



Data Collection for FY 2024 Science, Technology, Engineering and Mathematics – Teacher Recruitment and Retention Initiative (STEM-TRRI)

The 2022 General Assembly Special Session I appropriated funding to attract, recruit, and retain high-quality diverse individuals to teach science, technology, engineering, or mathematics (STEM) subjects in Virginia middle and high schools experiencing difficulty in recruiting qualified teachers. School divisions interested in this funding must submit to the Virginia Department of Education a STEM Teacher Recruitment and Retention Initiatives (TRRI) Application on the [Single Sign-on for Web Systems \(SSWS\)](#) portal. The submitted application should include the number of Biology, Chemistry, Earth Science, Mathematics, Mathematics-Algebra I, Middle Education 6-8: Mathematics, Middle Education 6-8: Science, Physics, Engineering, or Technology Education vacancies for the 2023-2024 school year by school as of the first day of school.

Priority for distribution of these incentives shall be to school divisions experiencing the most acute difficulties in recruiting qualified teachers, defined for this initiative as the overall free and reduced lunch rate of 40 percent on the [2022-2023 Free and Reduced Lunch Eligibility Report](#).

Eligible teachers must be employed full-time in a Virginia school division or school with more than 40 percent of the students eligible for free or reduced price lunch as reported on the 2022-2023 Free and Reduced Lunch Eligibility Report; be entering their first, second, or third year of teaching experience; and hold a five- or ten-year valid Virginia teaching license with an endorsement in one the following endorsements and assigned to a teaching position in a corresponding STEM subject area:

- Biology;
- Chemistry;
- Earth Science;
- Mathematics;
- Mathematics-Algebra I;
- Middle Education 6-8: Mathematics;
- Middle Education 6-8: Science;
- Physics;
- Engineering; or
- Technology Education.

An eligible teacher will receive a \$5,000 incentive award after the completion of the first, second, and third years of teaching STEM at a hard-to-staff school with a satisfactory

performance evaluation and a written commitment to return to the same school division for the following school year.

The maximum incentive award for each eligible teacher is \$15,000. The incentive awards are taxable to the recipient, and the school division is responsible for ensuring all taxes are remitted. **The STEM-TRRI vacancy data for school year 2023-2024 must be submitted by Friday, October 20, 2023 via the SSWS portal.** Each school division has an SSWS account manager who can provide your staff member, designated to serve as your STEM Teacher Recruitment and Retention Incentives contact, access to the TRRI application. Instructions for entering and submitting the anticipated vacancies are available online as part of the TRRI STEM Grant Application.

Please note, for the purpose of the award for individuals who received funds under this program prior to July 1, 2020, the criteria provided in Chapter 836 of the 2019 Acts of Assembly, will continue to apply. All incentive awards are contingent upon available funding.

For More Information:

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