



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

TURNING THE TIDE: A STRATEGIC PLAN TO ADDRESS THE EDUCATOR SHORTAGE IN VIRGINIA

This visual represents one way to conceptualize the GOALS, STRATEGIES, and related ACTION ITEMS, as proposed by the Recruitment and Retention Advisory Committee. This is not a comprehensive representation of all suggested action items, but rather an overview with examples.

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

STRATEGY 1: Implement policies and practices to make careers in education more attractive and attainable

STRATEGY 2: Implement programs to recruit, support, and retain highly-qualified educators with an emphasis on critical shortage areas



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.

Build-A-Table Sample

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

Staffing and Vacancy Report Build-A-Table

[Home](#)

The Staffing and Vacancy Report includes data collected via the annual [Positions and Exits Collection \(PEC\)](#) which began in the 2021-2022 school year. It enables the commonwealth and school divisions to comply with the reporting requirements necessary to address critical staff shortages of 140 positions including both licensed and unlicensed personnel by geographic region and measure growth and decline of required staffing levels. The collection reduces the reporting burden on school divisions by replacing several older collections including the Supply and Demand report and the Instructional Personnel Survey. Data represent a snapshot of staffing levels and vacancy rates as of October 1 of the school year. Even though divisions continuously fill vacancies throughout the school year, the Staffing and Vacancy Report does not reflect new hires or exits after October 1 of the school year. The school-, division-, region-, and state-level data are available by position by school year. Questions or comments relating to this data should be directed to the Office of Data Services at RESULTSHELP@doe.virginia.gov

More resources: [Data Dictionary](#), [User Guide](#), [Accessibility](#), [Web Policies](#), and [Contact VDOE Staff](#)

▼ Select School Year and Report Level

School Year(s)	Report Level (+)
2021-2022 ▲	State ▲
▼	Division
	School
	Region ▼

Choose **All Regions** for region-level reports. Choose one or more specific regions for division-level reports within the selected region(s). Choose one or more specific divisions for school-level reports within the selected region(s).

Region(s)

- All Regions ▲
- Region 1 - Central Virginia
- Region 2 - Tidewater and Eastern Shore
- Region 3 - Northern Neck and Middle Peninsula
- Region 4 - Northern Virginia
- Region 5 - Blue Ridge and Valley ▼

Division(s)

- All Divisions ▲
- Accomack County
- Chesapeake City
- Franklin City
- Hampton City
- Isle of Wight County ▼

School(s)

- All Schools ▲
- ▼

English Learners	Adult Education	Special Education
All Positions ▲	All Positions ▲	All Positions ▲
Yes	Yes	Yes
No ▼	No ▼	No ▼

