



Teacher Shortages in Virginia

Presented to
**The Joint Committee to Study the Future of Public
Elementary and Secondary Education in the
Commonwealth:**

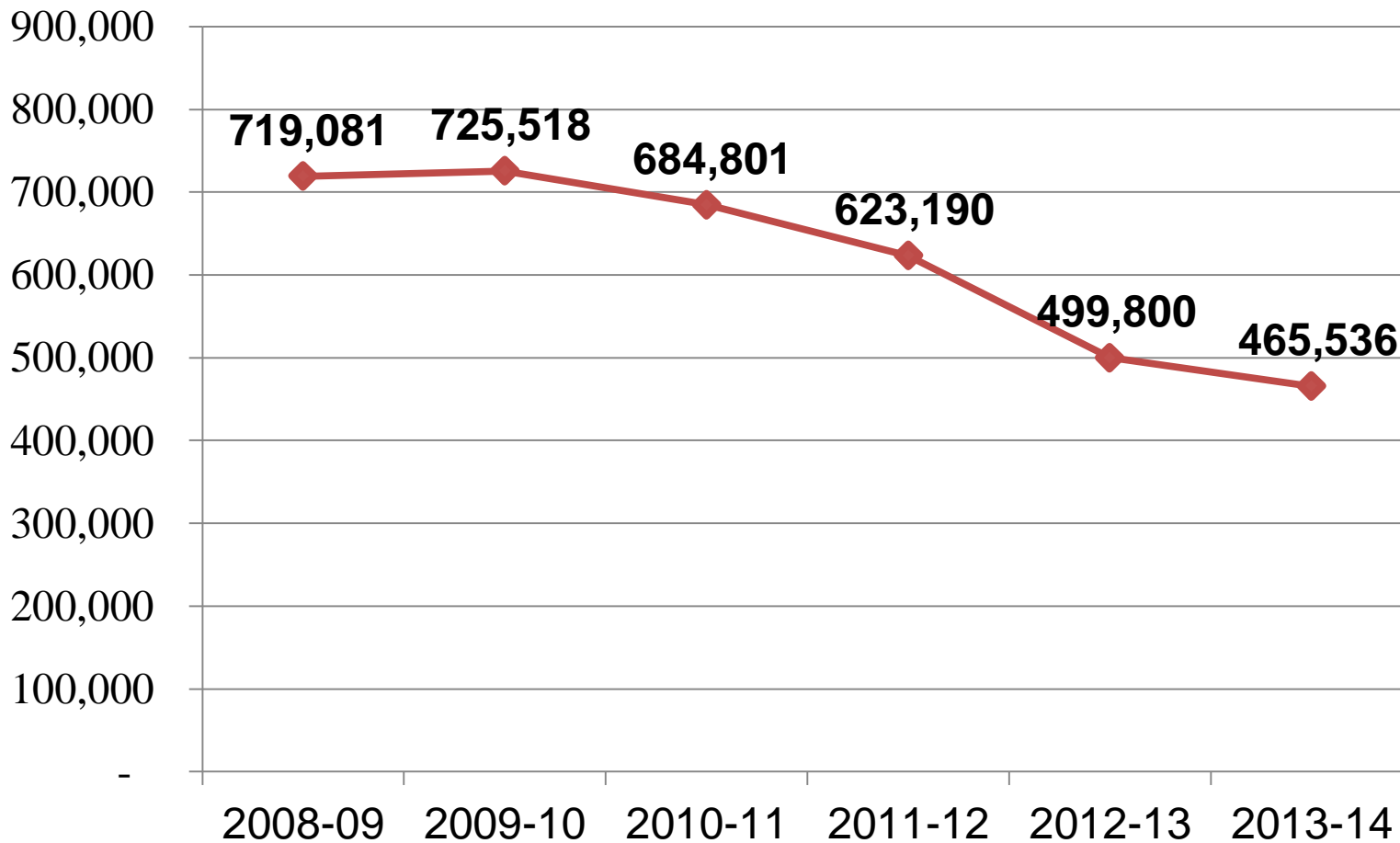
School Leadership & School Outcomes Subcommittee

