



# COMMONWEALTH of VIRGINIA

## Executive Department

### **EXECUTIVE DIRECTIVE NUMBER THREE (2022)**

#### **ADDRESSING TEACHER SHORTAGES IN VIRGINIA SCHOOLS**

By virtue of the authority vested in me as Governor, I hereby issue this Executive Directive to address the Commonwealth's teacher shortages by removing obstacles that prevent qualified individuals from filling critical vacancies.

#### **Importance of the Initiative**

Consistent with national trends, Virginia is seeing teacher shortages. There are few professionals who are more dedicated and hardworking than teachers. Educating Virginia's children requires a strong teacher pipeline and workforce. Recruiting, growing, and retaining high-quality teachers is crucial to ensuring a best-in-class education for our students. One of my Administration's top priorities is to ensure we provide a great teacher for every classroom in every school in Virginia.

The widening achievement gaps in the latest results from our Standards of Learning state assessments demand action. Our children are still recovering from devastating learning loss and other effects of school shutdowns. We must pursue a comprehensive approach to supporting teacher recruitment and retention efforts.

#### **Directive**

Accordingly, pursuant to the authority vested in me as the Chief Executive Officer of the Commonwealth, and pursuant to Article V of the Constitution of Virginia and the laws of the Commonwealth, I hereby direct my administration to take the following actions to address the current teacher shortage:

1. The Superintendent of Public Instruction shall use all discretion within law to issue teaching and renewal licenses, including to teachers licensed in another state and retired teachers whose licenses may have lapsed.
2. The Superintendent of Public Instruction shall coordinate with the Virginia Retirement

System to ensure that all vacant K-12 teaching positions are classified to allow retired teachers to fill them.

3. The Secretary of Education shall collaborate with the Superintendent of Public Instruction, the Secretary of Finance, the Secretary of Labor, and the Commissioner of the Department of Labor and Industry to develop additional legislative proposals to reduce red tape associated with teacher licensure, while ensuring high standards, in order to recruit more out of state teachers, retired teachers, career switchers, military veterans and other professionals with much to offer students.
4. The Superintendent of Public Instruction shall target teacher recruitment and retention efforts to the communities and subject areas most in need by:
  - a. targeting discretionary grants for teacher recruitment and retention bonuses to school divisions with the highest and most persistent teacher vacancy rates;
  - b. coordinating teacher recruitment and retention dollars to maximize teacher benefits;
  - c. targeting recruitment incentives toward existing, previously filled positions, rather than those newly established through the federal government's COVID-19 relief funds which expire in 2024;
5. The Superintendent of Public Instruction and the Commissioner of the Department of Labor and Industry shall establish a registered teacher occupation apprenticeship program with school divisions and educator preparation providers to train and license new teachers, including paraprofessional educators.
6. The Superintendent of Public Instruction shall issue a statewide model policy to establish childcare specialist apprenticeship opportunities for high school students.
7. The Secretary of Education shall develop policies, including any potential legislation, to support childcare operating inside of schools to benefit both teachers and local families.
8. The Superintendent of Public Instruction shall ensure that all teachers who are eligible are fully informed of their opportunity to apply for the Child Care Subsidy Program, a public-private parent choice program that serves as a national model for early childhood education and care, as well as other child care opportunities.
9. The Superintendent of Public Instruction shall expand and improve the annual survey of school divisions to identify critical, unfilled teaching positions, emphasizing those needed to meet the Standards of Quality. The Superintendent of Public Instruction shall develop and annually administer a qualitative survey for all returning teachers to identify what is working, as well as all exiting teachers to identify the main causes of teachers transitioning jobs or leaving the profession.

**Effective Date**

This Executive Directive shall be effective upon its signing and shall remain in force and effect unless amended or rescinded by further executive order or directive. Given under my hand and under the Seal of the Commonwealth of Virginia this 1st day of September 2022.



A handwritten signature in black ink, appearing to read "Glenn Youngkin".

Glenn Youngkin, Governor

Attest:

A handwritten signature in black ink, appearing to read "Kay Coles James".

Kay Coles James, Secretary of the Commonwealth