



#046-22

**Commonwealth of Virginia
Virginia Department of Education
Superintendent's Memo #046-22**

DATE: February 25, 2022
TO: Division Superintendents
FROM: Jillian Balow, Superintendent of Public Instruction
SUBJECT: **Science, Technology, Engineering and Mathematics Teacher Recruitment and Retention (STEM-TRRI) Division Awards**

Superintendent's Memo #123-21 announced that the 2021 General Assembly appropriated state 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 were allowed to apply for continuing grant awards (Cohort 8-9) and/or request new grant funding awards for the 2021-22 school year (Cohort 10). The school division awards are provided in **Attachment B**. **Attachment A** contains the Additional Required Special Terms and Conditions for Grant Awards or Cooperative Agreements, and the terms of the grant award are provided in **Attachment C**.

School division requests for funding significantly exceed the available funds for this grant. Priority for distribution of these incentives were 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 2019-2020 Free and Reduced Lunch Eligibility Report.

Please note that the national school lunch program did not operate during the 2020-2021 school year, resulting in no free and reduced eligibility data. The STEM-TRRI application used the 2019-2020 free and reduced eligibility data as proxy data for the 2021-2022 school year.

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 2019-2020 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 of the following endorsements and assigned to a teaching position in a corresponding STEM Subject area:

- Biology;
- Chemistry;
- Earth Science;
- Mathematics;
- Mathematics-Algebra 1;
- Middle Education 6-8: Mathematics;
- Middle Education 6-8: Science;
- Physics;
- Engineering; or
- Technology Education.

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

Questions related to the STEM Teacher Recruitment and Retention Incentives may be directed to Maggie M. Clemmons, Director of Licensure and School Leadership at (804) 371-2471 or Maggie.Clemmons@doe.virginia.gov.

JB/MMC/SI

- A. Attachment A: [Additional Required Special Terms and Conditions for Grant Awards or Cooperative Agreements](#) (DOCX)
- B. Attachment B: [Science, Technology, Engineering and Mathematics Teacher Recruitment and Retention Awards by Division](#) (XLSX)
- C. Attachment C: [Science, Technology, Engineering and Mathematics Teacher Recruitment and Retention Incentive Awards: Terms of Grant Award](#) (DOCX)