

**From:** Fuller, Jeffrey[/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=D6037A49808E45E1BA8DA1A0476D8F5B-JEFULLER]

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**Subject:** Department Update and a Note of Thanks

**Attachment:** Need Teachers.pdf

Good afternoon, school leaders.

Earlier in the Fall we shared a one-pager (actually, it was two or three pages...) with you that outlined your options for supporting hiring decisions to address staff shortages. This document has been updated our Director of Intergovernmental Affairs, Mr. Eli Downie, with the support of many here at the department. That updated document is attached.

As we approach the Thanksgiving Holiday, we are especially thankful for each of you. Your work is an extremely difficult and is often unrecognized. But you do it well each and every day. For that, we thank you.

I heard a message that significantly challenged me yesterday morning. In 2010, Matthew Killingsworth and Daniel Gilbert published a report entitled, "A Wandering Mind is an Unhappy Mind" (citation below). One of their findings was that we spend 47% of our waking time thinking about something other than the moment we are in. 47% in 2010?!? Imagine what that percentage is now! Case in point, I am composing this email while "participating" in another meeting. Not something I'm proud of, but it has become the norm for many of us.

We have all heard the statement that "our time is our most precious commodity." Based on our reality, is time really our most precious commodity? Or, is it our attention? I often find myself moving so fast that I am really disconnected from that to which I need to be paying attention. See? It's challenging...

My hope for you this week is that you are able to take the time to truly disconnect from all of the chaos of work so that you can be attentive to your family, your friends, and to yourself.

Be well, take care of yourselves, and Happy Thanksgiving!  
Jeff

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Citation:

Killingsworth MA, Gilbert DT. A wandering mind is an unhappy mind. Science. 2010 Nov 12;330(6006):932. doi: 10.1126/science.1192439. PMID: 21071660.





# NEED TEACHERS?

## You can temporarily hire retired teachers

A school may hire a PSERS retiree as a day-to-day substitute if no other appropriate certified teachers or other personnel are available within the required subject or work area.

The school employer is expected to make a “good faith” effort to secure non-retired personnel first before hiring a PSERS retiree.

Employment may continue throughout the school year so long as the emergency or shortage of personnel exists.

LEAs must receive pre-approval using the PSERS School Year Approval Process. (June 30, 2023)

Visit [Working after Retirement](#) on the PSERS website for more information.

## You can hire an educator from another state

PDE CAN issue a comparable certificate to a teacher from another state or U.S. territory if the educator:

- Has a valid and current instructional certificate issued by another state
- Has completed a college or university educator preparation program approved by the state that issued the certificate
- Satisfied the testing requirements of the certifying state, demonstrating subject matter competency in the applicable area of Pennsylvania certification
- Passed the related content tests required by the certifying state
- Has taught with the out-of-state certificate
- Presents to PDE evidence of satisfactory professional educator experience for the candidate’s two most recent years of classroom teaching

Visit [Out-of-State Educators](#) on the PDE website for more information.

## You can issue local, temporary certificates for substitute teachers

A school can issue a temporary substitute teacher certificate for day-to-day substitute teaching to an individual who presents a letter from a college verifying that they have completed an approved teacher preparation program and has successfully completed the certification testing requirements or scheduled to take the tests and met all requirements for the earning of a bachelor's degree. For the 2022-2023 school year, this locally issued temporary certificate may be used for assignments of more than 20 consecutive days to fill a position due to the absence of professional certified personnel.

## You can apply to PDE for emergency permits

The Exceptional Case Permit allows PDE to issue a permit at the request of a public-school entity upon receiving evidence of exceptional conditions requiring resolution of the staffing problem.

Visit [Emergency Permits](#) on the PDE website for more information.

## You can hire prospective teachers as substitutes

A school can hire individuals currently enrolled in an educator preparation program to serve as a substitute on locally issued permits if they have completed 60 college credits and satisfied all clearances.

Visit [Substitute Teaching](#) on the PDE website for more information.

## You can hire paraprofessionals as classroom monitors

Until June 20, 2023, a school can request a classroom monitor permit from PDE for qualified individuals to deliver student assignments preplanned by a professional employee or temporary professional. Monitors may not plan or create lessons or grade work.

Visit [Classroom Monitor](#) on the PDE website for more information.

Schools should consult with their solicitor concerning the specific legal requirements regarding hiring or employment issues related to the above staffing solutions.

Questions? Contact Eli Downie at [edownietel@pa.com](mailto:edownietel@pa.com)