By
Dr. Steven R. Staples
Superintendent of Public Instruction

September 14, 2017

THE TRADITIONAL TEACHER PREPARATION PIPELINE

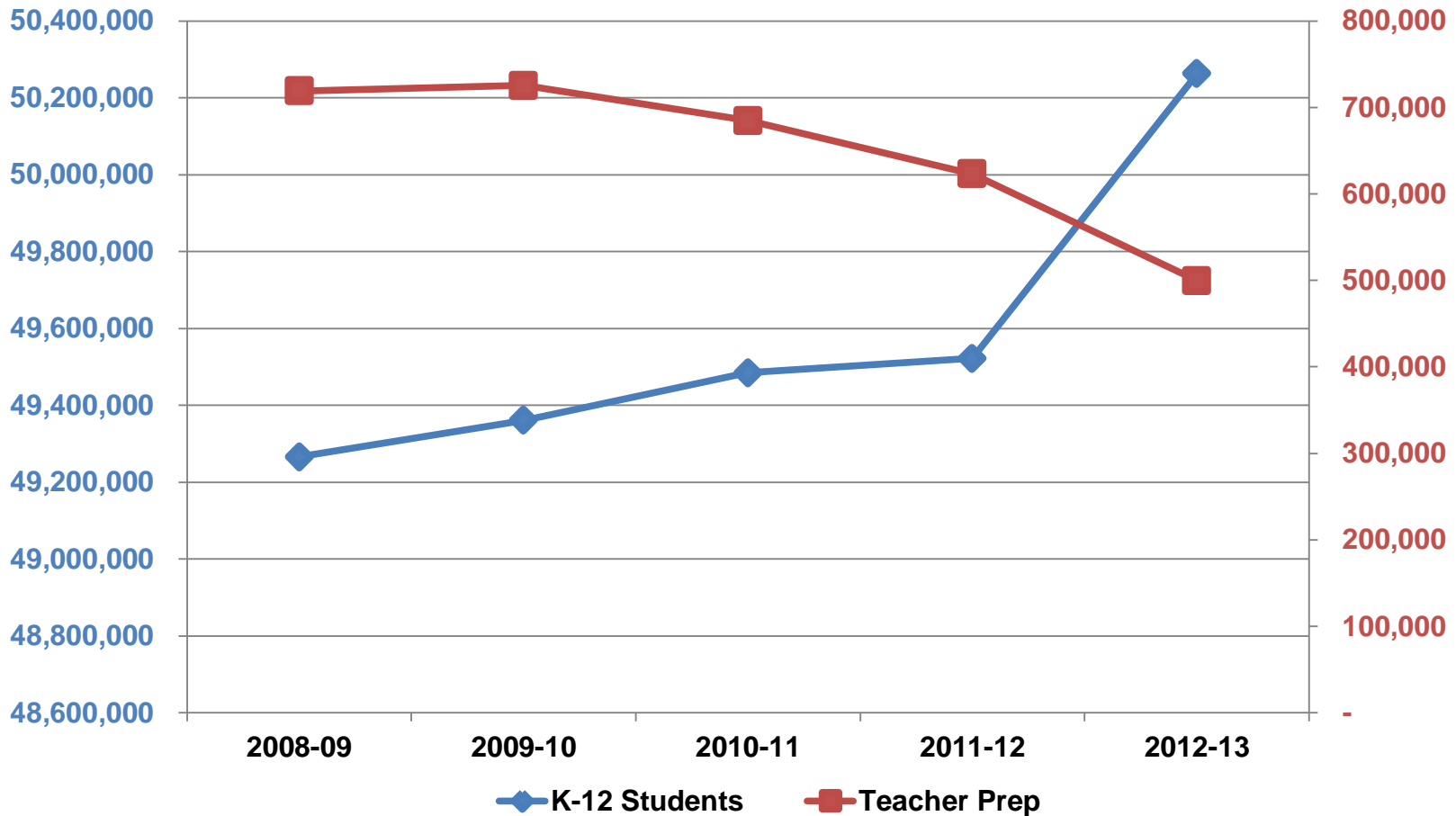
National Enrollment in Teacher Preparation Programs 2009-2014



Source: U.S. Department of Education, Office of Postsecondary Education, Enrollment in Teacher Preparation Programs (Washington, D.C.: U.S. Department of Education, 2015), https://title2.ed.gov/Public/44077_Title_II_Issue_Brief_Enrollment_V4a.pdf. Accessed on April 17, 2017.

National Trends in Enrollment in Teacher Prep vs Student Growth

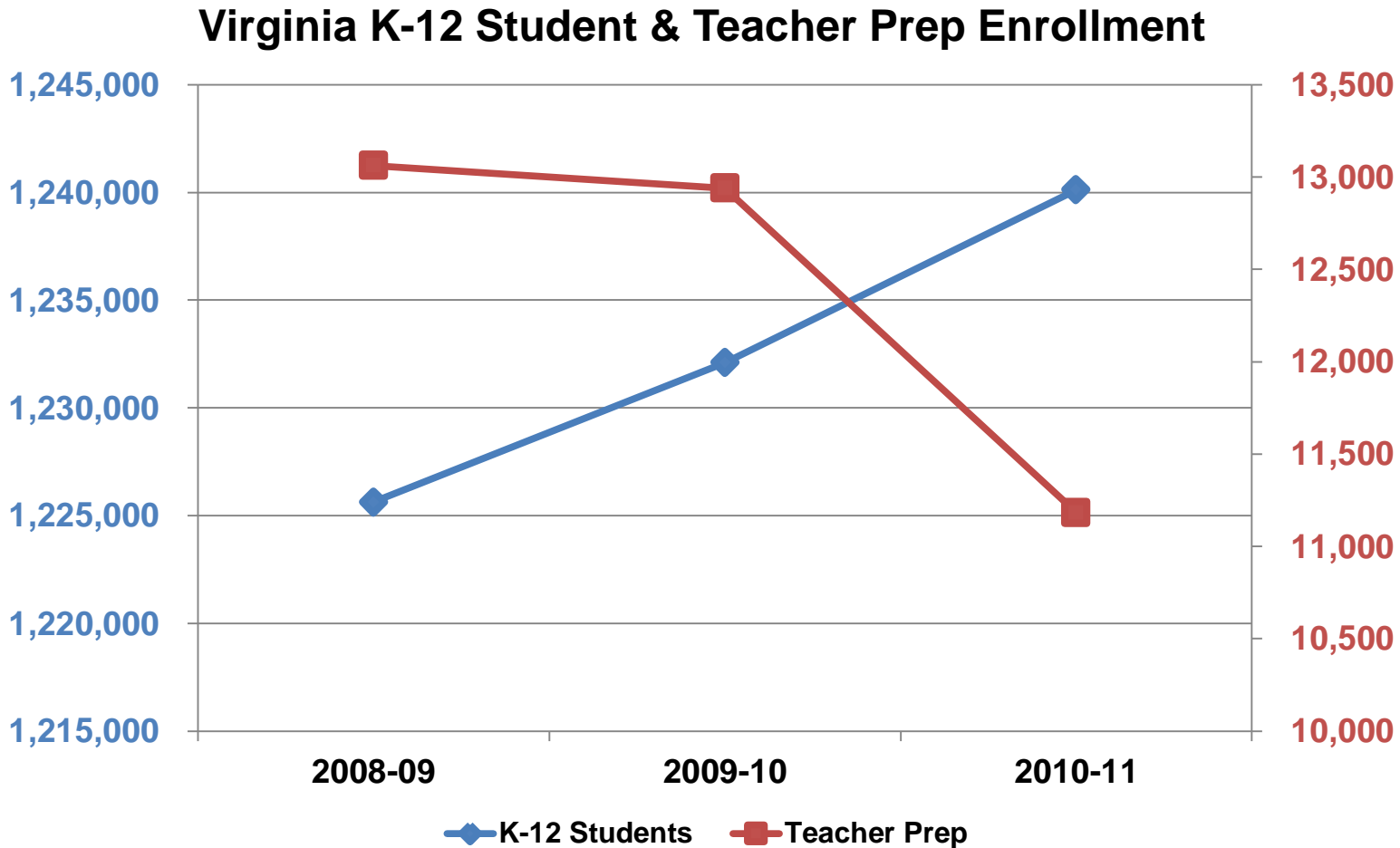
National K-12 Student Numbers & Teacher Prep Enrollment



