



VIRGINIA BOARD OF EDUCATION

AGENDA ITEM

Agenda Item: Q

Date: June 21, 2024

Title: Written Update on the Commonwealth of Virginia’s Critical Shortage Teaching Endorsement Areas for 2024-2025 School Year

Presenter: Robert Gilstrap, Assistant Superintendent for Education Preparation

Purpose of Presentation

For information only: No action required.

Executive Summary

The Virginia Board of Education’s [Regulations Governing the Determination of Critical Teacher Shortage Areas \(8VAC20-650\)](#) directs 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 2023, to determine qualifications for teachers and administrators. Information requested on the survey was based on school data reports as of October 1, 2022. This data was used to determine 2024-2025 critical shortage teaching endorsement areas in Virginia.

Additionally, the [Regulations Governing the Determination of Critical Teacher Shortage Areas](#) 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 2024-2025 top ten 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](#). Endorsement areas were ranked according to the most severe academic teaching shortage areas.

The ranking is based on an aggregation of the following: a) total number of teaching positions that are unfilled; and b) 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, 2023, as reported in the 2022-2023 Positions and Exits Collection (PEC). All 132 school divisions responded to the survey. A total of 99,623 full-time equivalent (FTE) teachers as of October 1, 2023, were reported for SY 2022-2023 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.

2024-2025 Top Critical Shortage Teaching Endorsement Areas in Virginia

1. Elementary Education preK-6
2. Special Education preK-12
3. Middle Education Grades 6-8
4. English (Secondary)
5. Science (Secondary)
6. Career and Technical Education
7. Mathematics Grades 6-12 (including Algebra 1)
8. History and Social science (Secondary)
9. Foreign Language preK-12
10. School Counselor preK-12

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 2024-2025.

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 the top ten critical teaching shortages areas in Virginia to local school divisions, approved teacher preparation programs, other state agencies, and the public.

The 2023 Appropriation Act requires the VDOE to report annually to the General Assembly on the top ten 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 2023, to determine qualifications for teachers and administrators. Information requested on the survey was based on school data reports as of October 1, 2023. These data were used to determine 2024-2025 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 1, 2024, 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.