



# COMMONWEALTH of VIRGINIA

DEPARTMENT OF EDUCATION

P.O. Box 2120

Richmond, Virginia 23218-2120

**BILLY K. CANNADAY, JR., Ed.D.**  
Superintendent of Public Instruction

Office: (804) 225-2023  
Fax: (804) 371-2099

August 26, 2008

The Honorable Charles J. Colgan, Chairman  
Senate Finance Committee  
10677 Aviation Lane  
Manassas, Virginia 20110

The Honorable Lacey E. Putney, Chairman  
House Appropriations Committee  
P.O. Box 127  
Bedford, Virginia 24523

The Honorable R. Edward Houck, Chairman  
Senate Education and Health Committee  
P.O. Box 7  
Spotsylvania, Virginia 22553

The Honorable Robert Tata, Chairman  
House Education Committee  
4536 Gleneagle Drive  
Virginia Beach, Virginia 23462

Dear Senators Colgan and Houck and Delegates Putney and Tata:

I am pleased to submit the Department of Education's report on critical shortage teaching areas for the 2008-2009 school year pursuant to Item 139, paragraph H.1, of Chapter 879, 2008 Acts of Assembly. The language in the appropriation act states that the Department shall report annually on the critical shortage teaching areas in Virginia.

If you have questions or require additional information, please do not hesitate to contact me at (804) 225-2023.

Sincerely,

A handwritten signature in black ink, appearing to read "Billy K. Cannaday, Jr.", written over a horizontal line.

Billy K. Cannaday, Jr.

BKCIr/jyc

Enclosure

c: The Honorable Timothy M. Kaine  
The Honorable Thomas R. Morris



VIRGINIA DEPARTMENT OF EDUCATION

REPORT

*Commonwealth of Virginia  
Critical Shortage  
Teaching Endorsement Areas*

*for*

*2008-2009 School Year*

PRESENTED TO THE

GOVERNOR OF VIRGINIA AND THE VIRGINIA GENERAL  
ASSEMBLY

AUGUST 26, 2008

*Commonwealth of Virginia Critical Shortage Teaching Endorsement Areas*

*for*

*2008-2009 School Year*

**Prescribed Methodology for Determining  
Critical Shortage Teaching Endorsement Areas in Virginia**

Overview:

The **Appropriation Act (Item 139, paragraph H.1, Chapter 879, 2008 Acts of Assembly)**, requires the Department of Education to report annually to the General Assembly on the critical teaching shortage areas in Virginia. In response to this requirement, data were obtained from the Supply and Demand Survey for School Personnel sent by the Department of Education to each of Virginia's school division superintendents in January 2008, to determine qualifications for teachers and administrators. Information requested on the survey was based on school data reports as of October 1, 2007. These data were used to determine 2008-2009 critical shortage teaching endorsement areas in Virginia.

In Virginia, "critical shortage" may be defined in two ways: (1) shortages by subject matter as designated from the top 10 academic disciplines identified in an annual survey of school divisions; or, (2) a school personnel vacancy for which a school division receives three or fewer qualified candidates for a position. Determination of critical shortages in specific teaching endorsement areas and their rankings are dependent on the method of calculation used.

The 2008-2009 top 10 critical shortage teaching endorsement areas identified statewide were determined based on method number two as noted above and prescribed methodology for designation of teacher shortage areas outlined by the U.S. Department of Education. The process for determination of these areas has been completed in accordance with requirements outlined in *Enclosure A, Proposed Teacher Shortage Area Designation Submission Checklist*, received from the U. S. Department of Education. The top 10 critical shortage teaching endorsement areas will be reported to the Virginia Retirement System and will be used to determine candidate eligibility for the Virginia Teaching Scholarship Loan Program. For statewide teacher shortages, endorsement areas were ranked according to the most severe academic teaching shortage areas.

The ranking is based on an aggregation of the total number of unfilled positions (for vacancies with three or fewer applications) received in science, special education, foreign languages, career and technical education, and middle education grades six through eight.

Methodology:

Data analyses include calculated rankings from the total number of school personnel vacancies for which a school division received three or fewer qualified candidates as of October 1,

2007, as reported in the 2007-2008 Supply and Demand Survey for School Personnel. All 132 school divisions responded to the survey. Respondents to the survey reported a total of 643 unfilled positions. Of those unfilled positions, 269 vacancies had three or fewer qualified candidates reported. Full-time equivalent teaching positions (FTEs) in each teaching endorsement area were totaled and the resulting sum ranked to determine teaching area shortages. This approach reflects both the absolute shortage as well as the relative shortage of each teaching endorsement area.

Additionally, a total of 99,584.15 FTEs as of October 1, 2007, were reported for SY2007-2008 in the Instructional Personnel and Licensure annual data collection for school divisions. The percentage of FTE teaching positions for all rankings is less than the 5 percent limit allowed by the U. S. Department of Education.

*Commonwealth of Virginia Critical Shortage Teaching Endorsement Areas*

*for*

*2008-2009 School Year*

**2008-2009 Top 10 Critical Shortage Teaching Endorsement Areas in Virginia**

The following represent the top 10 critical shortage teaching endorsement area assignments for 2008-2009:

1. Special Education:
  - speech-language disorders preK-12;
  - special education general curriculum K-12 (learning disabilities; emotional disturbance; mental retardation);
  - early childhood special education (birth through age 5);
  - special education adapted curriculum K-12 (severe disabilities);
  - hearing impairments preK-12;
  - visual impairments preK-12
2. Mathematics (Mathematics 6-12; Algebra I)
3. Science (Earth science; middle grades 6-8; biology)
4. Reading Specialist
5. Foreign Languages (Spanish preK-12)
6. Career and Technical Education (family and consumer sciences; technology education)
7. English as a Second Language preK-12
8. English 6-12
9. Library Media preK-12
10. Middle Grades 6-8 (all subjects)