



COMMONWEALTH of VIRGINIA

Jillian Balow
Superintendent of Public Instruction

DEPARTMENT OF EDUCATION
P.O. BOX 2120
RICHMOND, VA 23218-2120

Office: (804) 225-2057
Fax: (804) 371-2099

January 5, 2023

The Honorable Janet D. Howell
Chair, Senate Finance and
Appropriations Committee
Virginia General Assembly
PO Box 2608
Reston, Virginia 20195-0608

The Honorable L. Louise Lucas
Chair, Senate Education and Health Committee
Virginia General Assembly
PO Box 700
Portsmouth, Virginia 23705-0700

The Honorable Barry D. Knight
Chairman, House Appropriations Committee
Virginia General Assembly
4222 Fortuna Plaza, Suite 659
Dumfries, Virginia 22025

The Honorable Glenn R. Davis Jr.
Chair, House Education Committee
Virginia General Assembly
25359 Blue Star Highway
Jarratt, VA 23867

Dear Senator Howell, Senator Lucas, Delegate Knight and Delegate Davis:

I am pleased to submit the enclosed report on the reported filled vacancies for the Report on the Recruitment Incentive for Public Education.

In Chapter 2 budget, the 2022 Virginia General Assembly Special Session I appropriated \$10,000,000 to the Department of Education to support recruitment efforts for school divisions hiring to fill instructional positions between August 15, 2022 and November 30, 2022. The Department of Education consolidates reported filled instructional vacancy information from applying school divisions and submits a report to the Secretary of Education, as well as to the General Assembly.

If you have any questions or require additional information, please do not hesitate to contact Maggie M. Clemmons, Director of the Office of Licensure and School Leadership, at Maggie.Clemmons@doe.virginia.gov, or (804) 371-2476.

Sincerely,

Jillian Balow

JB//sl

REPORT ON RECRUITMENT INCENTIVE FOR PUBLIC EDUCATION

January 5, 2023

REPORT ON RECRUITMENT INCENTIVE FOR PUBLIC EDUCATION

TABLE OF CONTENTS

<i>Report on recruitment incentive for public education</i>	
<i>Overview and Authority</i>	<i>1</i>
<i>Application for recruitment incentive for public education</i>	<i>2</i>
<i>Detailed report of reported vacancies</i>	<i>2</i>
<i>Reporting filled vacancies for recruitment incentive for public education</i>	<i>3</i>
<i>Detailed report of reported filled vacancies</i>	<i>3</i>

OVERVIEW AND AUTHORITY

In the Chapter 2 budget, the 2022 Virginia General Assembly Special Session I appropriated \$10,00,000 to the Virginia Department of Education (VDOE), Central Office Operation to support recruitment efforts for school divisions hiring to fill instructional positions between August 15, 2022 and November 30, 2022. The VDOE's Department of Teacher Education and Licensure allotted an additional \$2,000,000 from the fiscal year 2022 of unspent Recruitment Incentive for Public Education funds. This additional investment brings the Recruitment Incentive for Public Education (RIPE) total appropriated funds for the fiscal year 2023 to \$12,000,000.

The General Assembly's Appropriation language outlining the requirements for the RIPE award is included below.

Item 486, Paragraph A.2.n.3

\$10,000,000 the first year shall be transferred to Direct Aid to Public Education (197) to support recruitment efforts through incentive payments to individuals hired to fill instructional positions between August 15, 2022, and November 30, 2022. Local school divisions desiring to participate in this program shall report to the Department of Education the number of instructional position vacancies on August 15, 2022, no later than August 31, 2022. The Department of Education shall report the August 15, 2022 instructional vacancy data to the Secretary of Education and the General Assembly by October 1, 2022. Based on this information, the Department shall communicate to each school division its available allocation from these funds, and school divisions shall communicate the availability of these funds in their recruitment. Such payments shall be based on \$2,500 per individual; however, for individuals hired in hard-to-fill positions or hard-to-staff schools, as defined by the Department of Education, the incentive payment shall be based on \$5,000 per individual. The Department of Education and the school divisions are authorized to prorate these amounts if the demand exceeds the initial allocation. School divisions shall (i) provide half of the incentive payment to the individual no earlier than January 1, 2023, and (ii) provide the balance of the full amount of the incentive payment to the individual no earlier than May 1, 2023, provided that the individual receives a satisfactory performance evaluation and provides a written commitment to return to the same school in the 2023-2024 school year. Individuals who are employed by a local school division in Virginia as of July 1, 2022, who accept an otherwise qualifying position in another local school division are not eligible for this incentive. Individuals employed by a local school division as of July 1, 2022, who transfer from a non-hard-to-staff school to a hard-to-staff school, as defined by the Department of Education, within the same division are eligible for the \$5,000 incentive payment. School divisions shall report to the Department of Education, in a format specified by the Department, all instructional hires in the 2022-2023 school year who qualify for this incentive payment, no later than November 30, 2022. No later than January 5, 2023, the Department of Education shall report to the House Appropriations Committee and the Senate Finance and Appropriations Committee on the number of hires reported by each school division participating in this program and the anticipated amount of funding to be provided to each school division for payment to those individuals.

