Council. \(2020\). Strengthening Early Success & The National Institute for Early Education Research. \(2021\). The State of Preschool 2021.](#)

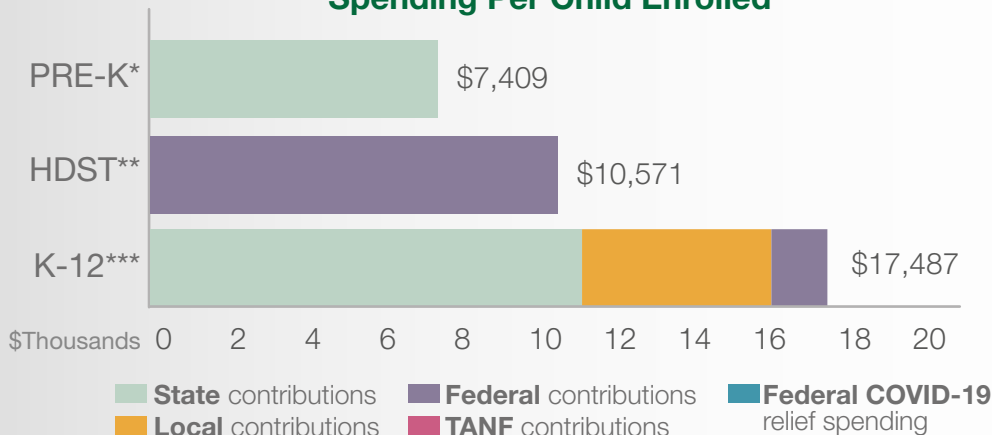
How Does Delaware Invest in Early Learning?

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

Brain Science Inverse Relationship



Spending Per Child Enrolled



Delaware invests **\$15-18K** per child in **K-12** education (despite higher adult to child ratios and shorter school day and year).

1/4

investment
in ages **3-4...**

...and **1/10**

investment in ages **0-2** per
child as it does in **K-12**
children per child

* Pre-K programs may receive additional funds from federal or local sources that are not included in this figure.




** Head Start per-child spending includes funding only for 3- and 4-year-olds.

*** K-12 expenditures include capital spending as well as current operating expenditures.

Source: *Delaware Early Childhood Council. (2020). Strengthening Early Success & The National Institute for Early Education Research. (2021). The State of Preschool 2021.*

How Does Delaware Invest in Early Learning?

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

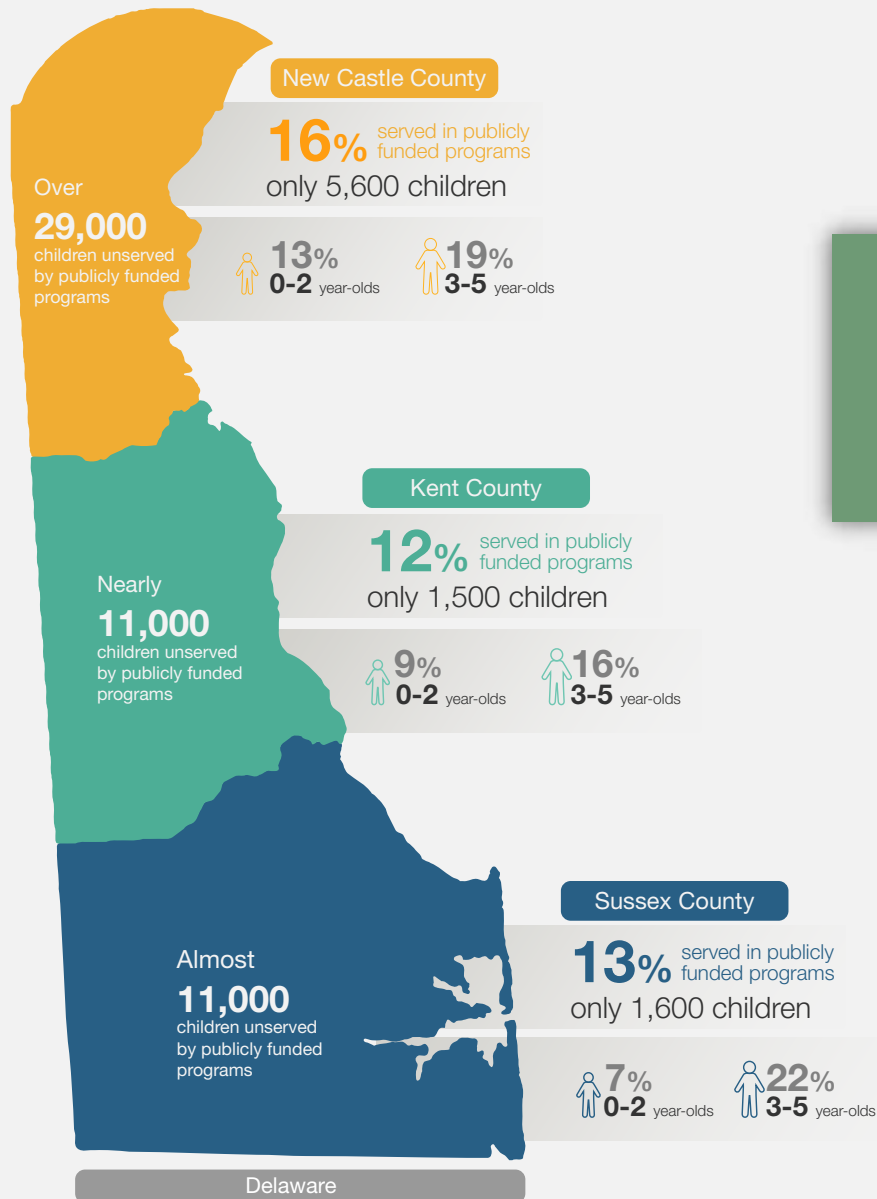
Age of Child	State Reimbursement Rate POC daily billing average rate X 250 days*	Costs to Meet Current Basic Delaware Requirements** per Cost Estimator Model	Cost to Fund Quality Care per Cost Estimator Model
Infants 0-12 months 	\$8,900	\$16,500 + 86%	\$39,000 + 138% than cost of current requirements + 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