SUBMIT **RESET**

Staffing and Vacancy Report Statistics

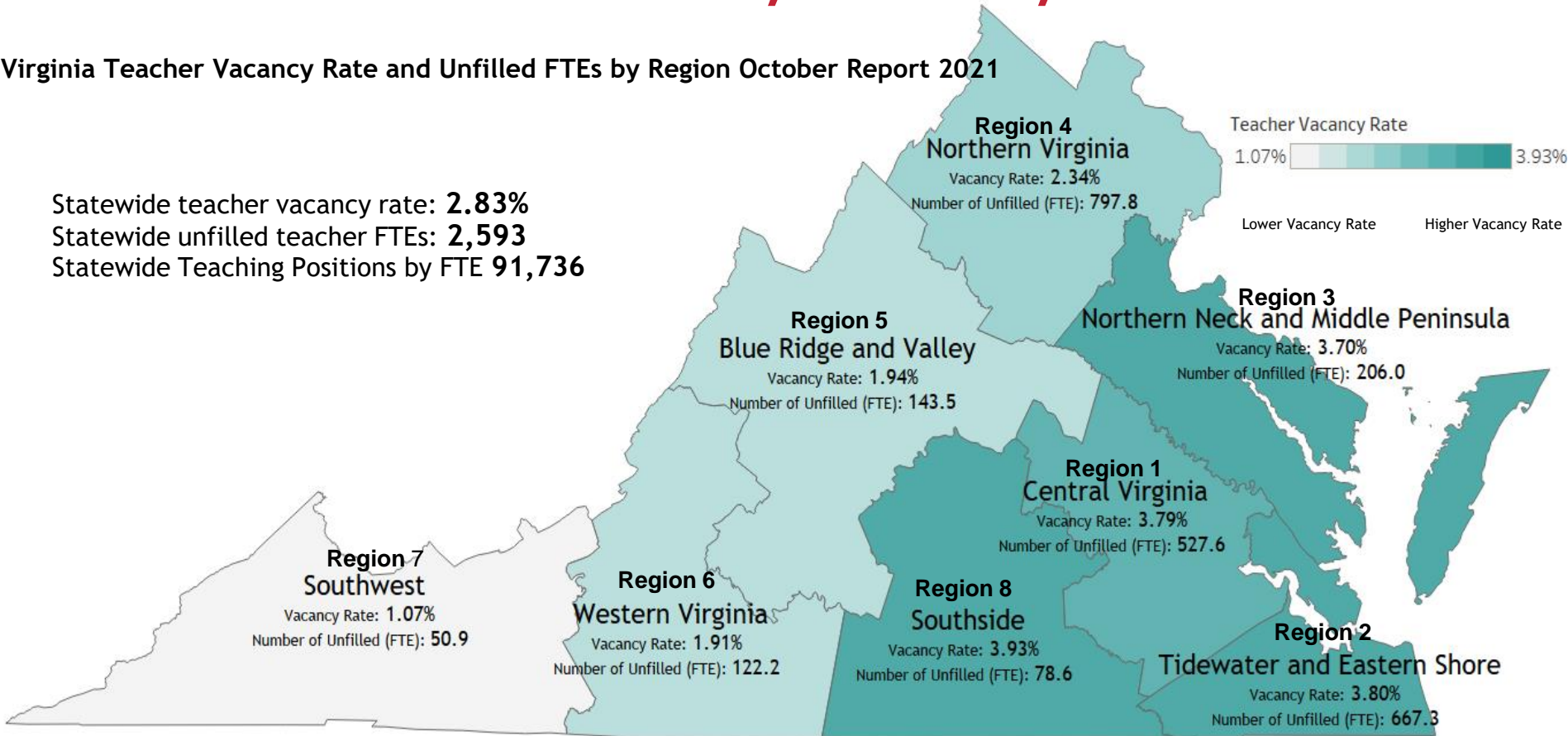
[CSV Download](#)

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%

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

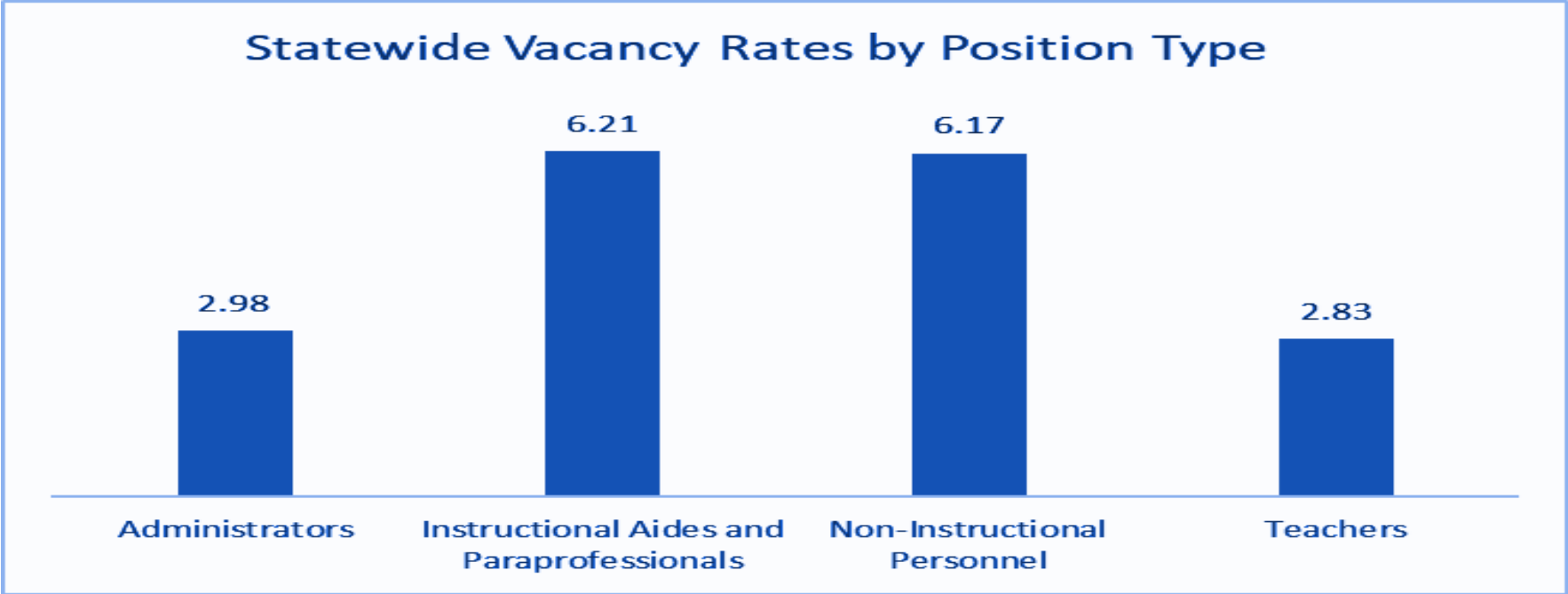
- **Exits by FTE**--The number of positions that were vacated by licensed employees after their contract was signed for the current school year.
- **Unfilled Positions by FTE**--The number of positions by FTE that were unfilled. Unfilled positions only include those positions that were advertised as 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