Source: U.S. Department of Education, Office of Postsecondary Education, Enrollment in Teacher Preparation Programs (Washington, D.C.: U.S. Department of Education, 2015), https://title2.ed.gov/Public/44077_Title_II_Issue_Brief_Enrollment_V4a.pdf. Accessed on April 17, 2017.



Virginia Trends in Enrollment in Teacher Preparation Programs vs Student Growth



Source: U.S. Department of Education, Office of Postsecondary Education, 2015 Title II Report. Virginia Profile. https://title2.ed.gov/Public/Report/StateHighlights/StateHighlights.aspx?p=2_01. Accessed on April 19, 2017.
Virginia Student Enrollment: VDOE Fall Membership Data.

Virginia Teacher Preparation Program Completers (2013-14)



40

Providers



3,535

Program
Completers*

*Number includes on-line program at Liberty
University

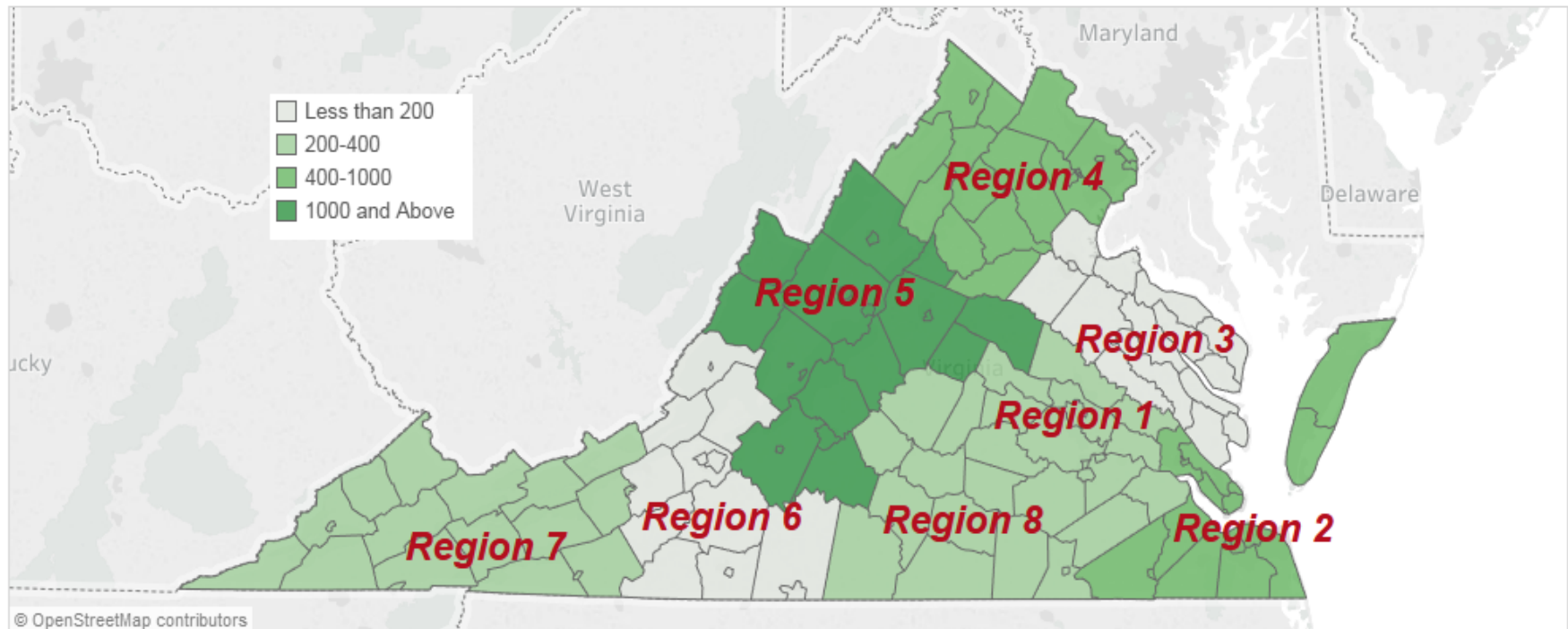
Perspective on the Number of Program Completers

- **3,535 Program Completers annually**
- **This year, ONE school division-- NOT the largest in Virginia--had 820 teaching vacancies to fill**

That's almost ONE FOURTH of ALL graduates of Virginia teacher prep programs

PROGRAM COMPLETERS by REGION-- TRADITIONAL PROGRAMS (Source: 2015 Title II Reports)

Superintendents Region	Academic Year 2011-2012	Academic Year 2012-2013	Academic Year 2013-14
1	331	293	297
2	682	662	635
3	78	89	89
4	392	660	469
5	1,165	1,257	1,339
6	144	145	131
7	359	302	296
8	357	275	279
Closed	35		
Grand Total	3,543	3,683	3,535