*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.

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

Source: Rodell. (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.

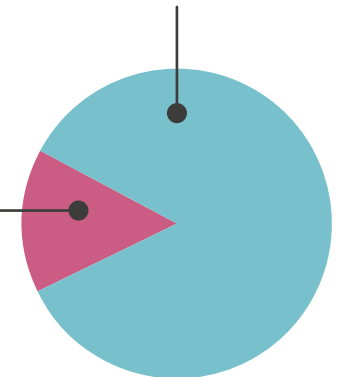


only 1 out of 7 children **have access** to publicly funded care
Only **10%** of children aged **0-2**
Only **19%** of children aged **3-5**

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

nearly 51,000 children

15% of children **have access** to publicly funded care
only 8,663 children

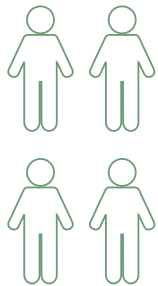


60,000 total children age 0-5 in Delaware

Child Care is Unaffordable to Most Delaware Families

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

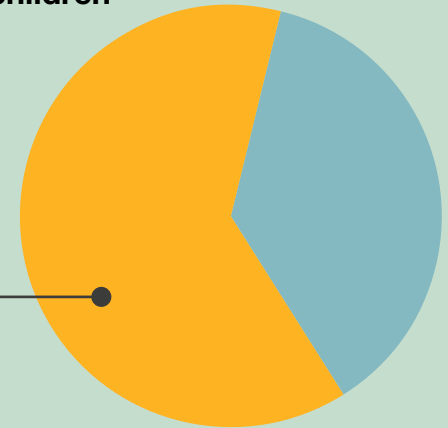
Only households earning **above the state median income** can afford child care as part of their annual budget.



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)

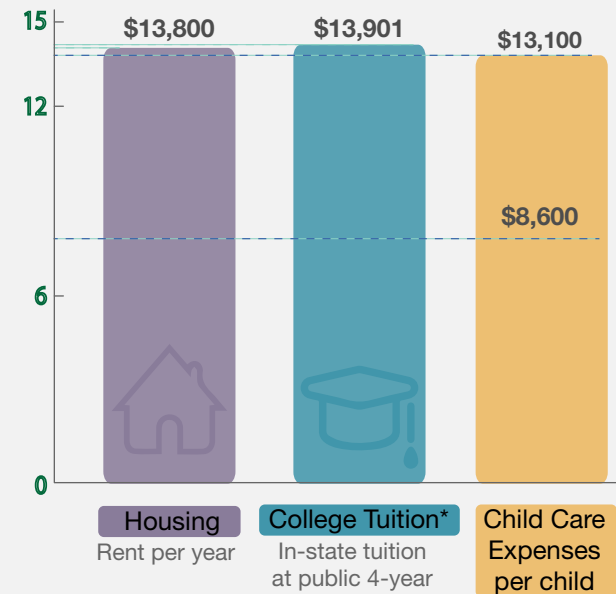
child care costs

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.*

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 \$9.50 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.**”

– 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.

\$10 hourly average salary of child care teacher

40% have **healthcare benefits**

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

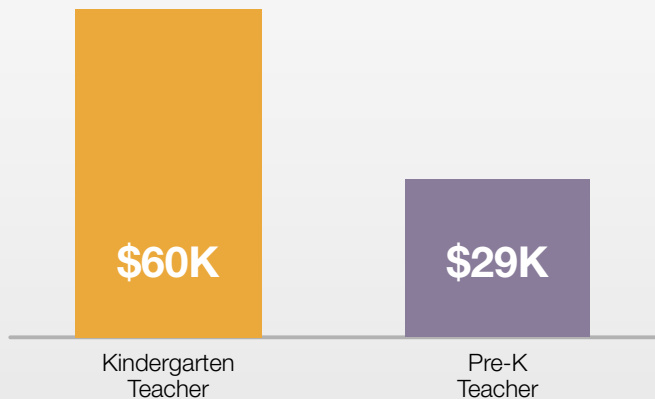
13% of the workforce has **another paid job** to supplement their income

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

Undervalued Workforce

No Support System
professional development
offerings are inaccessible and
undervalued

DE Mean Annual Salary



Delaware **struggles to recruit, train, and retain Early Childhood Care and Education professionals**



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



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



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

How Does Delaware Compare When it Comes to Early Learning?

