

**Regulations Governing the Determination of  
Critical Teacher Shortage Areas  
8 VAC 20-650-10 et seq.**

**8 VAC 20-650-10 Survey of Local School Divisions**

Beginning in school year 2001-2002, to obtain the data necessary for establishing critical teacher shortage areas, an annual survey of instructional personnel and administrative personnel licensed by the Board of Education shall be conducted as follows:

1. The Department of Education shall be responsible for the administration of the annual survey and shall:
  - a. Distribute to each local school division an annual survey of instructional and administrative personnel for the purpose of determining critical teacher shortages. The Department may distribute the survey through electronic means; and
  - b. Post the results of the survey in a manner that will permit access by local school divisions, approved teacher preparation programs, other state agencies, and the public through an electronic process.

2. Each local school division shall be required to submit a completed survey within the timeframe established by the department. If the survey is distributed through electronic means, then the survey shall be completed and submitted to the department through electronic means as identified by the department.
  
3. To obtain information about the differences in the supply and demand among Virginia school divisions the survey will require, but will not be limited to, the following data:
  - a. Number of teaching positions by subject area;
  
  - b. Number of teaching positions by endorsement (teaching) area; number of teaching positions not filled by endorsement area; and number of teaching positions filled without the appropriate teaching endorsement;
  
  - c. Number of teachers employed without a regular five-year renewable license for their teaching assignment; and

- d. Number of teaching position vacancies for which a school division receives three or fewer qualified candidates (licensed or eligible for a license).

### **8 VAC 20-650-20 Establishing Critical Shortage Areas**

1. Utilize the data collected through the annual survey to establish critical teacher shortage areas as follows:
  - a. Shortages by subject matter will be designated from the top 10 academic disciplines identified as having shortages through the Superintendent's annual survey of school divisions.
  - b. In addition to the top ten academic disciplines identified statewide, school divisions may designate a subject area as having a shortage if the school division receives three or fewer qualified candidates (licensed or eligible for a license) for any teaching vacancy for that subject area.
  - c. Any Virginia school division, including rural or urban school divisions, where 10 percent of the teachers are not fully licensed for their teaching assignment shall be designated as a geographic critical shortage area.

2. For the purpose of administering the Virginia Teaching Scholarship Loan Program, an individual may meet the teaching obligation, regardless of teaching discipline, by agreeing to teach in a school with a high concentration (50 or more percent) of students eligible for free or reduced lunch.

### **8 VAC 20-650-30 Virginia Teaching Scholarship Loan Program Selection**

#### Requirements and Selection Procedures

1. Annually, the teacher preparation institutions in Virginia that have approved teacher preparation programs shall be invited to nominate individuals to receive loans through the Virginia Teaching Scholarship Loan Program. Subject to available appropriations, each nominating institution shall be guaranteed at least one scholarship loan that is designated as the Commonwealth Scholarship in Teacher Education. Scholarships shall be awarded to undergraduate students in the sophomore, junior, or senior year of college, and to graduate students at an accredited public or private four-year institution of higher education in the commonwealth.
2. To be nominated by the college or university, students must be enrolled full-time or part-time in an approved teacher education program, or in a critical teacher shortage discipline or are employed as paraprofessionals and enrolled full-time or part-time to complete an approved teacher

education program to become fully licensed teachers; have and maintain a cumulative grade point average of at least 2.7 on a 4.0 scale or its equivalent; are nominated for the scholarship by the institution where they are enrolled; and are identified as a Virginia domiciliary resident. Students enrolled in any area of an approved teacher education program who are seeking endorsements in elementary or middle education who meet the program requirements may be eligible for the award.

3. Scholarship recipients shall be selected by a panel appointed by the superintendent of public instruction representing the various critical teacher shortage areas, geographic regions of the state, and members of professional organizations. The selection panel shall be composed of representatives from the following categories: a) teachers, b) college and university faculty, c) members of professional organizations, and d) Department of Education personnel. The panel shall select recipients for the teaching scholarship loan from the eligible applicants. Efforts should be made to have an appropriate distribution of scholarships among the identified critical teacher shortage areas.