October Report

- **Each October, VDOE surveys local divisions to ask for their number of unfilled vacancies**
- **This is the number of funded but unfilled teaching positions in the division**
- **October, 2016 count was over 1,000....in 2015 it was 800+**

Provisional Licenses: Impact on Reported Vacancies: Special Education

The numbers of three-year Provisional (Special Education) Licenses issued with the following effective dates are listed below:

License Effective Date	Number of Licenses
7/1/2014	715
7/1/2015	812
7/1/2016	947

- **While an effective approach, provisional licenses may “mask” the actual depth of a shortage**
- **The number of 2016-2017 instructional personnel reported by the public school divisions who held a Provisional (Special Education) License during the year was 1,408.**
- **Provisional licenses are not counted as “vacant” positions**

Disproportional Impacts

- **Teacher Vacancies are not distributed evenly across Virginia (see addendum)**
- **Challenged school divisions more likely to experience shortages**
- **The following example is more typical than exceptional**

Petersburg City School

Vacancies by Building for 2017-18

School	Total 2017	Filled	Open	Total FTE
A.P. Hill	16	9	7	35
Stuart	20	10	10	38
Lee	21	12	9	34
Walnut Hill	13	3	10	37
Vernon Johns	22	16	6	43
Petersburg High School	31	7	24	44
TOTALS	123	57	66	231

EXISTING INTERVENTIONS

Virginia Teaching Scholarship Loan Program (VTSLP)

Through the VTSLP, eligible students may receive a scholarship loan for as much as \$10,000 per academic year for full-time students (Total \$708,000)

Candidates must meet one or more of the following criteria:

- Be enrolled in a program leading to an **endorsement in a critical shortage area** as established by the Board of Education;
- Be a **male teacher candidate** in an elementary or middle school education program;
- **Be a minority teacher candidate enrolled in any teacher endorsement area**; or
- Be a student in an approved teacher education program leading to an **endorsement in career and technical education**.

Each Institution of Higher Education may nominate up to three deserving students for this program.

Anticipated Recommendations: Two Sources

Governor's Teacher Shortage Workgroup Report

- SCHEV + VDOE
- October 1, 2017

Teacher Shortages in the Commonwealth: A Conversation with Education Leaders and Policymakers

- October 24, 2017
- UVa

Questions?

