

K–12 TEACHER PIPELINE

Virginia's K-12 Teacher Pipeline, 2023

RECOMMENDATIONS

Teacher apprenticeship programs ► The General Assembly may wish to consider including language in the Appropriation Act directing the Virginia Department of Education to report (i) which higher education institutions and school divisions have been approved to have apprentice programs, (ii) when they expect to begin preparing prospective teachers, (iii) how many individuals are expected to be prepared through each program annually, and (iv) how each program will be funded. The report should be submitted to the Board of Education and House Education and Senate Education and Health committees by June 30, 2024. (Recommendation 1)

Replacing or eliminating Virginia Communications and Literacy Assessment ► The General Assembly may wish to consider including language in the Appropriation Act directing the Virginia Board of Education to either (i) replace the Virginia Communications and Literacy Assessment with a nationally recognized teacher licensure test that is more relevant for assessing prospective teachers or (ii) eliminate the Virginia Communications and Literacy Assessment as a requirement for a full 10-year renewable Virginia teaching license. (Recommendation 2)

Waiver for Virginia Communications and Literacy Assessment ► The General Assembly may wish to consider amending the Code of Virginia to create a waiver through which the Board of Education shall issue a full 10-year renewable Virginia teaching license to qualified individuals attending approved higher education teacher preparation programs who have not passed the Virginia Communication and Literacy Assessment but meet established criteria. (Recommendation 3)

Increasing funding for Virginia Teaching Scholarship Loan Program ► The General Assembly may wish to consider including language and funding in the Appropriation Act to increase the annual funding for the Virginia Teaching Scholarship Loan Program. (Recommendation 5)

Collecting teacher preparation program outcomes data ► The General Assembly may wish to consider including language and funding in the Appropriation Act directing the Virginia Department of Education to (i) hire a contractor to develop a database that can store and maintain teacher information; (ii) regularly collect information on the teacher preparation pathway, licensure status, place of employment, indicators of instructional quality, and public K–12 teaching tenure for each teacher who is prepared in Virginia; and (iii) share such information about these teachers with the Virginia preparation programs from which they graduated. (Recommendation 9)

Sharing teacher preparation program outcomes ► The General Assembly may wish to consider amending the Code of Virginia to direct the Virginia Department of Education to biennially report on the preparedness and tenure of teachers prepared through each of Virginia's teacher preparation pathways and programs and recommend improvements to specific preparation pathways and programs as needed. The report should be submitted to the Board of Education and House Education and Senate Education and Health committees by November 1 every other year. (Recommendation 10)

POLICY OPTIONS

Classroom management course for provisionally licensed teachers ► The General Assembly could include language and funding in the Appropriation Act to create a pilot program for provisionally licensed teachers to complete a curriculum and instruction course or classroom and behavior management course by the end of their first semester as a teacher of record at no cost. (Option 1)

Increasing number of teacher residencies ► The General Assembly could include language and funding in the Appropriation Act for the Virginia Department of Education to increase funding for teacher residency programs to help cover the cost of preparation for additional teacher residents. (Option 2)

Covering teacher assessment costs ► The General Assembly could include language and funding in the Appropriation Act to provide state general funds for the Competitive Grant for Praxis and Virginia Licensure and Certification Assessment program. (Option 3)

Stipends during student teaching ► The General Assembly could include language and funding in the Appropriation Act to provide state general funds for the Paid Internship Scholarship for Aspiring Virginia Educators program. (Option 4)

Target mentor programs ► The General Assembly could include language and funding in the Appropriation Act directing the Virginia Department of Education to administer a three-year pilot program that provides targeted mentorship assistance to divisions with high teacher vacancies using mentors trained and coordinated by Virginia higher education institutions. (Option 5)