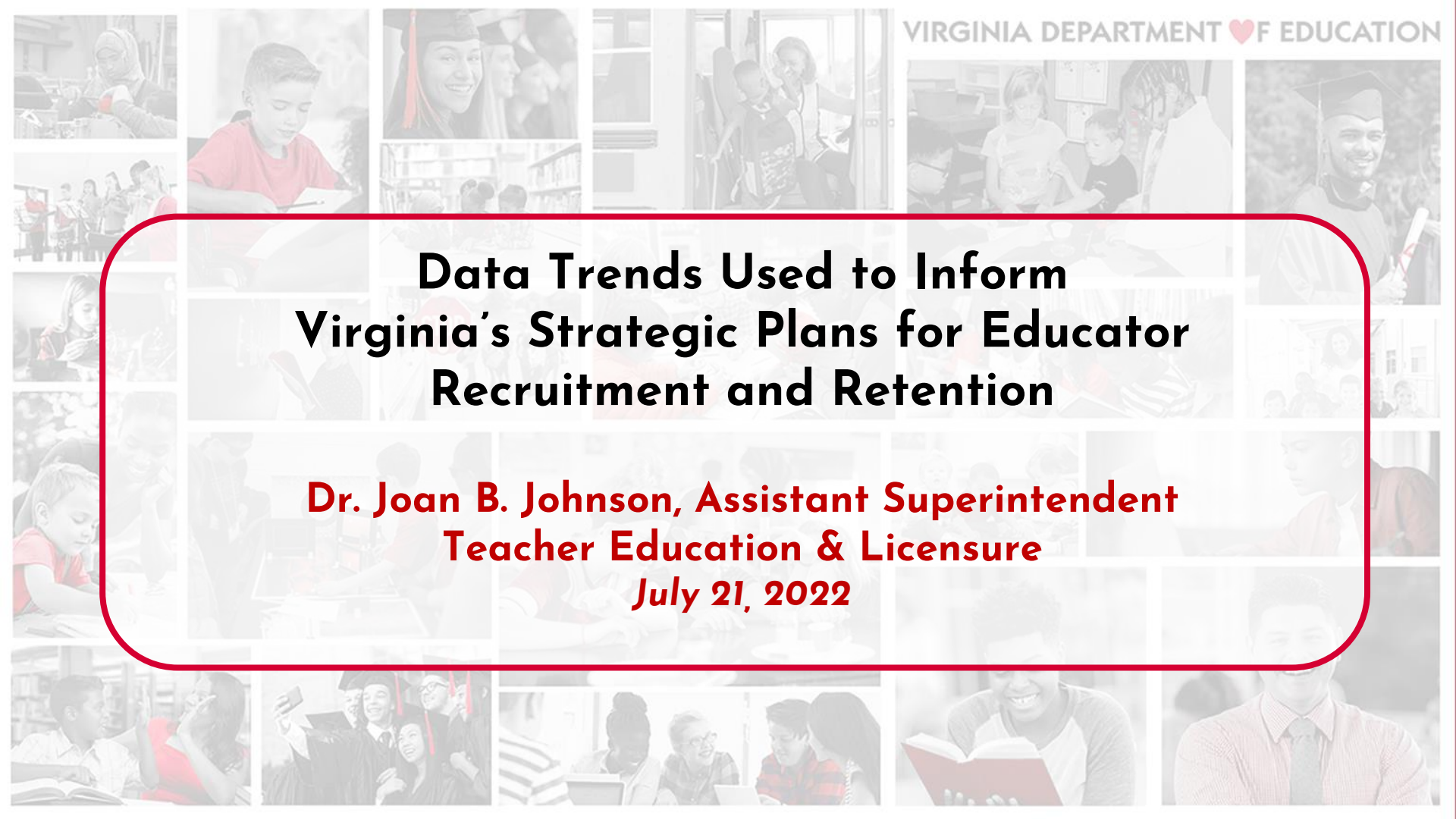

Data Trends Used to Inform Virginia's Strategic Plans for Educator Recruitment and Retention

Dr. Joan B. Johnson, Assistant Superintendent
Teacher Education & Licensure

July 21, 2022

Vision Graphic

Proposed Multi-Year Process (2022-2025)

Positions and Exits Collection *(PEC)*

Code of Virginia § 22.1-79 and 22.1-290.2

Requirements of the Code of Virginia and ESEA TITLE II

-Local school boards were required to report the number and type of teacher, other instructional personnel, and support staff vacancies as well as bus drivers (Oct. 2021).