Nationally, Delaware performs better than the average on indicators such as the percentage of babies in families below 100 percent of the federal poverty line with access to Early Head Start.

However, Delaware is in the **bottom quartile** and **behind all neighboring states** when it comes to **pre-K access and enrollment**.

Only 830 children, six percent of four-year-olds and two percent of three-year-olds, were **enrolled** in state sponsored pre-K in 2020-2021.*

State Preschool Access by State

State	Total
District of Columbia	1
Oklahoma	2
Iowa	3
Florida	4
Vermont	5
West Virginia	6
Wisconsin	7
Georgia	8
New York	9
Texas	10
Delaware	40

Sources: *The National Institute for Early Education Research. (2021). The State of Preschool 2021 & ZERO TO THREE's Think Babies. (2022). The State of Babies Yearbook 2022: The State of Delaware's Babies.*

* Ranking includes total state-supported pre-K enrollment for four-year-olds. Delaware's state-funded pre-K for four-year-olds, Early Childhood Assistance Program (ECAP), was established in 1999. In 2017-2018, the state expanded eligibility for Delaware Early Childhood Assistance Program (ECAP)-funded programs to three-year-olds to move toward a system of continuity within the state. ECAP is implemented in both district and community settings.

Opportunities to Transform the System

Early childhood 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 childhood 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 childcare 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

EDUCATOR SUPPORT AND DEVELOPMENT

Great teachers and leaders are at the core of a world-class 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.

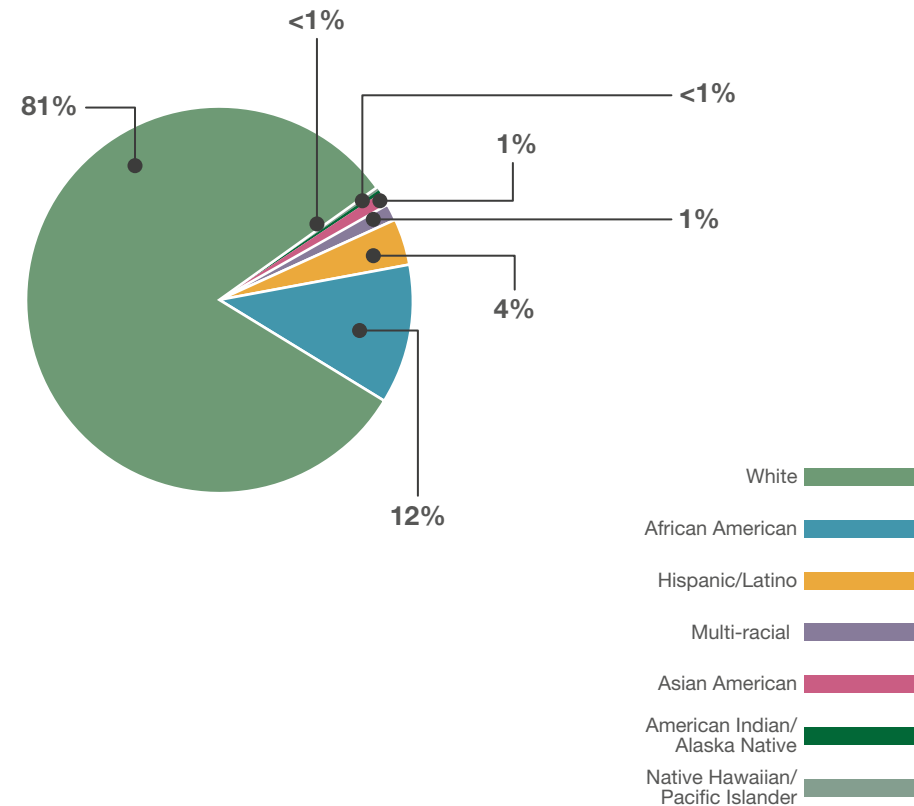
Educator Workforce Overview

Delaware Teachers by Gender 2021-2022 School Year

SY 2022		Total teachers: 10,083
	Number	Percentage
Gender		
Male	2309 teachers	23%
Female	7774 teachers	77%

Like the rest of the nation, **Delaware teachers** 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.