Dr. Steven R. Staples

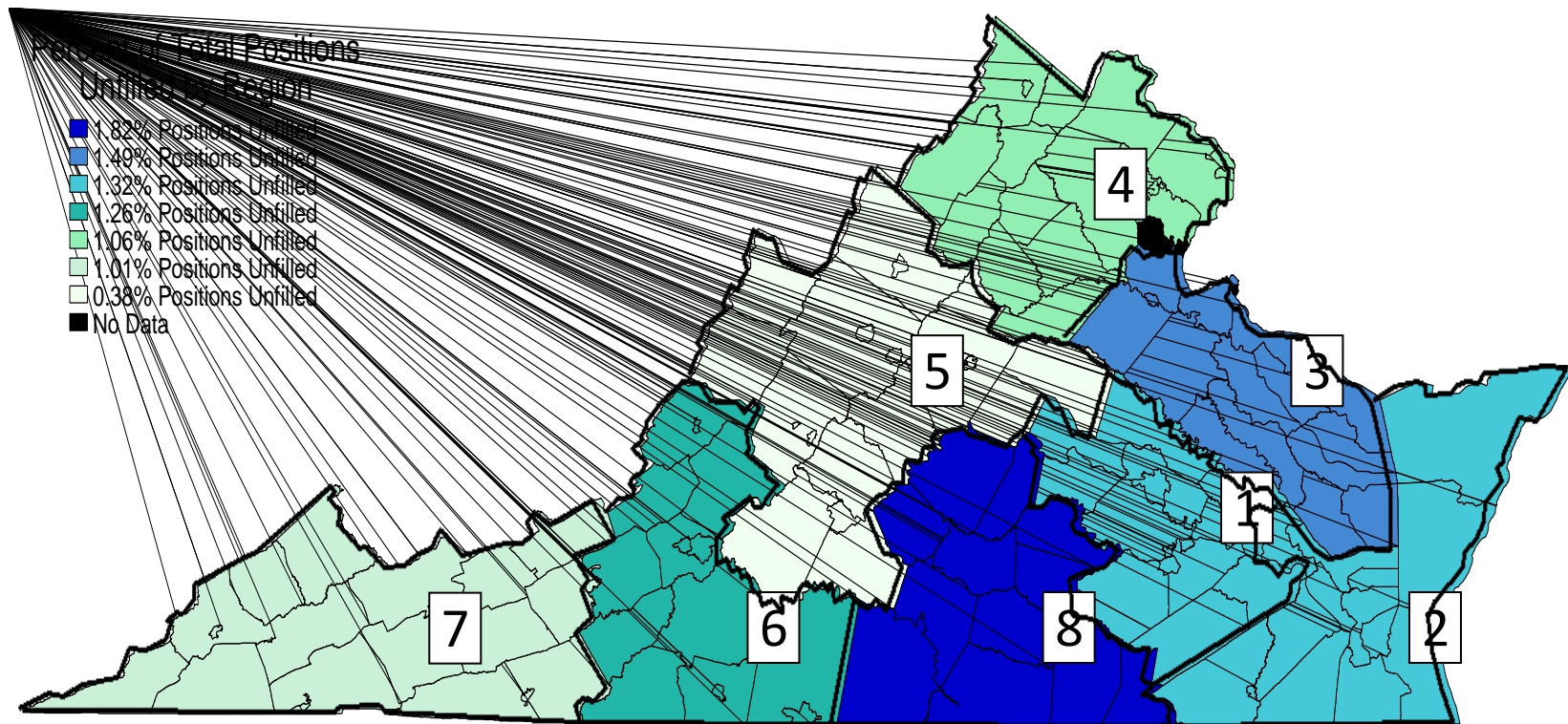
Superintendent of Public Instruction

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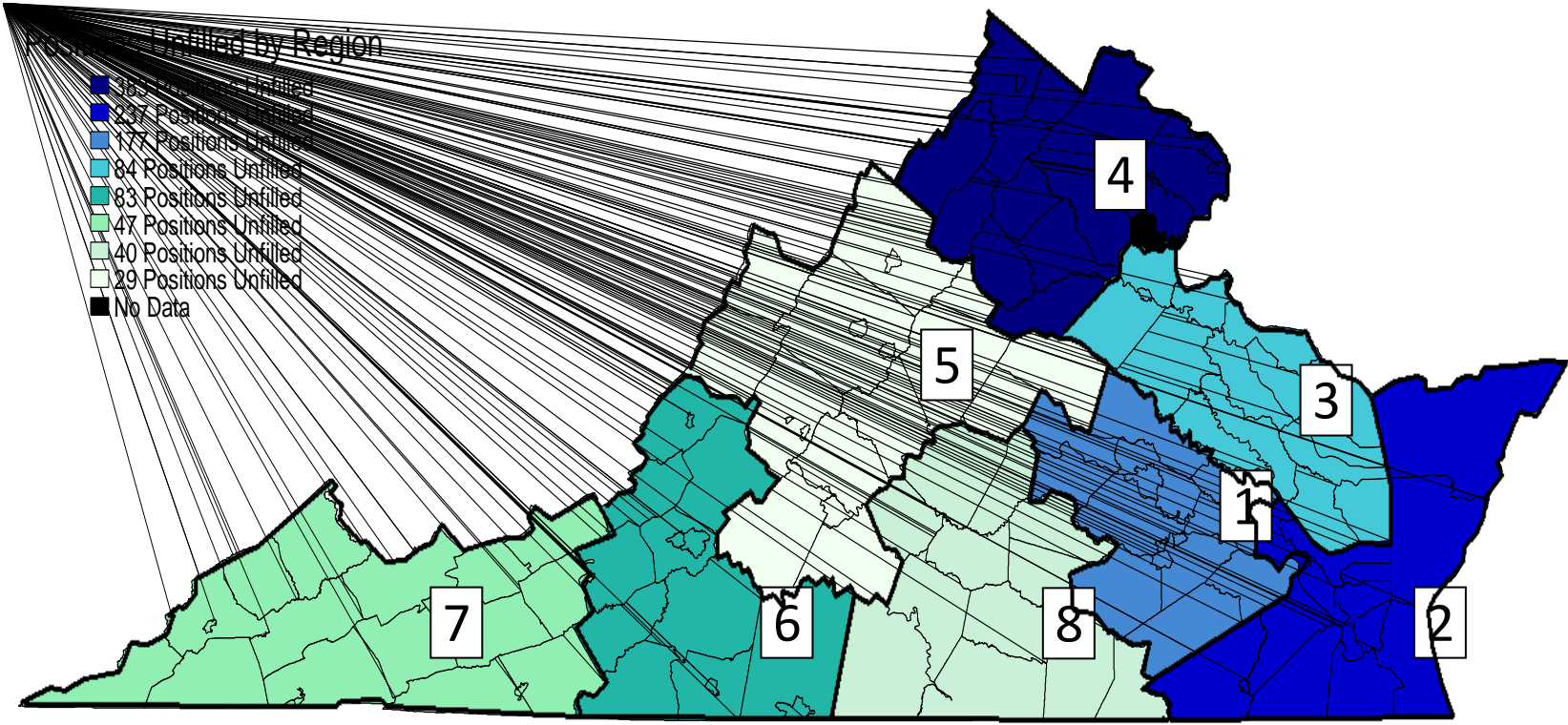
ADDENDUM