-Identify critical shortages by geographic area, school division, and subject matter, measure growth and decline of required staffing levels, and evaluate the reasons licensed personnel leave the field (exit) (June 30, 2022).

-Replaces the Supply and Demand Survey and the IPAL Survey Data collection beginning with the 2021-2022 school year.

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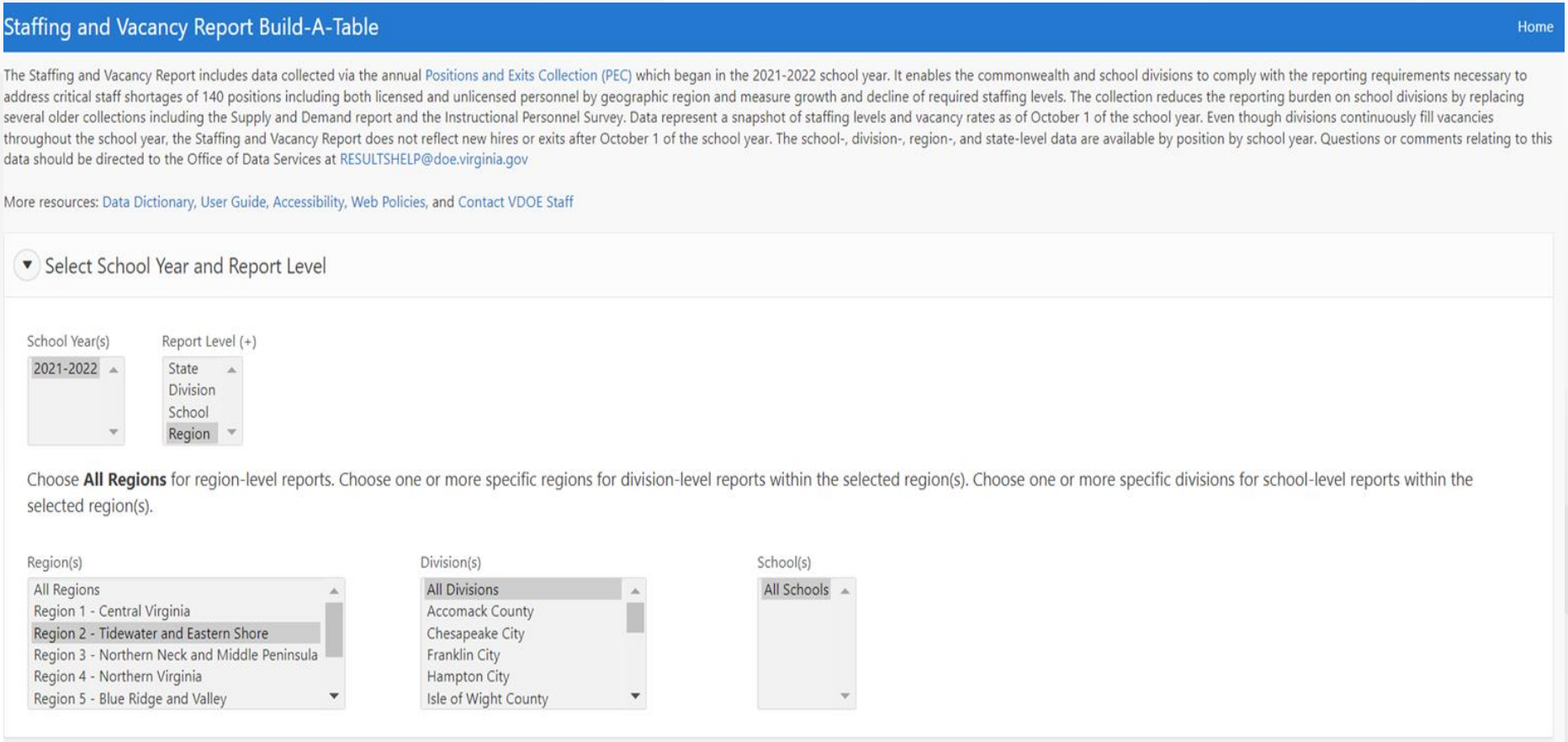
Build-A-Table Sample