Delaware Educators by Race 2022



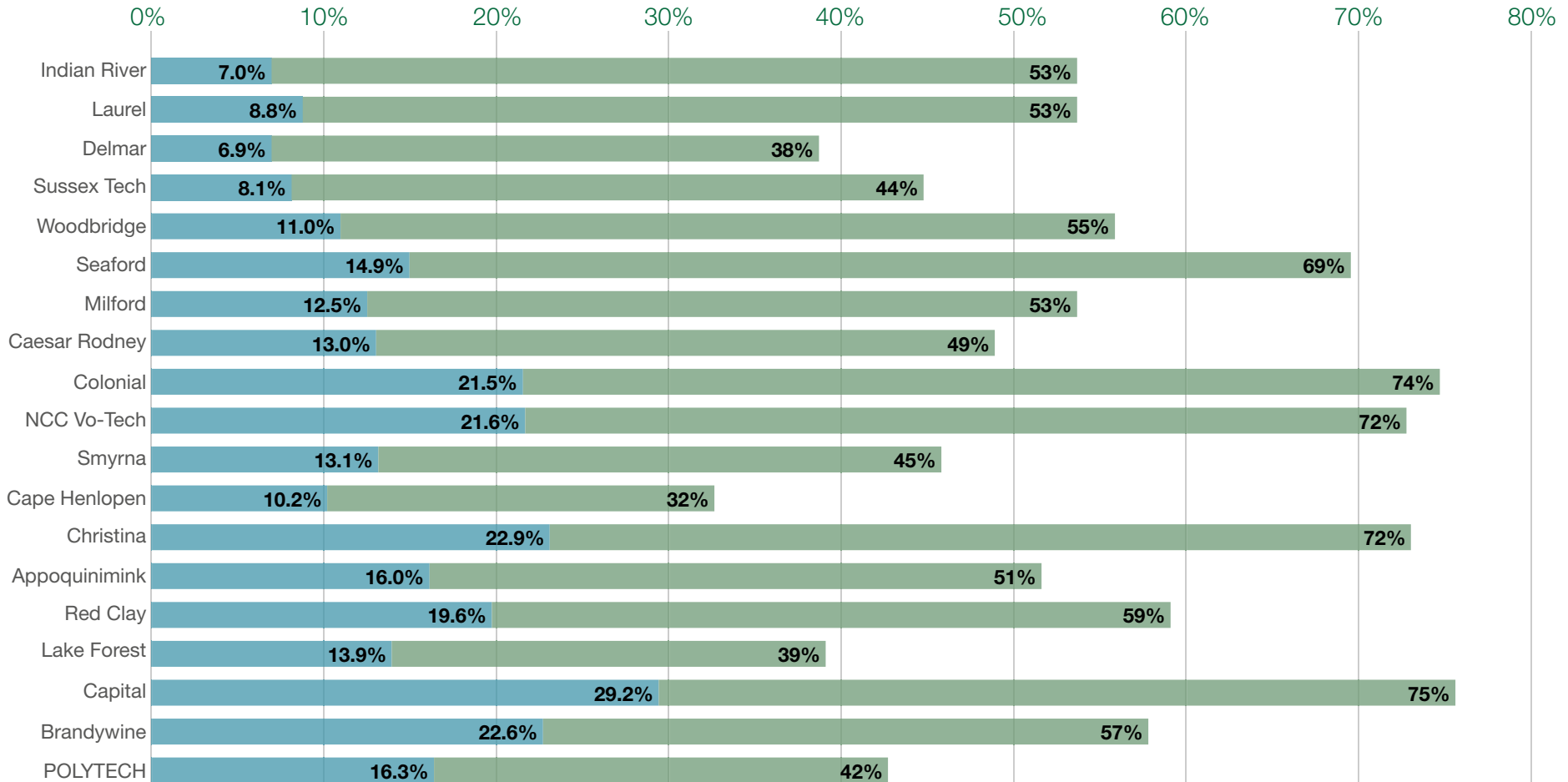
Source: *Delaware Department of Education. (2022). Educator Characteristics. Delaware Open Data.*

Educator Workforce Overview

Delaware Students of Color and Teachers of Color, by District 2021-2022 School Year

Teachers of Color

Students of Color

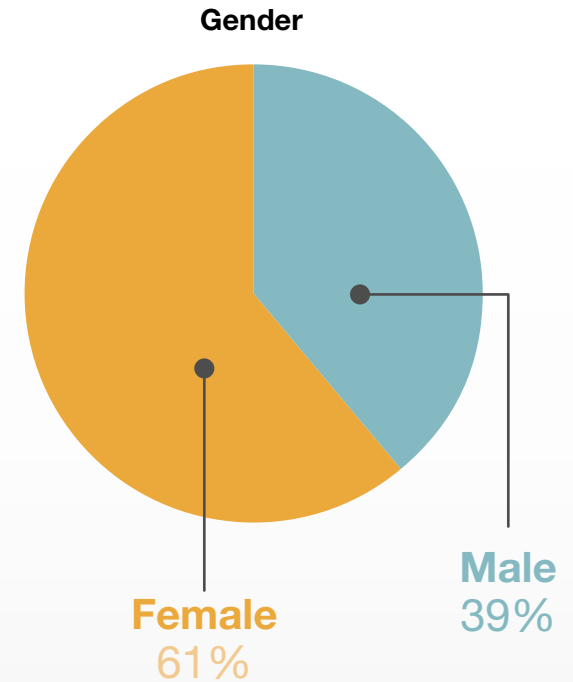


Source: [Delaware Department of Education. \(2022\). Educator Characteristics. Delaware Open Data.](#)

