# Agenda Item: L

## Date: July 27, 2023

## Title: Written Update on the Commonwealth of Virginia’s Critical Shortage Teaching Endorsement Areas for 2023-2024 School Year

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## Purpose of Presentation

For information only: No action required.

## Executive Summary

The Virginia Board of Education’s (*[Regulations Governing the Determination of Critical](https://law.lis.virginia.gov/admincodefull/title8/agency20/chapter650/)*

*[Teacher Shortage Areas](https://law.lis.virginia.gov/admincodefull/title8/agency20/chapter650/)* [(8VAC20-650)](https://law.lis.virginia.gov/admincodefull/title8/agency20/chapter650/) provides the responsibilities of the Virginia Department of Education (VDOE) to administer and report on critical teaching shortages areas in Virginia to local school divisions, approved teacher preparation programs, other state agencies, and the

public. In response to this requirement, data were obtained from the Positions and Exits Collection (PEC) sent by the VDOE to each of Virginia’s school division superintendents in October 2022, to determine qualifications for teachers and administrators. Information requested on the survey was based on school data reports as of October 1, 2022. These data were used to determine 2023-2024 critical shortage teaching endorsement areas in Virginia.

Additionally, the [*Regulations Governing the Determination of Critical Teacher Shortage Areas*](https://law.lis.virginia.gov/admincodefull/title8/agency20/chapter650/)

establish criteria for the shortage areas. Specifically, in Virginia, “critical shortage” may be

defined in two ways: (1) shortages by subject matter as designated from the top ten academic

disciplines identified in an annual survey of school divisions; or (2) a school personnel vacancy

for which a school division receives three or fewer qualified candidates for a position.

Determination of critical shortages in specific teaching endorsement areas and their rankings are dependent on the method of calculation used. As such, specific shortage areas identified will

differ among school divisions (i.e., geographic regions) and statewide analysis of subject matter

designations.

The 2023-2024 top critical shortage teaching endorsement areas identified statewide were

determined based on method number one as noted above. The top critical shortage teaching

endorsement areas will be reported to the Virginia Retirement System and will be used to

determine candidate eligibility for the Virginia Teaching Scholarship Loan Program according to the [2022 Appropriation Act](https://budget.lis.virginia.gov/item/2022/2/HB30/Chapter/1/136/). Endorsement areas were ranked according to the most severe

academic teaching shortage areas.

The ranking is based on an aggregation of the following: (1) total number of teaching positions

that are unfilled; and (2) teaching positions that are filled by teachers who are licensed, but who

are teaching in academic subject areas other than their area of preparation. Data analyses include calculated rankings in these two areas as of October 1, 2022, as reported in the 2021-2022 Positions and Exits Collection (PEC). All 132 school divisions responded to the survey. A total of 98,869 full-time equivalent (FTE) teachers as of October 1, 2022, were reported for SY 2021-2022 in the Instructional Personnel and Licensure annual data collection for school divisions. Rankings were totaled and the resulting sum ranked to determine critical teaching area shortages.

2023-2024 Top Critical Shortage Teaching Endorsement Areas in Virginia

1. Special Education

2. Elementary PK-6

3. Middle Education Grades 6-8

4. Career and Technical Education

5. Science (Secondary)

6. Mathematics Grades 6-12 (including Algebra 1)

7. English (Secondary)

The purpose of the report is to provide the prescribed methodology for determining

critical shortage teaching endorsement areas in Virginia and related top endorsement areas

for 2023-2024.

## Action Requested

No action requested.

## Superintendent’s Recommendation

The Superintendent of Public Instruction recommends that the Board of Education receive this

update.

## Previous Review or Action

No previous review or action.

## Background Information and Statutory Authority

The Board’s *Regulations Governing the Determination of Critical Teacher Shortage Areas*

provides the responsibilities of the VDOE to administer and report on critical teaching shortages areas in Virginia to local school divisions, approved teacher preparation programs, other state

agencies, and the public.

The 2022 Appropriation Act requires the VDOE to report annually to the General Assembly on

the critical teaching shortage areas in Virginia. In response to this requirement, data were obtained from the Positions and Exits Collection (PEC) sent by the VDOE to each of Virginia’s school division superintendents October 2022, to determine qualifications for teachers and administrators. Information requested on the survey was based on school data reports as of October 1, 2022. These data were used to determine 2023-2024 critical shortage teaching endorsement areas in Virginia.

## Stakeholder Engagement

The critical shortage teaching areas were presented to the Advisory Board on Teacher Education and Licensure (ABTEL) on April 3, 2023, for information only.

## Implementation and Communication

No further review or action is anticipated. Following Board review, the Office of Teacher

Education will post the annual report on the VDOE website.

## Impact on Fiscal and Human Resources:

School divisions will continue to be responsible to report vacancies annually. The agency staff

will absorb the responsibility of utilizing the report data to identify the critical teaching

shortages.