https://www.doe.virginia.gov/teaching/workforce_data/index.shtml



Staffing and Vacancy Report Build-A-Table

Home

English Learners: All Positions / Yes / No

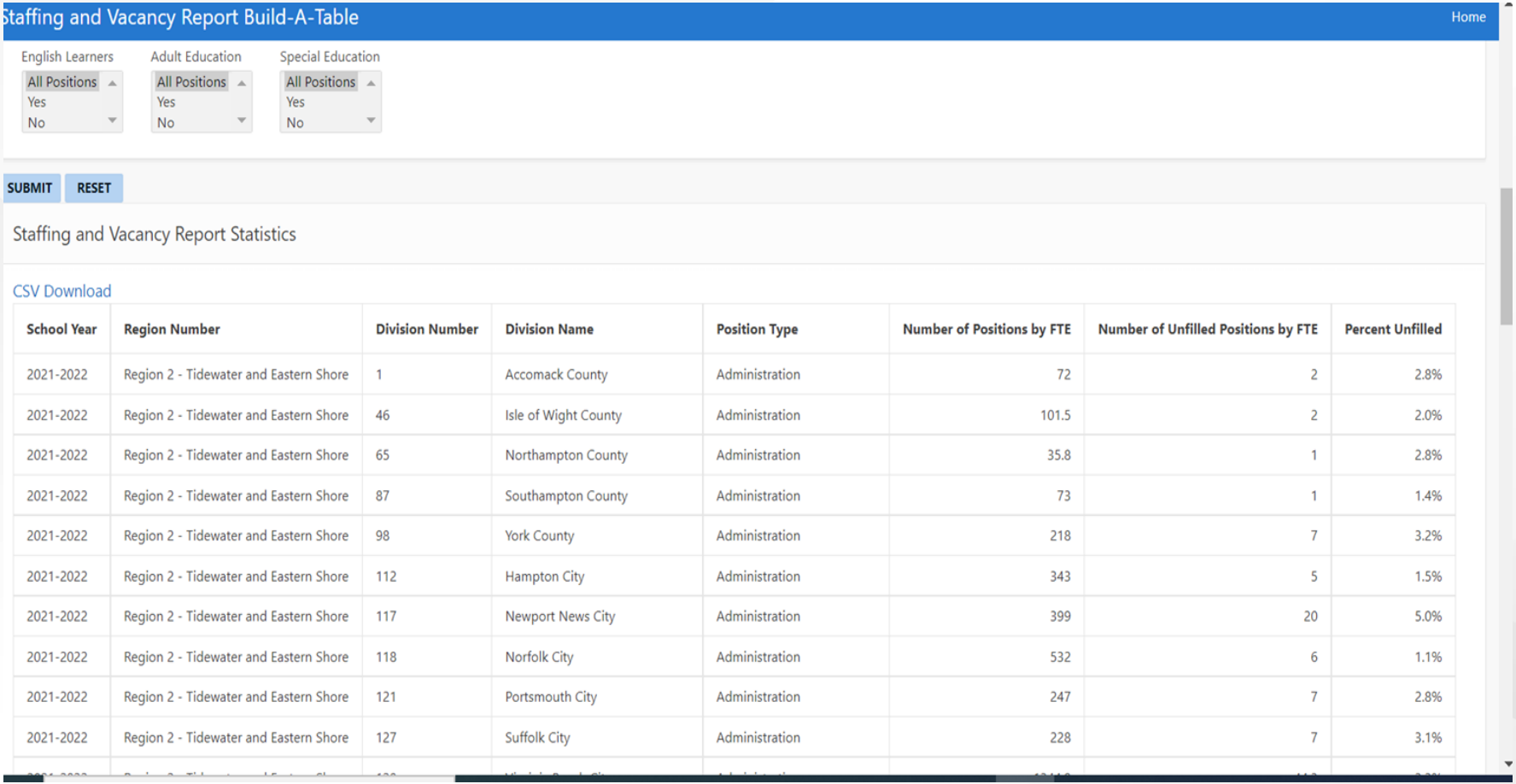
Adult Education: All Positions / Yes / No