DATA BY REGIONAL & DIVISION NEEDS

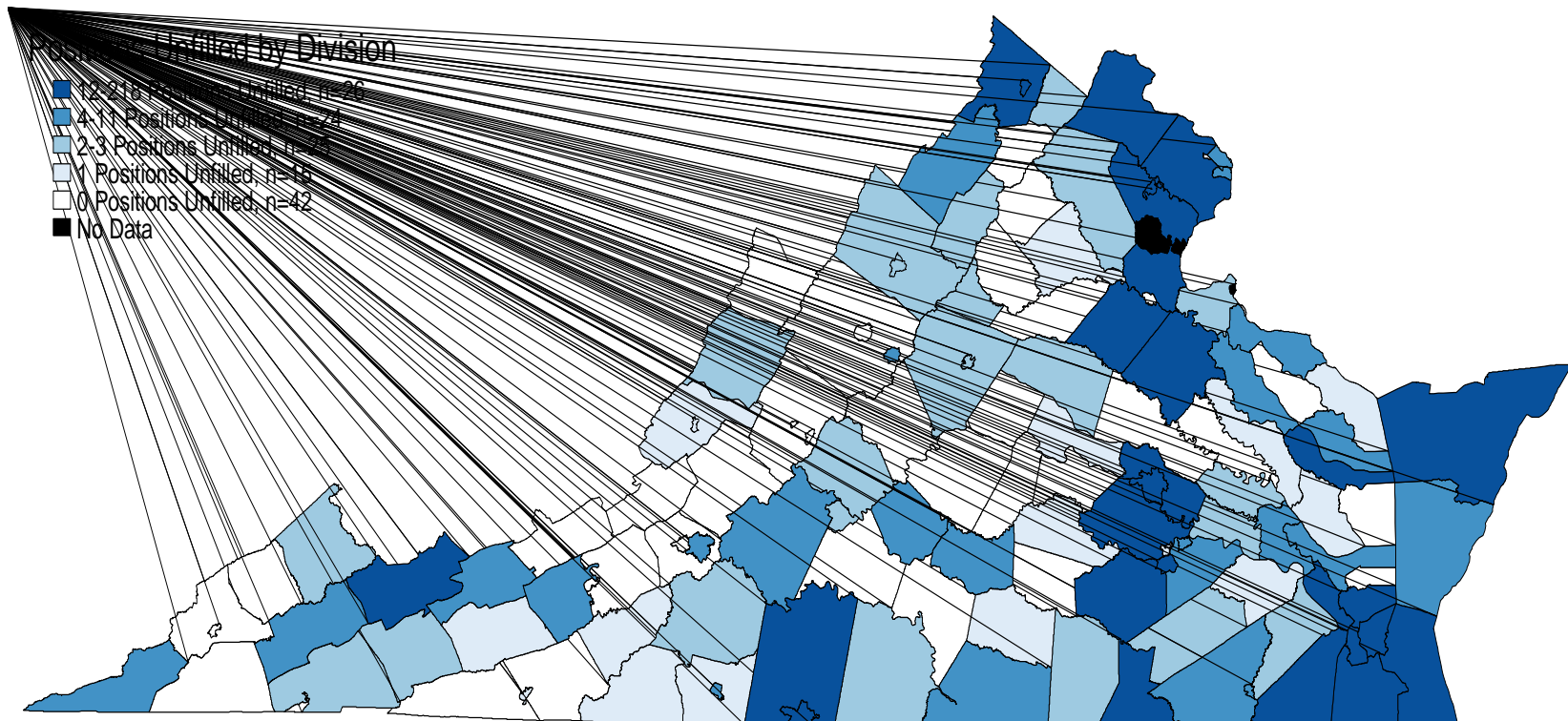
Percent of Total Positions Unfilled by Region



Positions Unfilled by Region



Unfilled Vacancies by Division

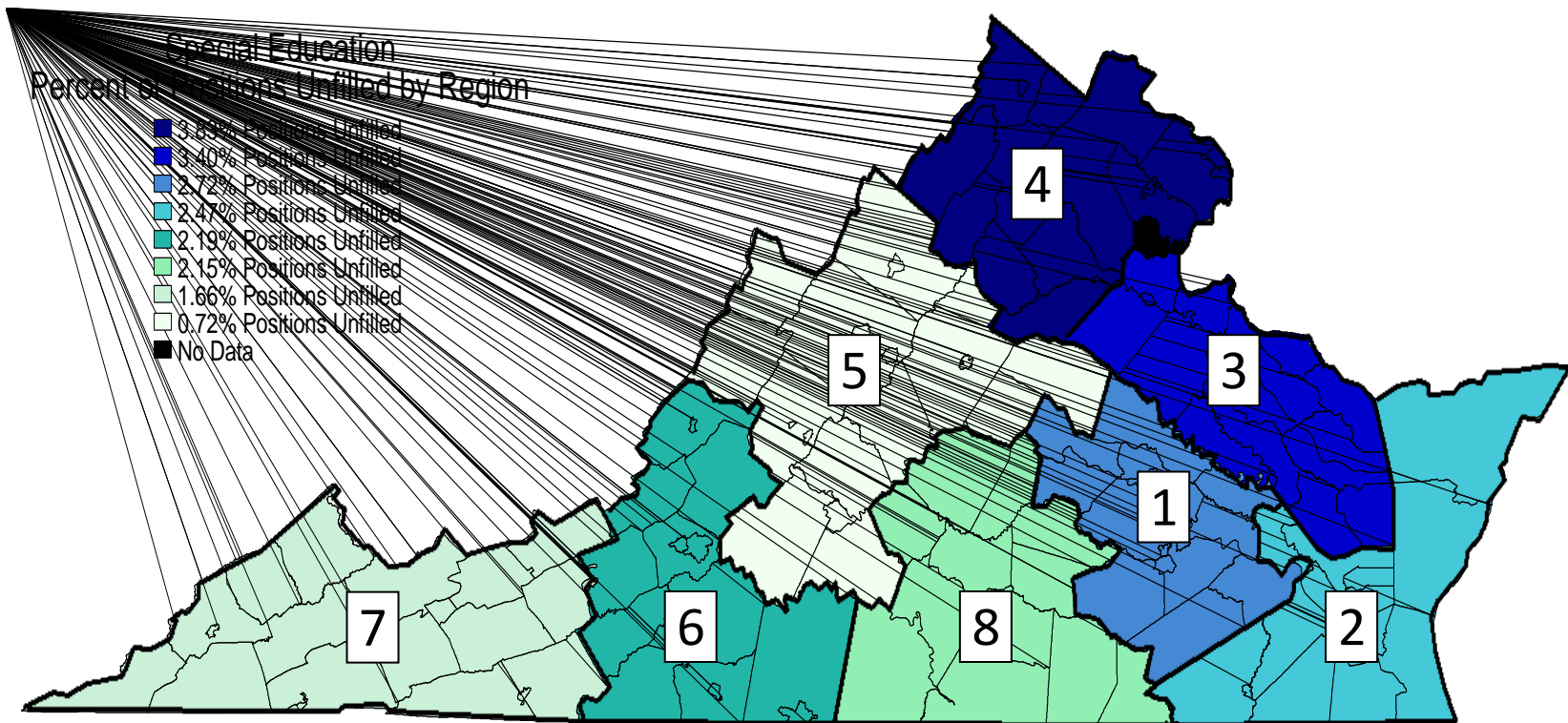


Notes: The two highest vacancies are in Fairfax County with 218 vacancies and Prince William County with 61 vacancies.