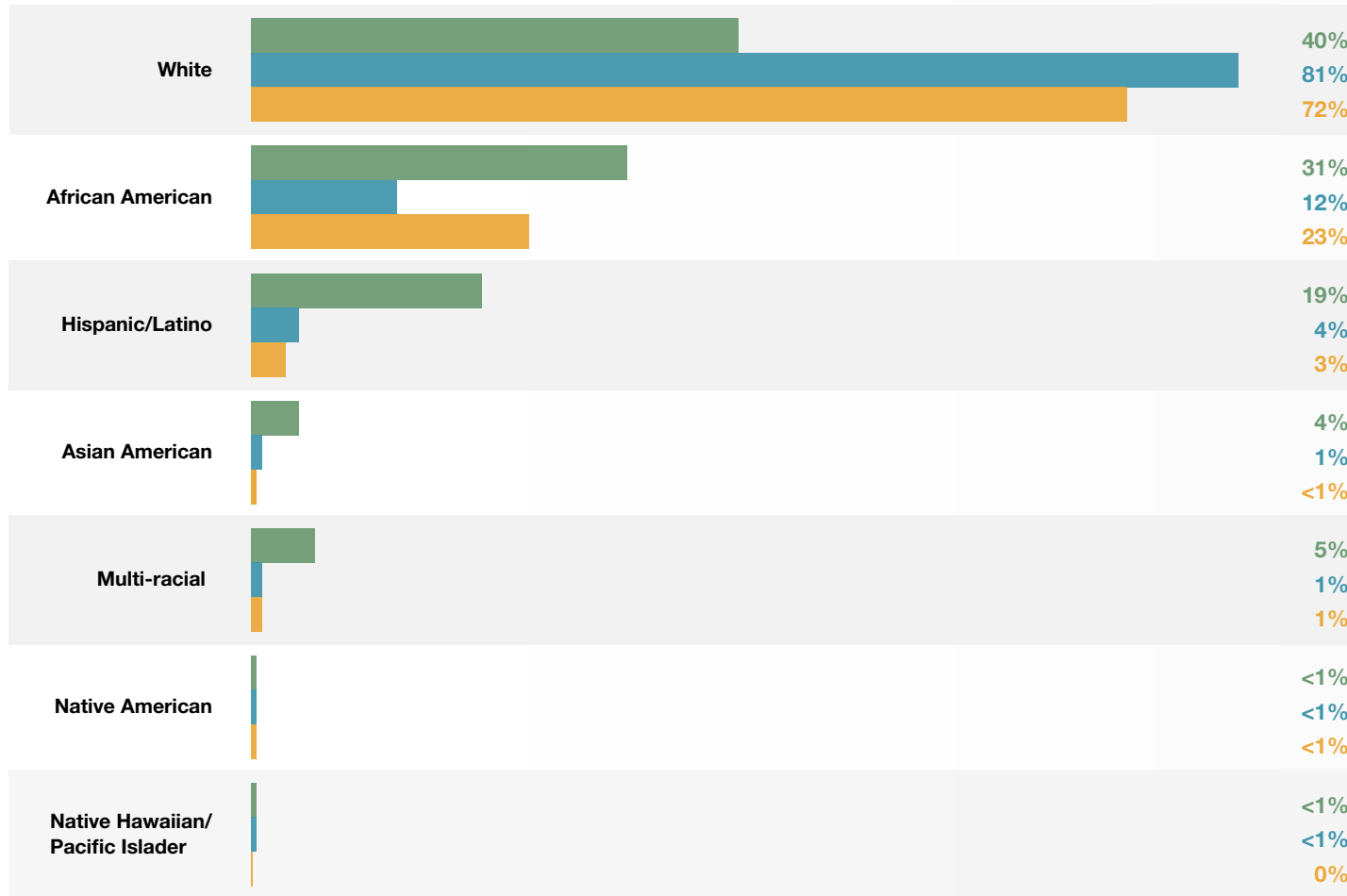
School Leadership 2022 School Year

School Leadership Characteristics

SY 2022		Total leadership: 695
	Number	Percentage
Race/Ethnicity		
White or Caucasian	501	72%
Black or African American	157	23%
Hispanic/latino	21	3%
Multi-racial	9	1%
Asian American	4	<1%
Native American	3	<1%