Special Education: All Positions / Yes / No

SUBMIT RESET

Staffing and Vacancy Report Statistics

CSV Download



School Year	Region Number	Division Number	Division Name	Position Type	Number of Positions by FTE	Number of Unfilled Positions by FTE	Percent Unfilled
2021-2022	Region 2 - Tidewater and Eastern Shore	1	Accomack County	Administration	72	2	2.8%
2021-2022	Region 2 - Tidewater and Eastern Shore	46	Isle of Wight County	Administration	101.5	2	2.0%
2021-2022	Region 2 - Tidewater and Eastern Shore	65	Northampton County	Administration	35.8	1	2.8%
2021-2022	Region 2 - Tidewater and Eastern Shore	87	Southampton County	Administration	73	1	1.4%
2021-2022	Region 2 - Tidewater and Eastern Shore	98	York County	Administration	218	7	3.2%
2021-2022	Region 2 - Tidewater and Eastern Shore	112	Hampton City	Administration	343	5	1.5%
2021-2022	Region 2 - Tidewater and Eastern Shore	117	Newport News City	Administration	399	20	5.0%
2021-2022	Region 2 - Tidewater and Eastern Shore	118	Norfolk City	Administration	532	6	1.1%
2021-2022	Region 2 - Tidewater and Eastern Shore	121	Portsmouth City	Administration	247	7	2.8%
2021-2022	Region 2 - Tidewater and Eastern Shore	127	Suffolk City	Administration	228	7	3.1%

