

Appendix E: Inventory of state-supported K–12 teacher pipeline programs and initiatives

This appendix lists Virginia’s public K–12 teacher pipeline initiatives that received \$10,000 or more in state funding, including initiatives aimed at attracting, preparing, recruiting, and retaining new and existing teachers.

In total, the state appropriated \$16.7 million for teacher pipeline initiatives in FY23 (Table E-1). Several programs related to Virginia’s teacher pipeline are not included in this appendix because they are not regularly state funded, such as initiatives funded with federal, local, and other funds (e.g., Troops to Teachers, Teachers for Tomorrow).

TABLE E-1
State-funded teacher pipeline initiatives in FY23

Name	Description	State funding
Grants for teacher residency partnerships: <i>Old Dominion University</i> <i>Virginia Commonwealth University (RTR)</i> <i>Virginia State University</i>	Teacher residency partnerships between higher education institutions and school divisions, includes \$500,000 for VCU pilot program for special education and elementary residents	\$2,250,000, including: \$620,597 \$1,149,960 \$416,036
Virginia Teaching Scholarship Loan Program	Service scholarship for students in teacher preparation programs that awards up to \$10,000 for tuition and fees in return for a two-year teaching commitment	\$708,000
Tuition subsidies to career switchers from New Economy Workforce Credential Grant	Virginia residents enrolling in the EducateVA career switcher program (available at 8 community colleges) are eligible for a \$3,000 tuition subsidy through the state's New Economy Workforce Credential Grant	\$198,170 ^a
Special education traineeships and program operation grants	Awarded to higher education institutions to prepare special educators with a provisional license	\$437,186
Grow Your Own Teacher pilot program	Grants of up to \$7,500/year for up to four years in return for a teaching commitment to qualifying new teachers employed within the school division where they attended high school	\$240,000
Dual enrollment tuition grants	Tuition scholarships for licensed public high school teachers pursuing additional credentialing requirements to be qualified to teach dual enrollment courses in high school; lifetime maximum award is \$7,500	\$250,000
SCHEV dual enrollment grant program	Grant program to support public high school teachers completing college coursework to become credentialed for dual enrollment courses	\$100,000
Praxis and Virginia Communication and Literacy Assessment Assistance for Provisionally Licensed Minority Teachers	Grants awarded to school divisions, preparation programs, or nonprofits to subsidize Praxis and VCLA test fees and tutoring for provisionally licensed minority teachers	\$50,000

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Career switcher and alternative route mentoring grants	Grants to school divisions that employ mentor teachers for new teachers entering the profession through the alternative route to licensure	\$279,983
Teacher Education and Assistance	Funding appropriated to VDOE	\$770,491
STEM teachers recruitment and retention	Attract, recruit, and retain high quality diverse individuals to teach STEM subjects in middle and high schools experiencing difficulty recruiting qualified teachers; recipients receive \$5,000 for up to three consecutive years	\$808,000
Middle school math teachers recruitment and retention	Help school divisions recruit and retain qualified middle school math teachers	\$415,000
Teach for America and hiring teachers in challenged schools	Grants or contracts for the cost of fees and financial incentives associated with hiring teachers in challenged schools, including supporting the Teach for America program	\$500,000
Western Virginia Public Education Consortium to address teacher vacancies	Collaborative work with Radford University, Virginia Tech, and New River Community College to address teacher vacancies in the consortium	\$50,000
Educator recruitment and retention; increase supply of qualified educators and support staff	Used to help provisionally licensed teachers and other school staff earn or renew full license, mentoring for early career teachers, recruitment and retention for critical vacancies and shortages, and professional development	\$1,500,000
National Board Certification Program	Bonuses for public school teachers who hold certification from the National Board of Professional Teaching Standards; \$5,000 first year of certificate, \$2,500 annually thereafter	\$5,035,000
Mentor Teacher Program	Lottery Proceeds Fund paid to divisions for statewide mentor teacher programs for pre-service and beginning teachers	\$1,000,000
VDOE support to divisions for teacher recruitment and retention	Strengthen VDOE's role in helping divisions with the most substantial teacher recruitment and retention challenges; implement a statewide strategic plan for recruitment and retention in the most critical shortage areas	\$395,991
Supplemental support for Accomack and Northampton for teacher recruitment and retention	One-time support to Accomack and Northampton divisions for recruitment and retention efforts, including adjustments to salary scales	\$1,750,000
TOTAL		\$16,737,821

SOURCE: Virginia State Budget; JLARC data collection from public higher education institutions with teacher residency programs.

^a Only FY22 data available at time of data collection.

The state also provides funding to traditional teacher preparation programs, though funding is not necessarily allocated specifically for this purpose. Public institutions receive state funding for operations that helps fund many degree programs, including education. Public institutions also receive state grant funding that helps support education programs.