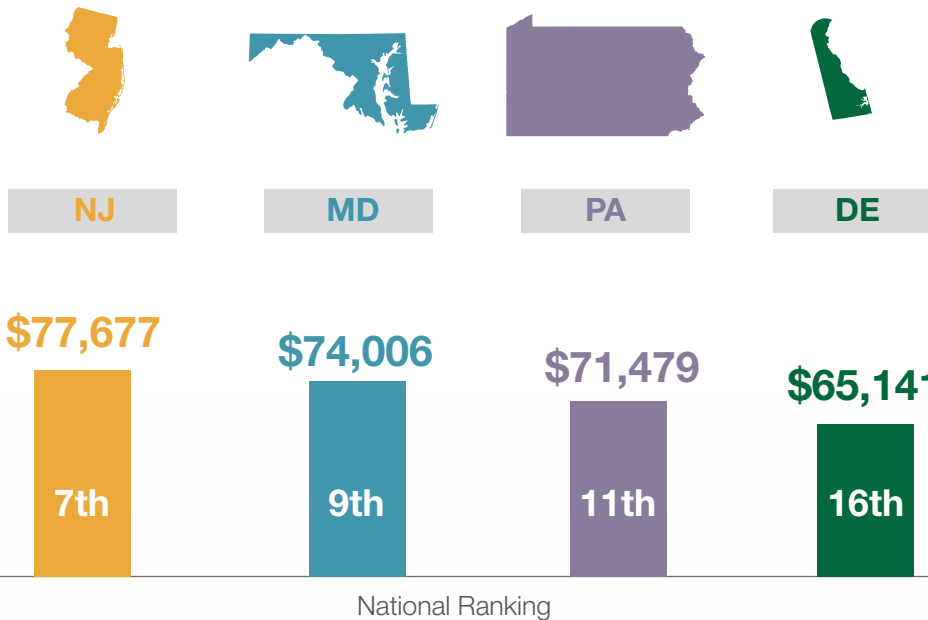
Comparing Teacher, School Leader and Student Demographics



Teacher Compensation

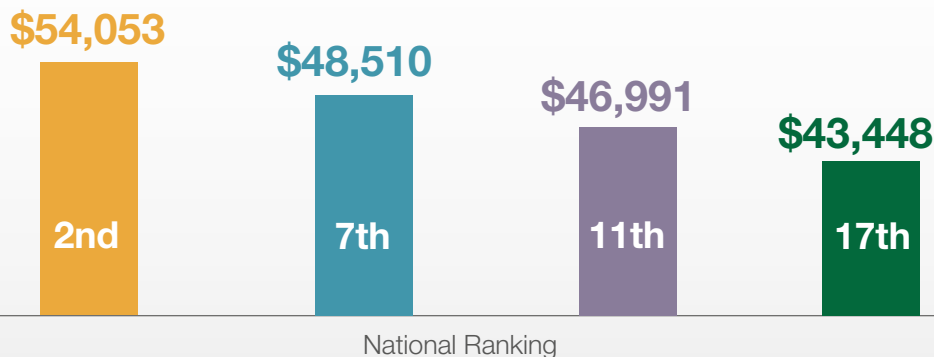
Average Teacher Salary by State

All our regional neighbors are in the top 12 in the nation and pay **\$6,000 - \$25,000 more** in average salary than Delaware.



Average Starting Teacher Salary by State

All or regional neighbors are in the top 12 in the nation and pay **\$3,000 - \$10,000 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 is charged with establishing a **competitive** base salary scale, and considering **compensation** for teacher leadership roles, additional **professional responsibilities** and additional **learning**.

Source: *National Education Association. (2022). Educator Pay and Student Spending: How Does Your State Rank?*

Teacher Shortages In Context

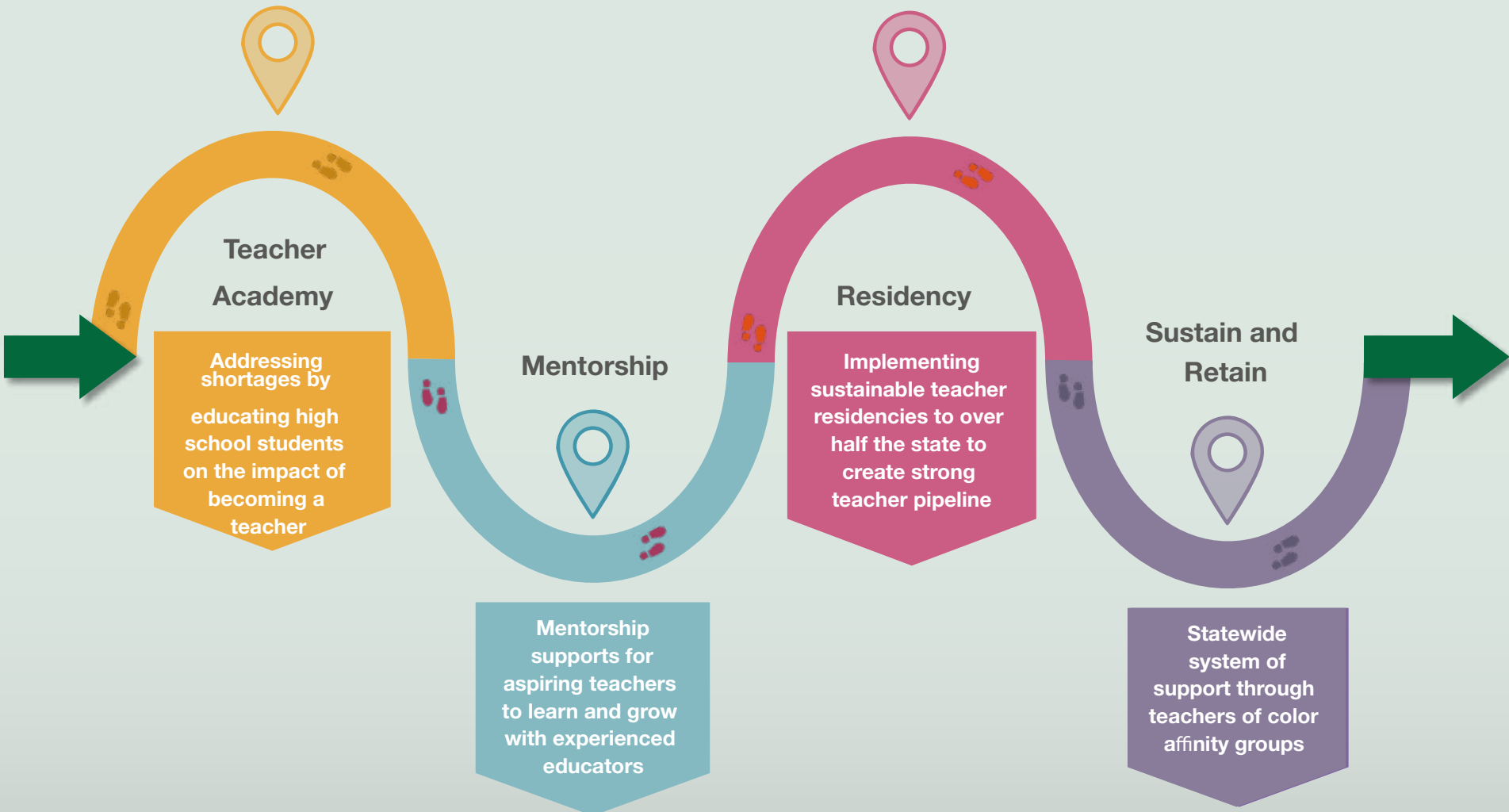
Teacher shortages have existed for a long time, however the pandemic has exacerbated these issues and brought them to the level of a national conversation.