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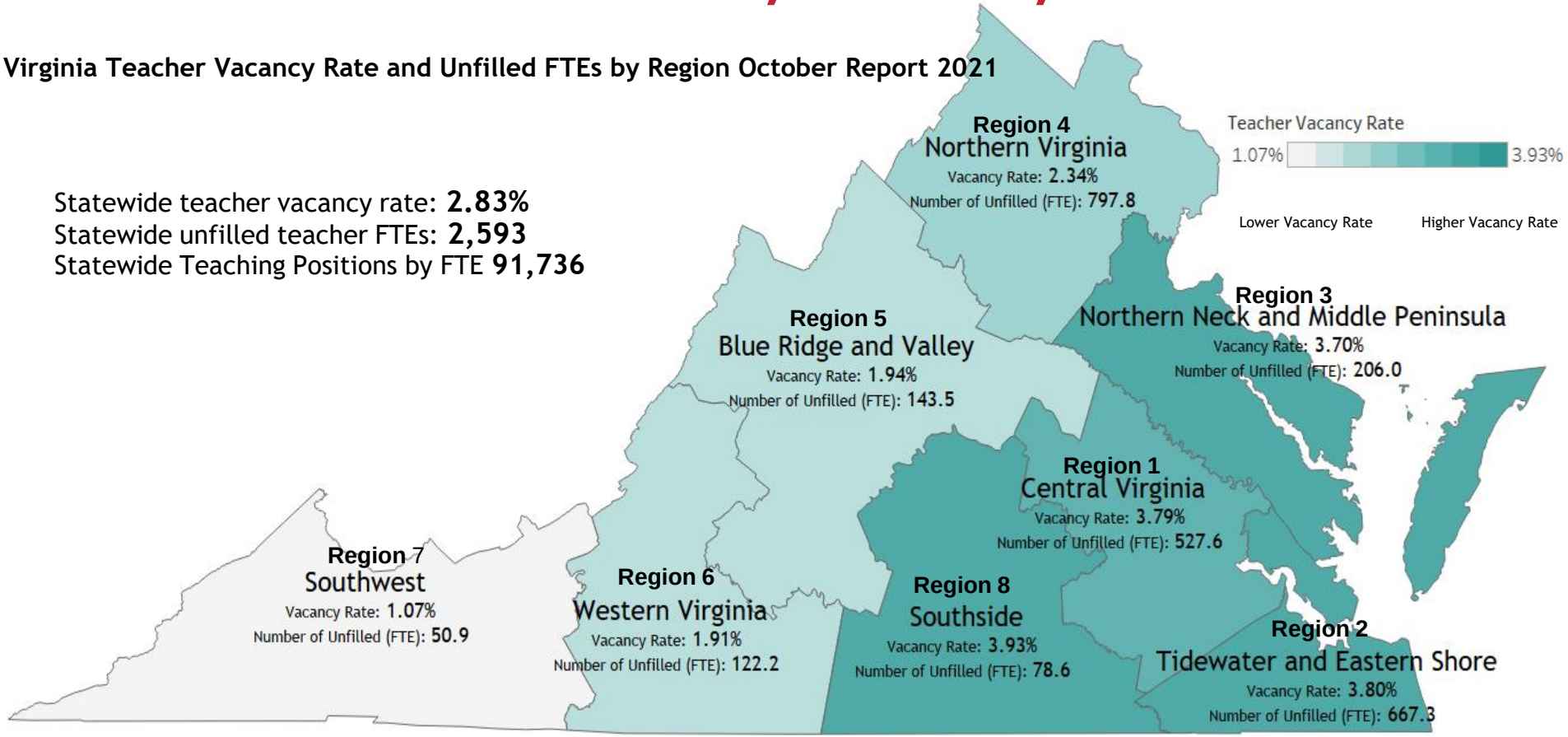
Data-Informed Practices, Barriers, & Priorities

Virginia Teacher Vacancy Rate and Unfilled FTEs by Region October Report 2021

Statewide teacher vacancy rate: **2.83%**
Statewide unfilled teacher FTEs: **2,593**
Statewide Teaching Positions by FTE **91,736**



Data source: Positions and Exits Collection, 2021-2022, available here: https://doe.virginia.gov/teaching/workforce_data/index.shtml

Definitions

- **Exits by FTE--**The number of positions that were vacated by licensed employees after their contract was signed for the current school year.

- **Unfilled Positions by FTE--**The number of positions by FTE that were unfilled. Unfilled positions only include those positions that were advertised as available but no one qualified was hired. If the duties of the position were given to an existing employee in lieu of hiring a new employee, the position should still be included in this count.

- **Positions by FTE**--The number of Positions by FTE include all positions held by school-level and division-level personnel, both licensed and unlicensed.

Ratings

- The fall collection of the PEC is designed to collect information on the total number of full-time equivalent positions (FTEs) for licensed and unlicensed personnel in public school divisions and regional centers.
- Rate: FTE of Unfilled Positions divided by the FTE of all Positions
- Data represent a snapshot of staffing levels and vacancy rates as of October 1 of the school year.
- It also collects the number of filled and unfilled bus driver positions by headcount.

