



Data Collection for FY 2025 Science, Technology, Engineering and Mathematics – Teacher Recruitment and Retention Initiative (STEM-TRRI)

The 2024 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 2024-2025 school year between July 1, 2024 and November 1, 2024.

Priority for distribution of these incentives shall be to school divisions experiencing the most acute difficulties in recruiting qualified teachers. 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 2023-2024 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 2024-2025 must be submitted by Friday, December 6, 2024 via the SSWS portal.**

For More Information:

Name	Title	Email
Ahmad Saidi	Grants & Reports Manager	Ahmad.Saidi@doe.virginia.gov
Shawna LeBlond	Director	Shawna.LeBlond@doe.virginia.gov

RG/sl