



COMMONWEALTH of VIRGINIA  
Department of Education

August 1, 2014

TO: Division Superintendents

FROM: Steven R. Staples, Superintendent of Public Instruction

**SUBJECT: Science, Technology, Engineering, and Mathematics (STEM) Teacher Recruitment and Retention Incentive Awards**

The 2014 General Assembly approved funding to support the pilot initiative to attract, recruit, and retain high-quality diverse individuals to teach science, technology, engineering, or mathematics (STEM) subjects in Virginia's middle and high schools. This program will provide incentive awards in fiscal year 2015 to teachers who meet specified criteria and are employed in a Virginia public school.

**Funding will be awarded on a first-come, first-served basis with preference to teachers assigned to teach in hard-to-staff schools or low-performing schools not fully accredited.** Applicants for the pilot must meet the following requirements:

**Teachers Reassigned from a Fully Accredited School to a Hard-to-Staff School or School Not Fully Accredited**

- Be a teacher employed full time in a Virginia school division;
- Hold an active five-year Virginia teaching license (Collegiate Professional or Postgraduate Professional License) with an endorsement in Middle Education 6-8: Mathematics; Mathematics: Algebra I; Mathematics; Middle Education 6-8: Science; Biology; Chemistry; Earth and Space Science; Physics; or Technology Education and be assigned full time to a teaching position in a corresponding subject area; and
- Regardless of teaching experience, be a teacher who is reassigned from a fully accredited school in a Virginia school division to a hard-to-staff school or a school that is not fully accredited in the 2014-2015 school year.

Successful teachers, regardless of teaching experience, selected to participate in the pilot program under this criteria will be eligible to receive a \$5,000 initial incentive award after the completion of the year of teaching experience in the hard-to-staff school or a school that is not fully accredited, a satisfactory performance evaluation, and a signed contract in the same school division for the following year.

**Teachers New to the Profession or Teachers With Up to Three Years' Teaching Experience [Applicants must have less than three years' teaching experience.]**

- Be a teacher new to the profession (no teaching experience) or a teacher with up to three years of teaching experience (less than three years' teaching experience);

- Be employed as a teacher full time in a Virginia school division; and
- Hold an active five-year Virginia teaching license (Collegiate Professional or Postgraduate Professional License) with an endorsement in Middle Education 6-8: Mathematics; Mathematics: Algebra I; Mathematics; Middle Education 6-8: Science; Biology; Chemistry; Earth and Space Science; Physics; or Technology Education and be assigned to a teaching position full time in a corresponding subject area.

Successful teachers selected to participate in the pilot program under this criteria will be eligible to receive a \$5,000 initial incentive award after the completion of the first, second, or third year of teaching with a satisfactory performance evaluation and a signed contract in the same school division for the following school year.

### **Continuation Incentive Awards**

An additional \$1,000 incentive award may be granted for each year the eligible teacher (meeting either criteria above) receives a satisfactory evaluation and teaches a qualifying STEM subject in which the teacher has an endorsement for up to three years in the same Virginia school division following the year in which the teacher receives the initial incentive award. The maximum incentive award (initial and continuation) for each eligible teacher is \$8,000. **Incentive awards are contingent upon available funding.** The incentive awards are taxable to the recipient, and the school division is responsible for ensuring all taxes are remitted.

The attached application must be received no later than September 26, 2014. **Original applications must be submitted with signatures of the teacher applicant and the division superintendent.** Incomplete applications and photocopies will not be considered. Please mail the application to Dr. Mark Allan, Director of Licensure and School Leadership, Virginia Department of Education, P. O. Box 2120, Richmond, Virginia 23218-2120. A form and instructions to request reimbursement of these funds will be sent to the school divisions with teachers who are accepted into the pilot at a later date.

If you have any questions, please do not hesitate to contact Dr. Mark Allan at (804) 371-2471 or by e-mail at [Mark.Allan@doe.virginia.gov](mailto:Mark.Allan@doe.virginia.gov)

SRS/ma

Attachment:

- A. [Application for the Teacher Recruitment and Retention Incentive Awards](#) (Word)