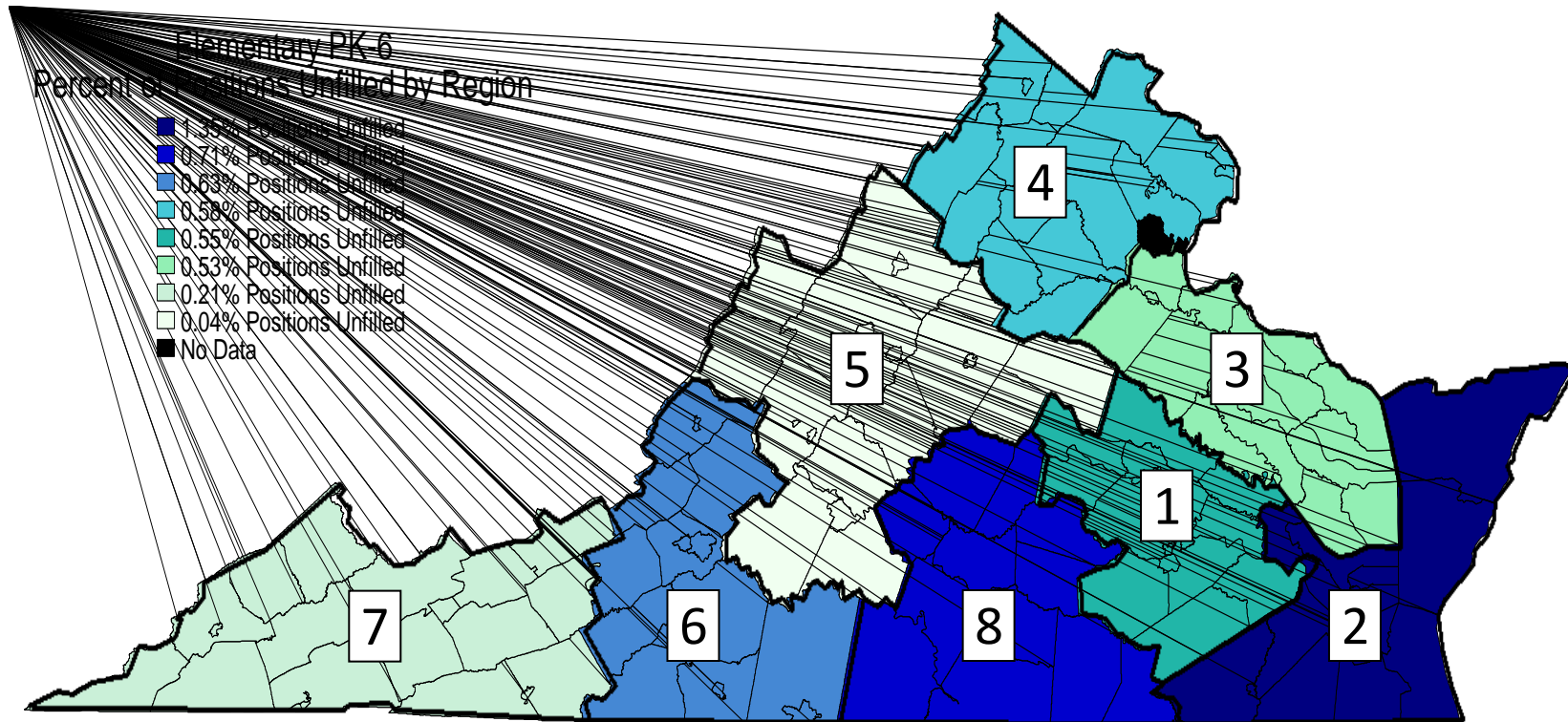
**REGIONAL & DIVISION NEEDS:
A BREAK DOWN BY
TEACHING ASSIGNMENT
AREA**

For these maps please go to
<https://virginia.box.com/s/vhbs6h5bvt99qcbm98sm1fe0pwmynggi>