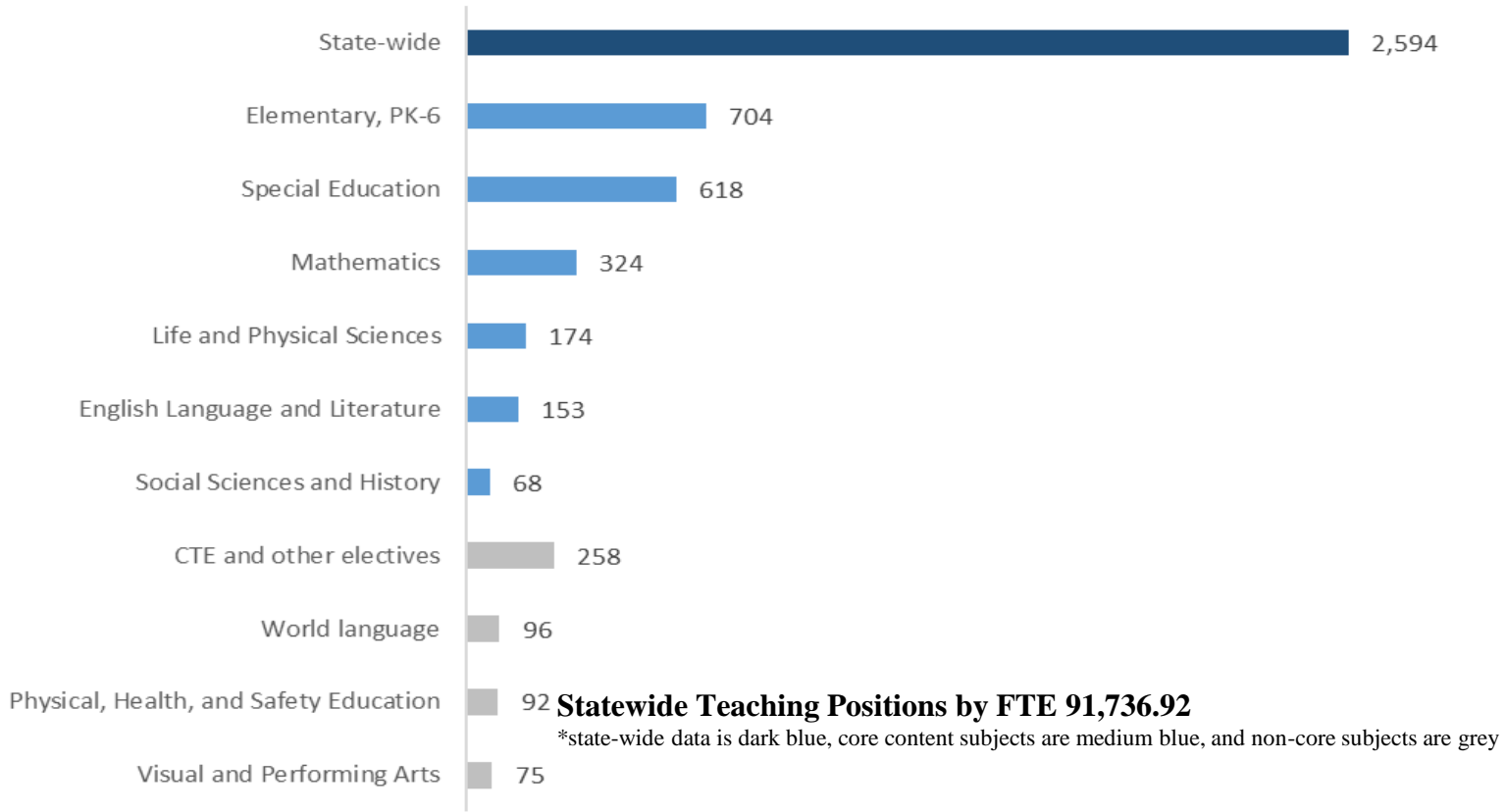
- The fall collection of the PEC is designed to collect information on the total number of full-time equivalent positions (FTEs) for licensed and unlicensed personnel in public school divisions and regional centers.
- Rate: FTE of Unfilled Positions divided by the FTE of all Positions
- Data represent 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.



