

Commonwealth of Virginia Critical Shortage Teaching Endorsement Areas for 2024-2025 School Year

Prescribed Methodology for Determining Critical Shortage Teaching Endorsement Areas in Virginia

Overview:

The *Appropriation Act* requires the Department of Education 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 Department of Education 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 2024-2025 critical shortage teaching endorsement areas in Virginia.

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 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. 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, 2022, 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, 2022, were reported for SY2022-2023 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 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