



Allegheny County Teacher and Student Demographics: 2022-23 Update

Research for Action’s 2020 [FAQ: Allegheny County Teachers of Color](#) provided analysis of teacher demographic data and answered frequently asked questions about teacher diversity in Allegheny County public schools. This short [ACER](#) brief updates the prior analysis with data current through the 2022-23 school year and provides additional context relevant to RFA’s concurrently published [Allegheny County Black Teacher Study](#).

Large and Growing Disparity between Teacher and Student Demographics in Allegheny County

In 2022-23, teachers of color (TOCs) represented just 4.6% of approximately 10,700 total teachers in Allegheny County public schools. In contrast, students of color (SOCs) made up 37.6% of students attending the county’s public schools. As shown in Figure 1, these student-to-teacher disparities exist across each race and ethnicity subgroup.

Notably, the gap between SOCs and TOCs in Allegheny County schools is larger than in the rest of Pennsylvania or the nation. Nationally, the percentage of SOCs (54.3%) was **2.8 times greater** than the percentage of TOCs (19.7%). In contrast, in Pennsylvania in 2022-23, the percentage of SOCs (38.1%) was **5.8 times greater** than the percentage of TOCs (6.6%), and in Allegheny County the ratio is **8.2 times greater** with 37.6% SOCs compared to only 4.6% TOCs.

As shown in Figure 2, the gap is growing. The share of TOCs in Allegheny County has remained consistent over the past 10 years, fluctuating between 4.5-4.6%, but county’s student population has become more diverse during the same period, with the share of SOCs increasing from 30.7% to 37.6%.

Figure 1: Allegheny County Student and Teacher Race and Ethnicity, 2022-23

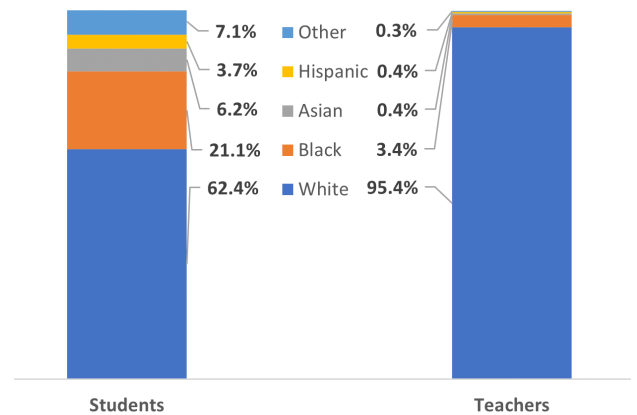
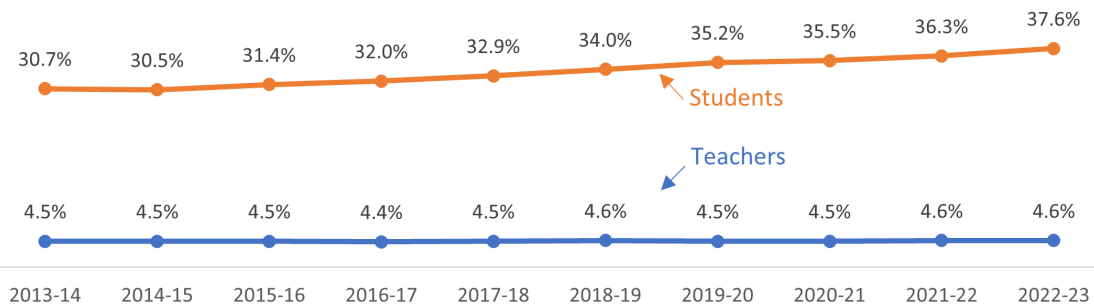


Figure 2: 10-Year Change in Percentage of Students and Teachers of Color in Allegheny County, 2013-14 to 2022-23



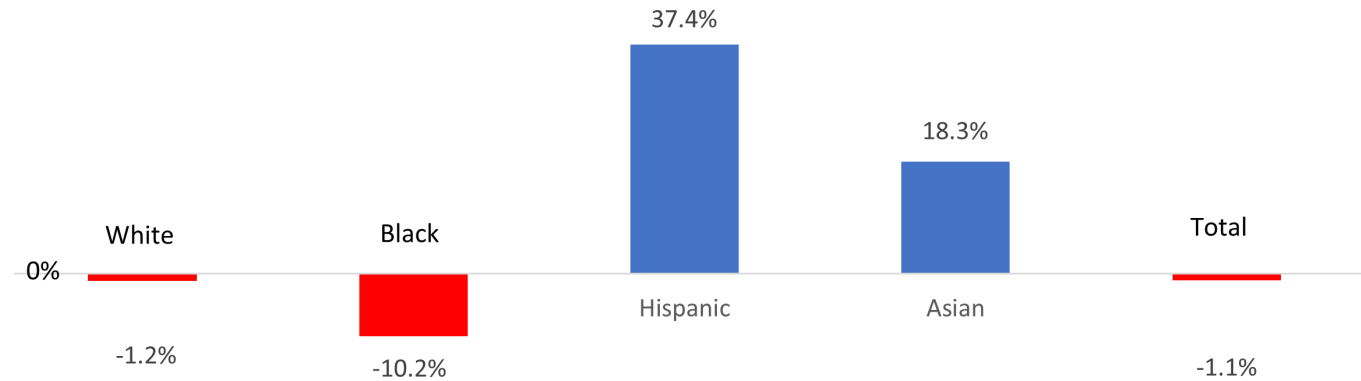
Data Notes:

- RFA has cleaned 10 years of professional staffing data from the Pennsylvania Department of Education (PDE) to calculate teacher race, ethnicity, and gender at the school, district, county, and state levels. RFA’s files are available for download on RFA’s [Pennsylvania Educator Diversity Research](#) landing page.
- Data on the overall Black population for Pittsburgh and Allegheny County in Figure 4 is based on demographic and housing estimates from the [United States Census Bureau American Community Survey \(ACS\)](#).
- When describing race and ethnicity data we use the term “of color,” a grouping which includes students or teachers reported by PDE as American Indian/Alaskan Native, Asian, Black or African American, Hispanic, Native Hawaiian or other Pacific Islander, and two or more races. The grouping “Other” includes teachers identified as American Indian/Alaskan Native, Native Hawaiian or other Pacific Islander, and two or more races.

The Loss of Black Teachers

While the rate of overall TOCs has remained steady, there has been a decline in both the share and the overall number of Black teachers in the region. Figure 3 provides the 10-year percent change in Allegheny County in the number of teachers from each race and ethnicity category and shows the number of other TOCs has increased while the number of Black teachers has decreased by 10.2%.

Figure 3: 10-Year Percent Change in Number of Teachers in Allegheny County by Race or Ethnicity, 2013-14 to 2022-23

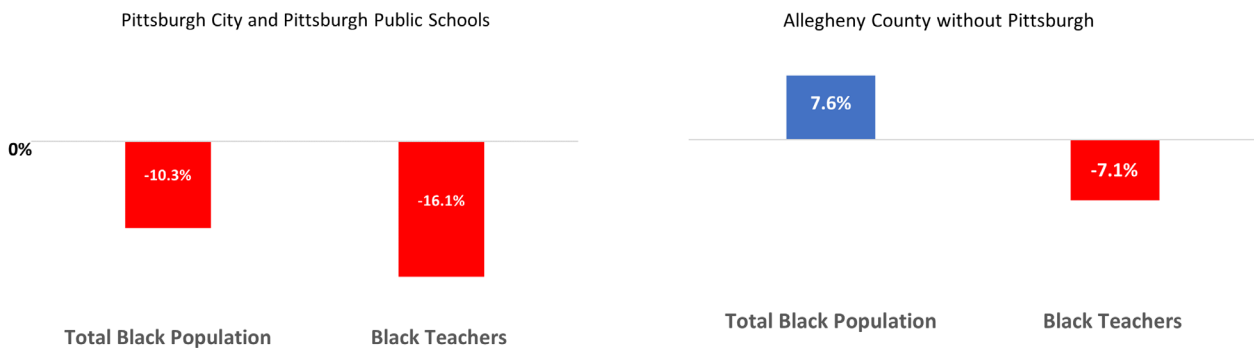


	<u>WHITE</u>	<u>BLACK</u>	<u>HISPANIC</u>	<u>ASIAN</u>	<u>TOTAL*</u>
Total Teachers 2013-14	10,337	403	35	36	10,820
Total Teachers 2022-23	10,210	362	47	43	10,698
Pct. change	-1.2%	-10.2%	37.4%	18.3%	-1.1%

* Total includes teachers identified as American Indian/Alaskan Native, Native Hawaiian or other Pacific Islander, and two or more races.

Moreover, the loss of Black teachers has exceeded the loss of the overall Black population, both in the City of Pittsburgh and in the rest of Allegheny County. As shown in Figure 4, the Black population in the City of Pittsburgh declined by 10.3% from 2013 to 2021, while the Black population in Allegheny County’s remaining communities has increased by 7.6% over the same period. In contrast, the number of Black teachers has declined at greater rates both in Pittsburgh (by 16.1%) and in the rest of Allegheny County outside of Pittsburgh (by 7.1%). This indicates that demographic shifts in the broader community do not fully explain the decline in the number of Black teachers.