In **Delaware**, the long-term shortage areas are:

- Bilingual
- English Language Learner
- World Languages
- Math
- Science
- Special Education (All Areas)
- School Nurse
- English
- Immersion (Elementary/World language)
- Technology Education

Educator Support Efforts

Building a **'Grow Your Own'** system to **diversify** our workforce:



Opportunities to Improve the System

1

Support teacher academies and **expansion** of teacher academies into middle grades.

2

Strengthen mentorship programs and **Grow Your Own** to support new teachers entering the profession.

3

Invest in teacher **compensation** and efforts to **sustain and retain** the teacher workforce.

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>

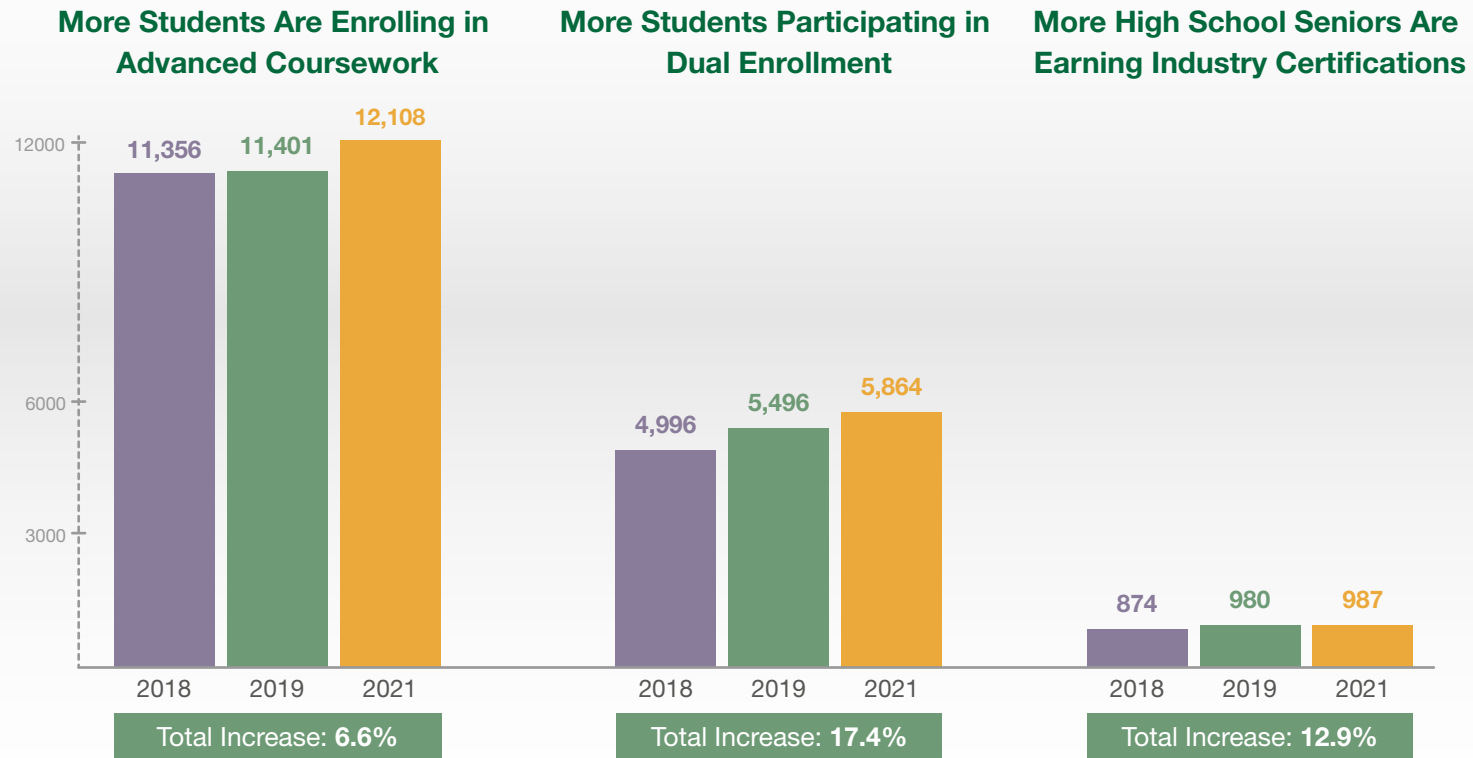
COLLEGE AND CAREER PREP

A student who is college and career ready has the **knowledge** and **skills** to **be successful** in college and in the workplace.

Over the past several years, Delaware has **invested** in **initiatives** to **track** and **increase college access** and readiness, with the aim of providing all students with the option of attaining a professional certificate, associate, or bachelor's degree.

Landscape

87% of the class of 2021 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.



Delaware Pathways

Delaware Pathways is an education and workforce partnership that creates early career experiences for high school students. Work is underway to expand career exploration opportunities to middle school students.



900+

Students that Earned
Industry Credentials
in **2021**



26,000+

High School Students
Enrolled in Pathways
in **2021-22**

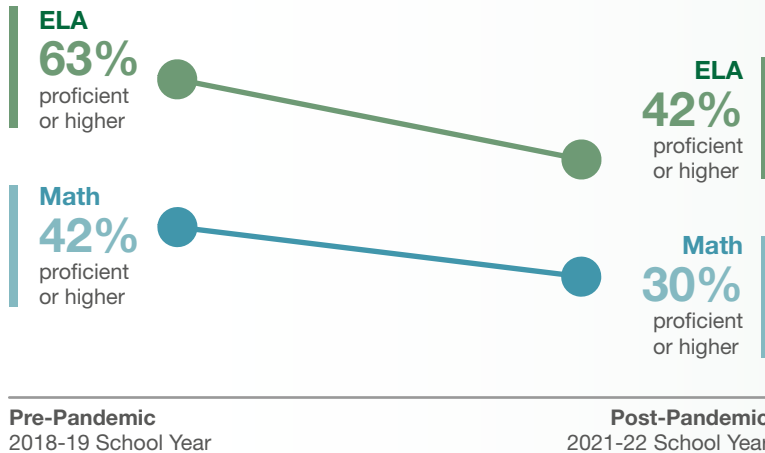
Current pathway offerings for high school students in Delaware include:

- 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
- Culinary & Hospitality Management
- Hospitality & Tourism Management
