

# 'The Set': Where do Aspiring Educators Want to Work and Live?

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Monthly Data Briefs from the Delaware Department of Education's Teacher and Leader Effectiveness Unit

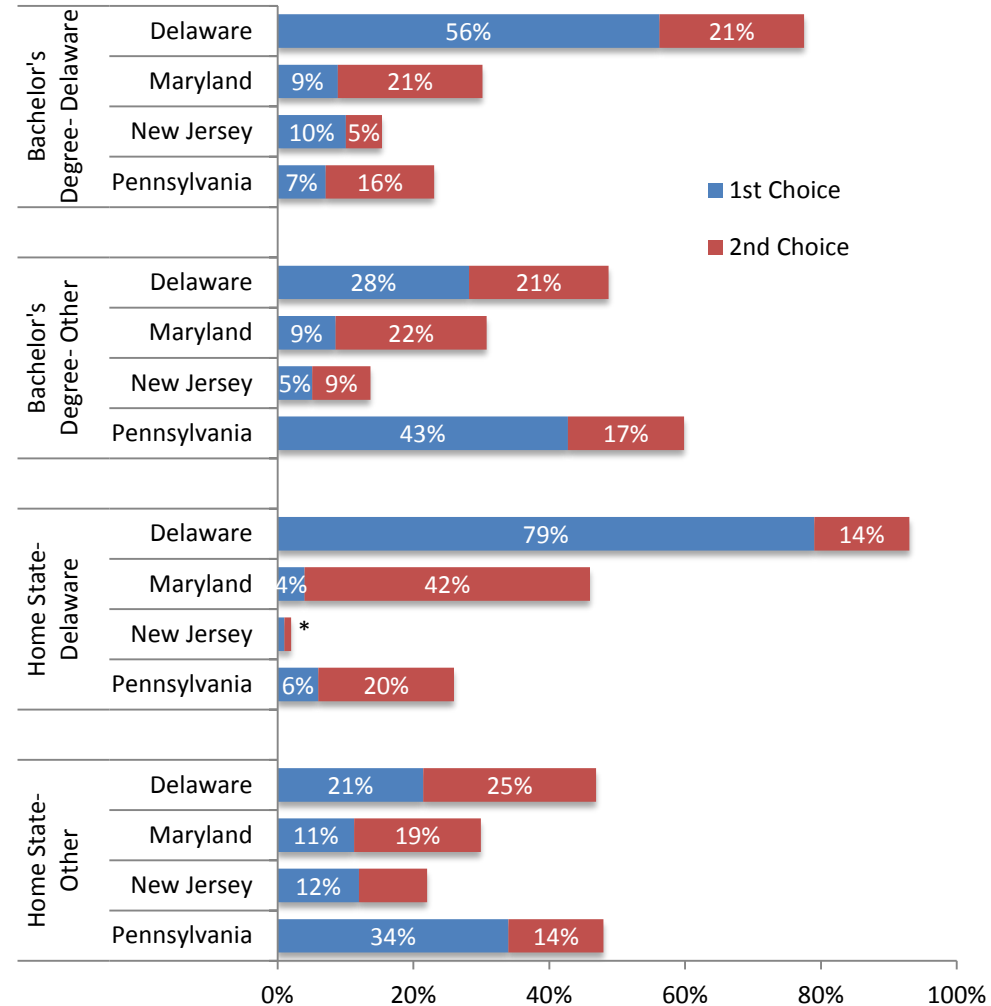
Approximately one-fourth of Delaware educators are considered "early career" educators, meaning they have five or fewer years of experience.<sup>1</sup> In the spring of 2015, the Delaware Department of Education administered for the first time ever an Aspiring Educator Survey. The survey was designed to learn more about the professional plans and preferences of aspiring teachers and recent graduates of educator preparation programs that have a history of preparing Delaware educators.

## Survey Information/Demographics

- 348 early career teachers (0-5 years teaching experience) responded to the survey.
- Respondents to the survey were current students or recent graduates from the following in-state institutions: University of Delaware (37%), Wilmington University (18%), Delaware State University (2%), and Wesley College (1%). Out-of-state institutions included Kutztown University, La Salle University, and West Virginia University.
- 83% of respondents were female and 17% were male.
- 52% of respondents had an undergraduate GPA of 3.5 or above.
- 39% of respondents lived in Delaware before college, 27% lived in Pennsylvania, and 14% lived in New Jersey.
- 84% of respondents self-identified as White/Caucasian, 10% as Black or African-American, 2% as Hispanic American, and 4% as American Indian, Alaskan Native, Asian/Pacific Islander, multiple ethnicity, or other.
- The modal age of respondents was 22 (63% of respondents).