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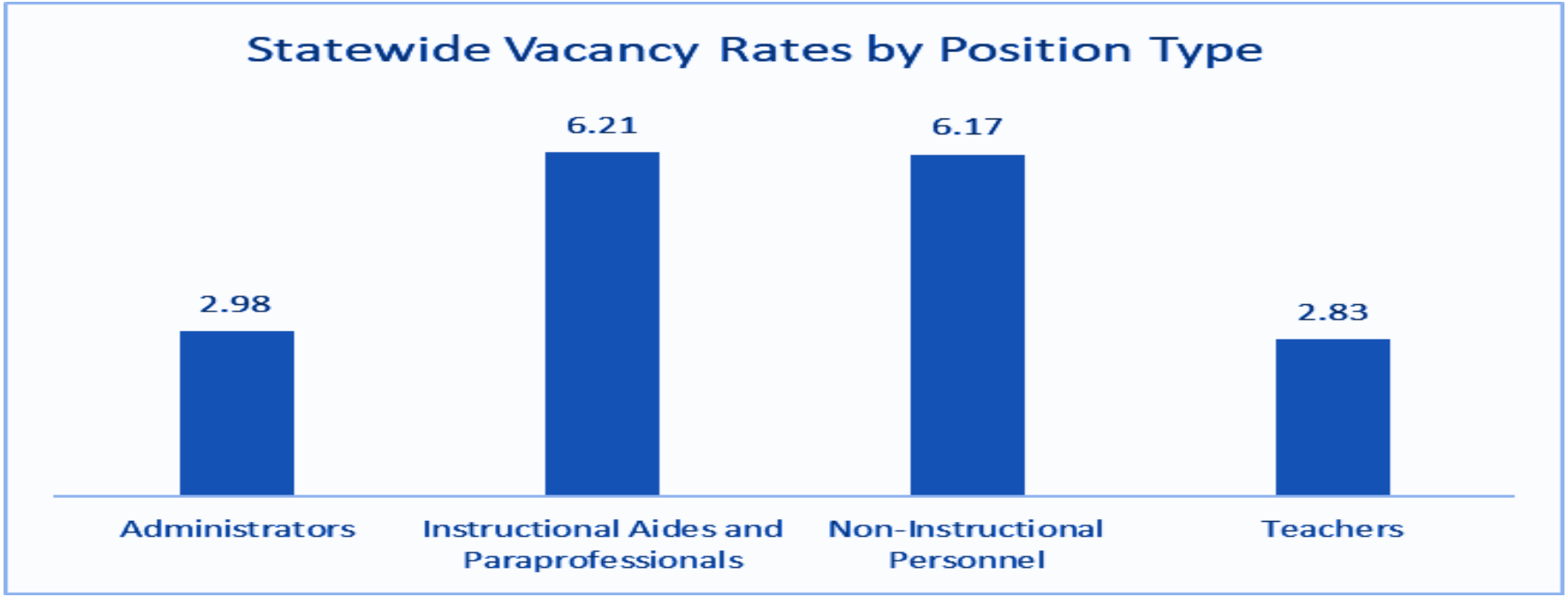