- Cisco Networking Academy
- Computer Science
- Manufacturing Engineering Technology
- Manufacturing Logistics Technician
- Manufacturing Production Technician
- Architectural Engineering Technology
- Biomedical Science
- Engineering
- Automotive Technology

Source: [Delaware Pathways. \(2023\). Explore Programs: Delaware Pathways & Rodel. \(2022\). Pathways 2022 Snapshot.](#)

Assessment Results

Percent of Students Scoring At or Above Proficiency in ELA and Math on Smarter Balanced





Percentage of Students Scoring at or Above Proficiency on SATs



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.

Opportunities to Transform the System

Improve access, enrollment, and performance as it pertains to advanced courses and pathways, starting with an **analysis** of the most recent data by student group.

- **30%** of schools **do not offer** any **AP courses** and **36%** of schools do not offer any **dual enrollment courses**.
- **42%** of schools offer **5 or fewer AP courses** and **65%** of schools offer 5 or fewer **dual enrollment courses**.
- **67%** of schools offer **10 or fewer AP courses** and **92%** of schools offer fewer than 10 **dual enrollment courses**.

Increase equitable opportunities through **early exploration** with middle schoolers.

- Reaching **6,000 middle schoolers** by **2024**.

Additional Resources

Delaware Pathways:

<https://delawarepathways.org>

Delaware Office of Work-Based Learning:

<https://deowbl.org>

Tech Council of Delaware:

<https://www.delawareitc.org>

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

<http://rodelde.org/wp-content/uploads/2023/02/Pathways-2022-Snapshot.pdf>

Building Self-Identity and Mapping the Future: How Delaware is Beginning to Rethink Middle School:

<https://rodelde.org/building-self-identity-and-mapping-the-future-how-delaware-is-beginning-to-rethink-middle-school/>