Virginia’s 14 public higher education institutions with traditional teacher preparation programs provided JLARC with estimates of the amount of state operational funding and/or state grants they received to help support their traditional teacher preparation program operations in FY23. Institutions’ calculation methodologies varied, so JLARC staff used the information each institution provided to estimate a range of state funding across institutions, in aggregate, that supports traditional teacher preparation programs.

In total, \$12.7 million–\$15.6 million in state funding is estimated to have been used to support the operations of traditional teacher preparation programs in FY23 (Table E-2).

TABLE E-2
Estimated state funding for traditional teacher preparation in FY23

Institution	Description	Estimated state funding
Christopher Newport University	Public teacher preparation programs that prepare undergraduates and/or graduate students for initial licensure	\$12,746,000 –
George Mason University		\$15,578,000 ^a
James Madison University		
Longwood University		
Norfolk State University		
Old Dominion University		
Radford University		
University of Mary Washington		
University of Virginia		
University of Virginia – Wise		
Virginia Commonwealth University		
Virginia State University		
Virginia Tech		
William & Mary		

SOURCE: JLARC data collection from public higher education institutions with traditional teacher preparation programs, FY23.

^a Estimated state funding range reported for public higher education institutions includes estimated state funding that institutions used to support traditional teacher preparation program operations in FY23. Institutions were asked to estimate the amount of state funding (e.g., portion of higher education operational funding and grants) that supported their traditional teacher preparation program operations, excluding funding for capital projects. An effort was made to standardize the methodology used by institutions to estimate state funding amounts, but calculation methodologies still varied across institutions because of differences in institutions’ funding models and available financial data. Several institutions were unable to estimate the amount of state operational funding used to support their traditional teacher preparation programs, so their state funding amount includes only state grant funding. State funding amounts do not include one-time state funding (e.g., pandemic relief), or funding from institutional or federal sources. The estimated state funding range was derived by assuming 10 percent above and below the aggregated institutional amount to account for calculation variations across institutions. Some state grant funding reported in this table may overlap with funding listed in Table E-1.

Appendix F: Traditional teacher preparation programs at public institutions

This appendix provides additional information about the traditional teacher preparation programs at 14 of Virginia's public four-year higher education institutions. The information reported is for school year 2022–23 and reflects program participants who were preparing for initial teacher licensure. (Preparation programs also offer coursework for licensed teachers.) JLARC collected this information from each institution in May and June of 2023.

TABLE F-1
Snapshot of traditional teacher preparation programs at public institutions, SY2022-23

Program	Full-time equivalent enrollment ^a	Annual cost ^b full-time undergraduate (in-state)	Annual cost ^b full-time graduate (in-state)	% Pell ^c grant recipients	VCLA required for admission	Required student teaching hours ^e
Christopher Newport University	51	Not applicable ^d	\$24,804	Not applicable ^d	No	420
George Mason University	759	\$13,402	\$12,775	37	No	300
James Madison University	719	\$13,376	\$11,638	14	Yes	560
Longwood University	559	\$14,600	\$10,224	28	Yes	344
Norfolk State University	Not reported	\$9,622	\$12,690	Not reported	Yes	320
Old Dominion University	371	\$12,142	\$14,626	29	Yes	443
Radford University	460	\$11,916	\$12,942	37	Yes	400
University of Mary Washington	193	\$14,294	\$11,778	34	Yes	450
University of Virginia	276	\$18,752	\$28,752	24	No	640
University of Virginia - Wise	67	\$11,498	Not applicable ^f	52	Yes	300
Virginia Commonwealth University	478	\$15,642	\$16,150	31	Yes	400
Virginia State University	155	\$9,654	\$12,489	95	Yes	300
Virginia Tech	172	\$14,660	\$17,082	14	Yes	300
William & Mary	73	\$23,970	\$16,891	11	No	300

SOURCE: JLARC data collection from traditional preparation programs at public four-year higher education institutions, 2023.

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NOTE: Some institutions do not maintain data in the format JLARC requested and were therefore unable to provide certain metrics.

^a Count reflects number of full-time equivalent students enrolled (or planning to enroll) in traditional teacher preparation program in academic year 2022-23. Some institutions limited count to individuals pursuing initial teacher licensure; others were unable to isolate this population. Some double counting may have occurred if institutions had undergraduates taking graduate-level courses.

^b Annual cost includes tuition and mandatory fees.

^c Pell grants are available only to undergraduates.

^d Christopher Newport University only has a graduate program that prepares teachers for initial licensure.

^e Many students exceed program-required minimums during student teaching, and some programs have additional requirements that exceed formal minimum hour requirements (e.g., requires student teachers to complete entire semester).

^f UVA – Wise only had an undergraduate program preparing teachers for initial licensure as of spring 2023.