Statewide Vacancy Rates by Position Type



Vacancies by Subject Area



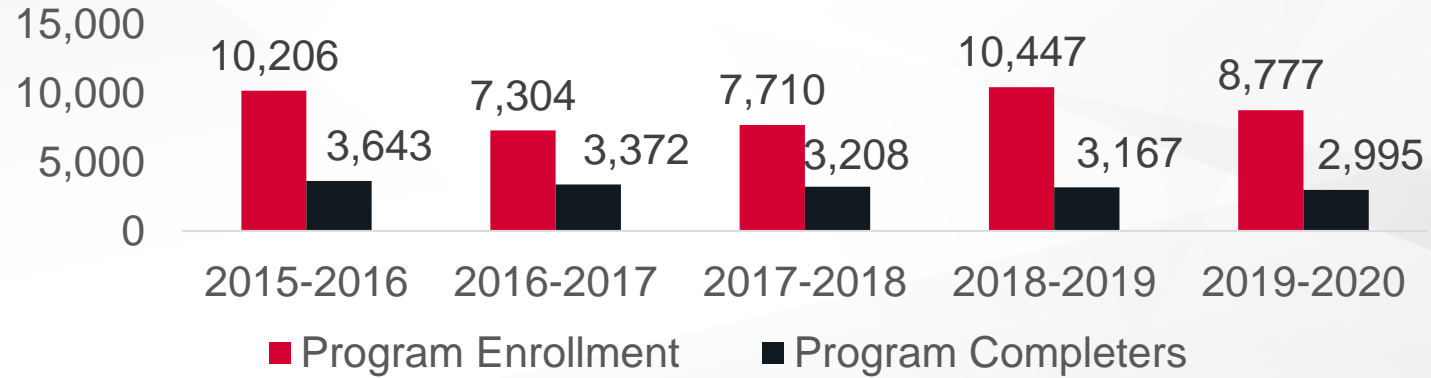
Statewide Teaching Positions by FTE 91,736.92

*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

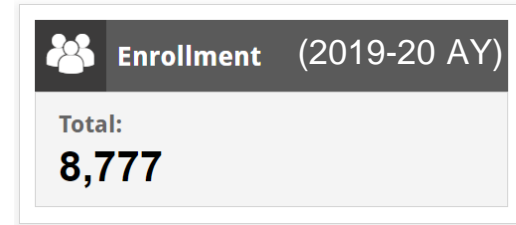
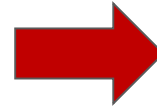
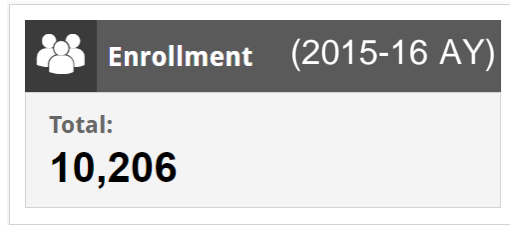
Virginia Teacher Preparation Program Enrollment and Completers



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

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)