

Halifax County Public Schools

Stay with Halifax, Grow with Halifax

Between January and August of 2022, the Advisory Committee worked diligently to develop this crucial strategic plan called “Turning the Tide: Addressing the Educator Shortage in Virginia.” The plan, which is of utmost importance, includes background on the shortage and recommendations for moving forward over the next three years. These actions are guided by the below goals and strategies and align with Governor Youngkin's [Executive Directive Number 3](#):

Goals

- Goal 1: **Reduce barriers** for qualified individuals to enter the profession
- Goal 2: **Increase the number of candidates** eligible to fill public school divisions' hard-to-staff positions
- Goal 3: **Strengthen strategies to recruit and retain** a diverse, highly-qualified educator workforce

Strategies

- Strategy 1: Implement policies and practices to make careers in education more attractive and attainable
- Strategy 2: Implement programs and practices to recruit, support, and retain highly qualified educators with an emphasis on critical shortage areas

Halifax Years of Service

Longevity Supplement (Consecutive Halifax Years of Service)

5 = \$2,000

10 = \$2,500

15 = \$3,000

20 = \$3,500

25 = \$4,000

30 = \$4,500

35 = \$5,000

Staff beyond step 35 would receive a \$5,000 one-time longevity supplement. All supplements are issued at the end of the qualifying year.

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35 = \$5,000

Staff that are beyond 35 Halifax years of service would get a 1 time longevity supplement of \$5,000

Praxis exam reimbursement for passing score

Tuition reimbursement

License renewal

In house fingerprinting & Background check

Increase funding for Professional Development

3

Professional Development

Praxis exam reimbursement for a passing score

Tuition reimbursement= \$50,000 Cap per year (based on budget availability)

- Teachers with a provisional license will be granted up to \$1000 per school year in reimbursement.
- Teachers meeting license renewal requirements will be reimbursed up to \$600 per school year.

i-Teach is a non-college program accredited by the Council for the Accreditation of Educator Preparation focused on offering aspiring potential educators an accessible and affordable opportunity to earn their teaching certification in Virginia.

- Current non-licensed teachers will be invited to the program. (The number of invitees will be based on the current budget)
- New teachers who are not yet licensed are mandated to complete the i-Teach program as per their contractual agreement. Unlicensed teachers will receive a starting salary of \$40,500. After obtaining their license, they will be placed on the teacher pay table.

For more information about i-Teach, please contact Dawn Miller at dmiller@halifax.k12.va.us or Kevin Neal at kneal@halifax.k12.va.us.

License Renewal \$50 per teacher every 10 years=\$5,000

In-house fingerprinting & Background check \$44 per new hire=\$1760

Increase funding for Professional Development = \$60,000