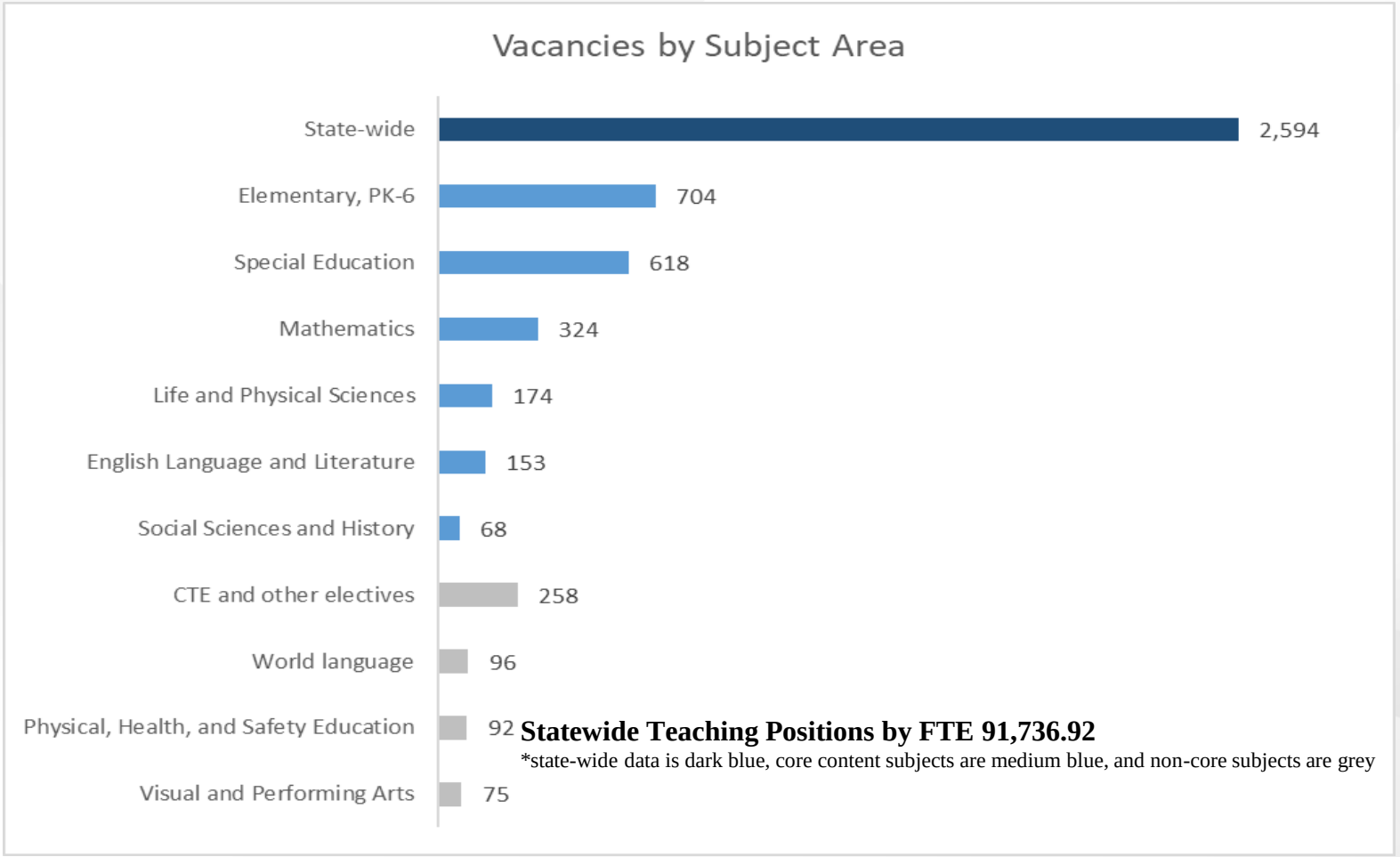
Statewide Vacancy Rates by Position Type