Figure 4: Change in Black Population vs Change in Black Teachers: 2013 to 2021



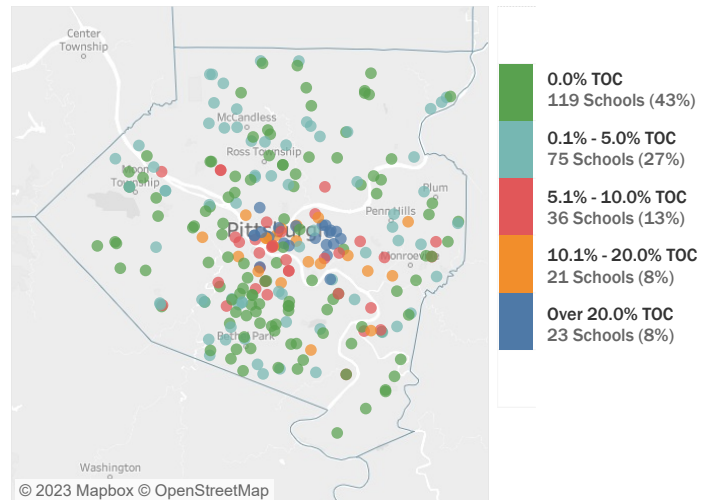
Data Note: All charter school teachers are included in Allegheny County without Pittsburgh.

Concentration of Teachers of Color in Pittsburgh

Despite the decline in Black teachers, Pittsburgh Public Schools still had the largest share of total teachers of color of any county school district, with 13.5% in 2022-23. Ten years prior, in 2013-14, the rate was similar at 13.8%.

As shown by the map in Figure 5, most of the county's TOCs are concentrated schools located in and around the city of Pittsburgh. Additionally, 119 schools and eight entire districts in Allegheny County had zero TOCs in the 2022-23 school year.

Figure 5. Share of Teachers of Color in Allegheny County Schools, 2022-23

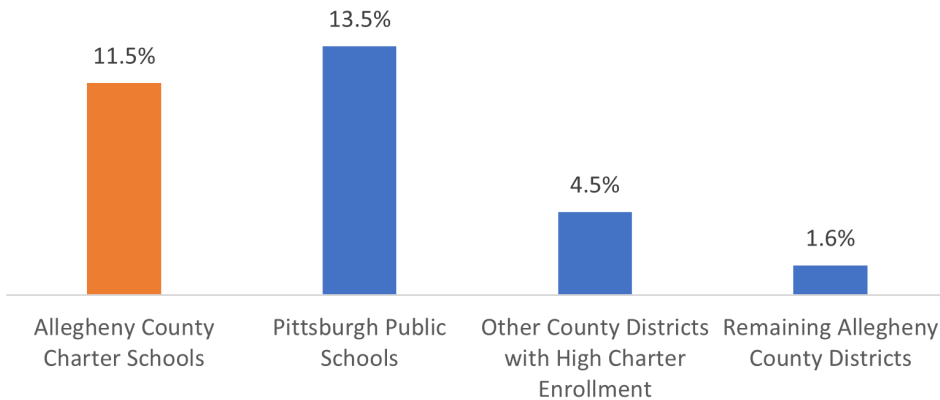


Note: Allegheny County district and charter schools are included.

Comparing Trends in Allegheny County Charter Schools

Allegheny County charter schools collectively employ a higher percentage of TOCs than the county's school districts. However, students residing in Pittsburgh Public SD (PPS) account for 43% of the county's charter school enrollment in 2022-23, and the

Figure 6: Teachers of Color in Allegheny County Charter Schools vs. District Schools, 2022-23



county's charter schools employ fewer TOCs compared to PPS, shown in Figure 6. Meanwhile, the county's charter schools employ higher rates of TOCs than in the five districts with the next highest charter school enrollment (Woodland Hills SD, Penn Hills SD, McKeesport Area SD, Sto-Rox SD, and Wilkinsburg Borough SD, which account for 31% of charter enrollment) and more than in the remaining 37 school districts, which collectively account for 26% of charter enrollment.

Conclusion

Research has documented extensive evidence of how teachers of color enhance educational experiences. As this brief shows, however, far too many students in Allegheny County public schools still lack access to a diverse teacher workforce. School system leaders, decision-makers, and community members must work to further understand the experiences of teachers of color within the county and evaluate efforts to recruit and retain a more diverse teaching force to create and sustain school communities where teachers of color can thrive.

RFA's Allegheny County Black Teacher study provides key insight into the experiences and perspectives of current and former Black teachers in the region to inform these efforts and can be found at: <https://www.researchfraction.org/project/allegheny-county-black-teacher-study/>.