## Delaware as a Top Choice Teaching Destination

- Overall, the states that respondents selected most often as their first choice teaching destination were Delaware (46%), Pennsylvania (24%), Maryland (9%) and New Jersey (8%).
- The chart on the right shows that respondents who earned a Bachelor's degree in Delaware were more likely than respondents who earned a Bachelor's degree in another state to rate Delaware as either their first or second choice.
- The chart on the right also shows that respondents who were originally from Delaware are much more likely than respondents who were originally from outside of Delaware to list Delaware as their first or second choice.

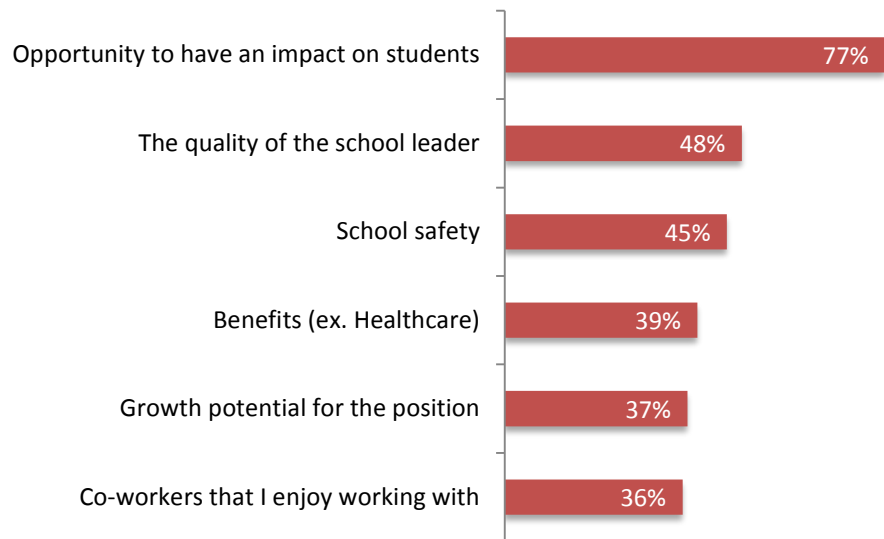


\* 1% of respondents who indicated Delaware as their home state chose New Jersey as their 1st choice teaching destination, and 1% chose New Jersey as their 2nd choice teaching destination

<sup>1</sup> 'The Set': A Spotlight on Early Career Educators and Institutions of Higher Education

[http://www.doe.k12.de.us/cms/lib09/DE01922744/Centricity/domain/271/the%20set/December\\_Set\\_2014.pdf](http://www.doe.k12.de.us/cms/lib09/DE01922744/Centricity/domain/271/the%20set/December_Set_2014.pdf)

**Figure 2: What decision factors did respondents rate as “extremely important” for accepting a teaching position?**



**Familiarity with Aspects of Delaware Schools**

- The top five districts that respondents said they had been in contact with about employment opportunities were Appoquinimink (26%), Colonial (24%), Red Clay (24%), Brandywine (20%), and Christina (16%).
- 74% of aspiring educators who received Bachelor’s degrees from Delaware institutions were either “moderately familiar” or “extremely familiar” with how to get certified to teach in Delaware.
- 44% of aspiring educators who received Bachelor’s degrees from Delaware institutions were either “moderately familiar” or “extremely familiar” with starting salaries for teachers in Delaware.
- The top 3 states in which respondents completed their student teaching were Delaware (61%), Pennsylvania (25%), and Maryland (10%).
- Of students who completed their student teaching in Delaware, the top five districts in which they completed their student teaching were Red Clay (24%), Colonial (18%), Appoquinimink (15%), Brandywine (12%), and Christina (10%)

**Important Factors in Accepting a Position**

- The opportunity to have an impact on students was rated as “extremely important” by 77% of respondents overall.
- The top factors that aspiring educators rated as “extremely important” when deciding to accept a teaching position were: 1) opportunity to have an impact on students (77%), 2) the quality of the school leader (48%), and 3) school safety (45%).
- Starting salaries were rated as “extremely important” by 25% of respondents who lived in Delaware prior to college and by 20% of respondents overall.
- 85% of respondents selected a traditional public school setting as their top choice for a teaching position, with 9% selecting charter schools and 4% selecting private schools.
- 67% selected a suburban setting as their top choice for a teaching position, with 18% selecting urban and 15% selecting rural.
- 72% of respondents said that they were “slightly interested”, “moderately interested”, or “extremely interested” in teaching in a school which is designated as high poverty.

**Figure 3: What aspects of Delaware schools are respondents familiar with?**