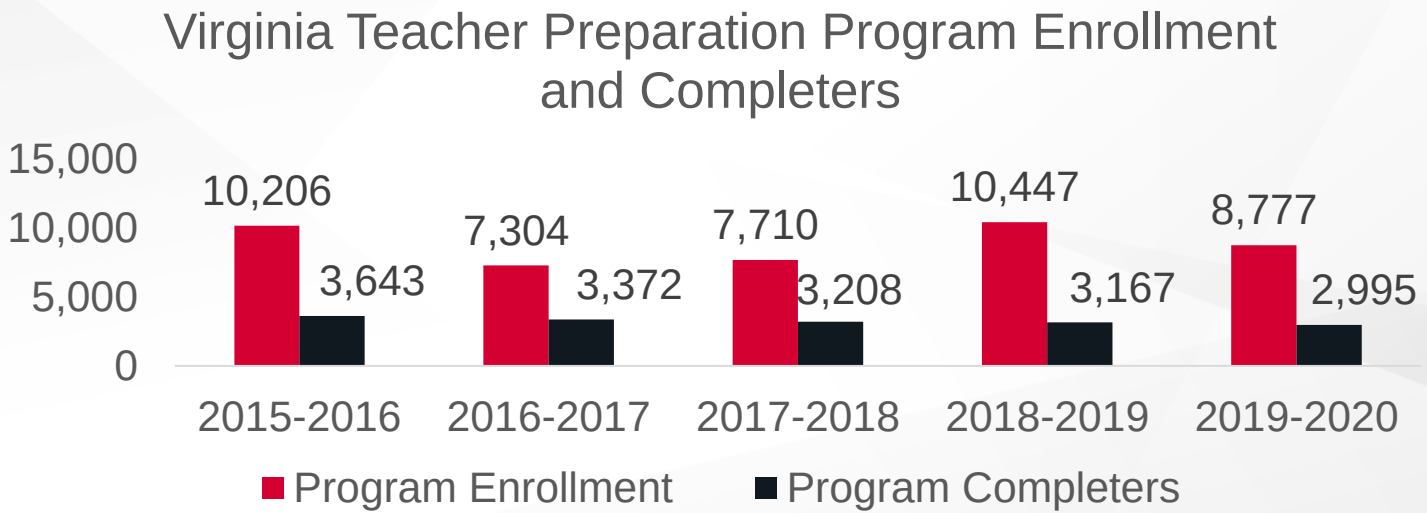


Statewide Teaching Positions by FTE 91,736.92

*state-wide data is dark blue, core content subjects are medium blue, and non-core subjects are grey

Enrollment and Completion in Virginia Teacher Preparation Programs

- USED collects program enrollment and program completer information from teacher preparation programs



Source: USED Title II Reports: https://title2.ed.gov/Public/Report/StateHome.aspx

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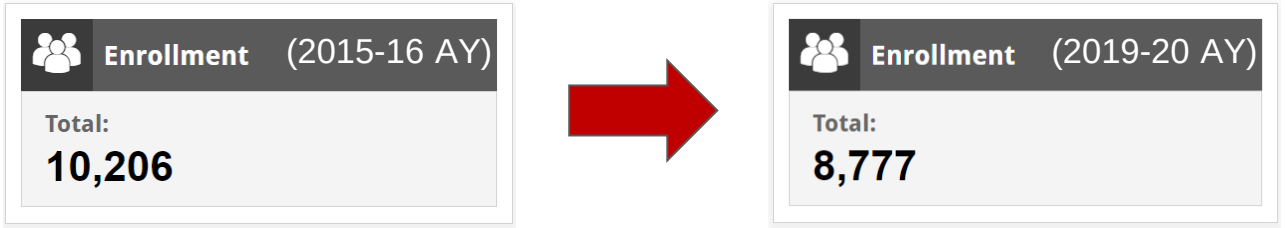
Data-Informed Practices, Barriers, & Priorities

EPP Trends



Licensure Trends

	2015	2016	2017	2018	2019	2020	2021	2022	Total
Postgraduate Professional License (earned Master's +, 10 yr, renewable)	20,623	18,745	20,976	19,539	19,465	16,493	14,214	-	*130,055*
Collegiate Professional License (earned Bachelor's, 10 yr, renewable)	8,139	8,719	10,177	9,773	9,305	7,253	5,845	-	*59,211*
Provisional License (3 yr, non-renewable)	117	192	446	767	1,669	2,804	2,698	-	*8,693*
	28,879	*27,656*	*31,599*	*30,079*	*30,439*	*26,550*	*22,757*		*197,959*

Next Steps (June-October 2022)

1. Finalize Strategic Plan and solicit feedback from various stakeholders (VDOE Leadership, Recruitment Advisory, ABTEL, EPP Leadership)
2. Survey Division HR and Administrators on Effectiveness and Awareness of Existing Strategies & Actions (ESSER III & State Funded)
3. Marketing Campaign Launch (Micro Website)