



Advisory Committee on Teacher Shortages

Background:

- Number of unfilled positions by qualified teachers across the state has increased by 40% over the past 10 years
- Over 1,000 unfilled positions before the start of the 2017-2018 school year in Virginia
- Severe shortages are occurring in mathematics, special education, career and technical education, foreign language, English as a second language, and English
- Governor McAuliffe convened a statewide Advisory Committee on Teacher Shortages (ACTS) in May 2017
- Chaired by Dr. Billy K. Cannaday, Jr. and Mr. G. Gilmer Minor III
- Group consisted of education professionals, subject matter experts, school board members, higher education representatives, and business leaders
- Preliminary recommendations released in October 2017

Causes of the Shortage:

- Steeply declining student enrollment in teacher preparation programs
- Costly and outdated pathways to the profession
- Increasingly negative perception of the profession
- Undesirable working conditions
- High attrition rates among existing teachers
- Higher attrition rates in Virginia than the national average
- Concerns over testing and accountability
- Unhappiness with school administration
- Career dissatisfaction

Recommendations:

- Enhance total compensation while reducing the cost of entry into teaching
- Targeted financial incentives for teachers in divisions where shortages are most severe, in critical shortage subject areas, and for teachers of color
- Modernize pathways into the profession
- Stackable, affordable pathways into the profession
- Build awareness of pathways into the profession
- Marketing materials to targeted populations
- Expose students as early as middle school to the idea of teaching as a profession
- Evaluate existing student loan forgiveness programs and other incentive programs
- Enhance teacher preparation programs
- Improve upon traditional preparation programs by strengthening coursework in clinical and practical experiences
- Foster positive school climate

Advisory Committee on Teacher Shortages: Preliminary Report

- Base accreditation on more than just test scores, implement a working conditions survey, improve mentorship and induction programs, and extend the time-to-licensure

Recent Developments:

- Governor McAuliffe announced an Executive Directive and budget proposals on December 11, 2017, to address teacher shortages
 - Executive Directive 14: instructs the Board of Education to initiate emergency regulations to afford teacher preparation programs the option to offer undergraduate education degrees
 - Budget proposals (totaling approximately \$2.5 million over the biennium): automation of teacher licensure process, funding for principal recruitment and retention, increase in Tuition Assistance Grant (TAG), funding for test preparation for disadvantaged and minority provisionally-licensed teachers, improved budget language for the Virginia Teaching Scholarship Loan Program