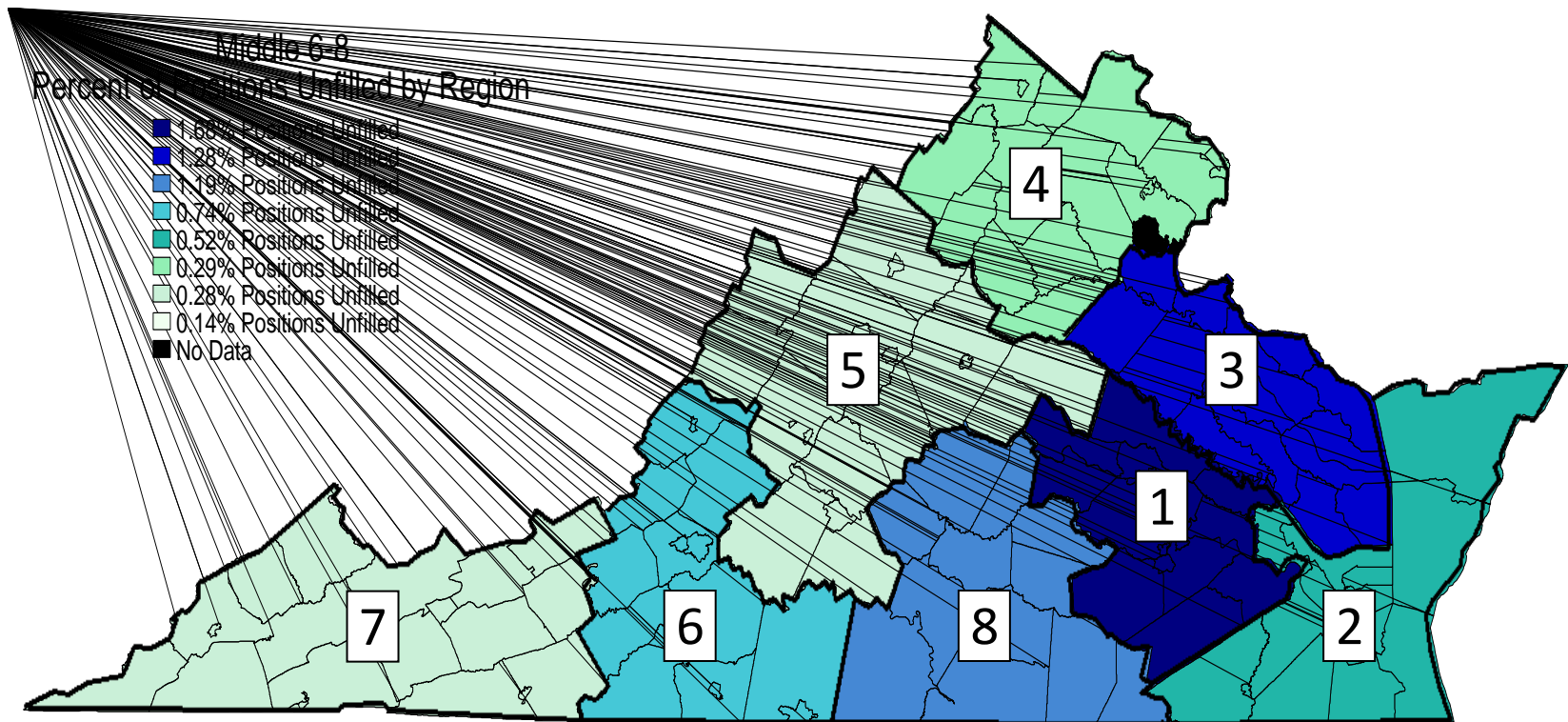
Special Education



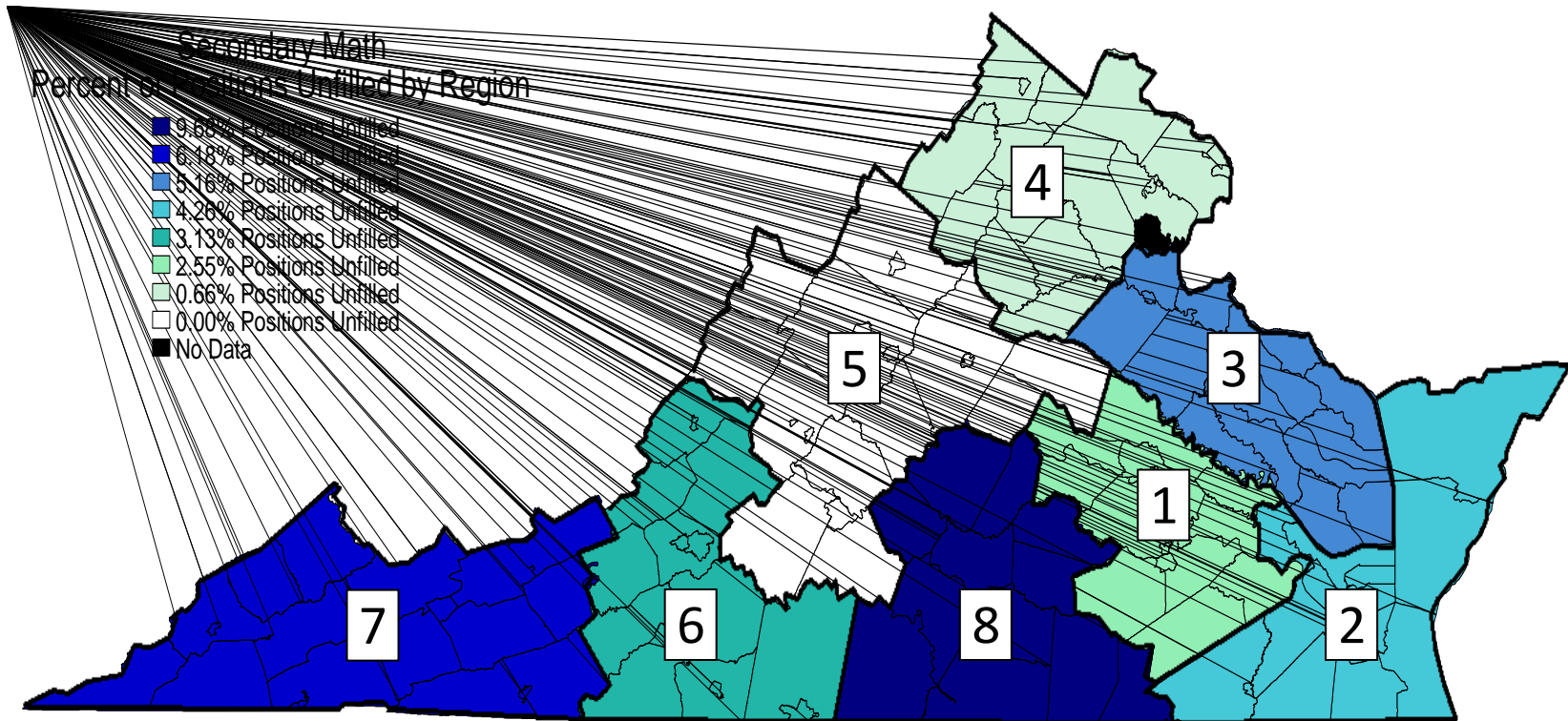
Elementary Education : PK-6



Middle Education: Grades 6-8



Mathematics: Secondary



Sciences: Secondary