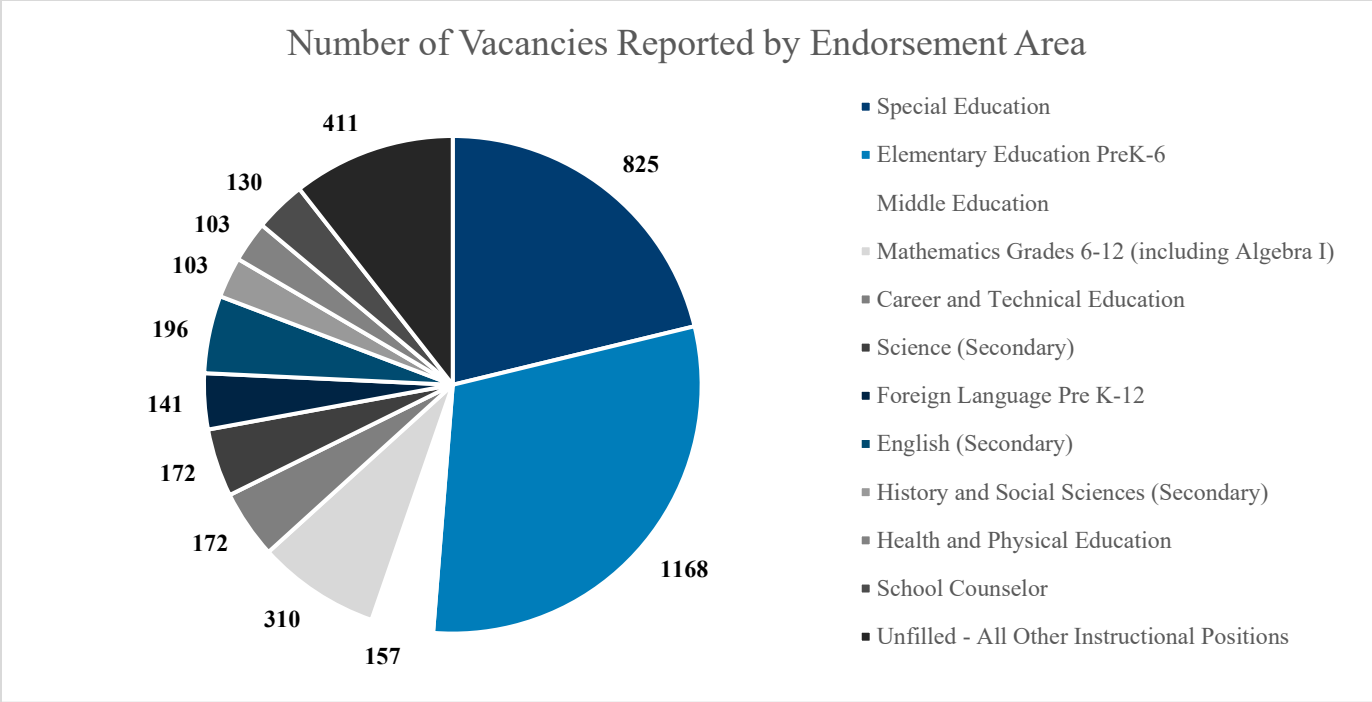
APPLICATION FOR RECRUITMENT INCENTIVE FOR PUBLIC EDUCATION

Superintendent’s Memo #176-22 (memo attached) was distributed to school divisions on August 12, 2022. The Memo explained the opportunity for school divisions to access RIPE funding and explained the application process. The Memo was made publicly available on the Virginia Department of Education’s (VDOE) website. Specifically, interested school divisions were advised to submit the number of hard-to-staff vacancies, as defined by the VDOE’s critical shortage list, and the non-hard-to staff vacancies for the 2022-2023 school year by school on the Single Sign-on for Web Systems (SSWS) portal. Per the Appropriation language, school divisions were advised that the submitted vacancies were to be a snapshot of the vacancies that existed on August 15, 2022 for which school divisions were currently recruiting. Ninety-four school divisions across all eight superintendent regions submitted vacancy information with a total of 3,888 reported vacancies.

School divisions were notified by the VDOE’s Department of Teacher Education and Licensure on July 28, 2022 and August 10, 2022 about an informational training session offered by the Office of Licensure and School Leadership regarding the RIPE award. (See email attachments included in this report.) VDOE held the informational training session at 10:00 a.m. on August 17, 2022. The training session covered RIPE eligibility, reporting, navigating SSWS, and relevant application deadlines. (See attached PowerPoint, which was used during the training session.) The informational session was recorded and subsequently shared with all registered participants following the event.

DETAILED REPORT OF REPORTED VACANCIES

Provided below is a detailed pie chart showing the number of reported vacancies by endorsement area. The chart below shares a snapshot picture of vacancies that existed on August 15, 2022.



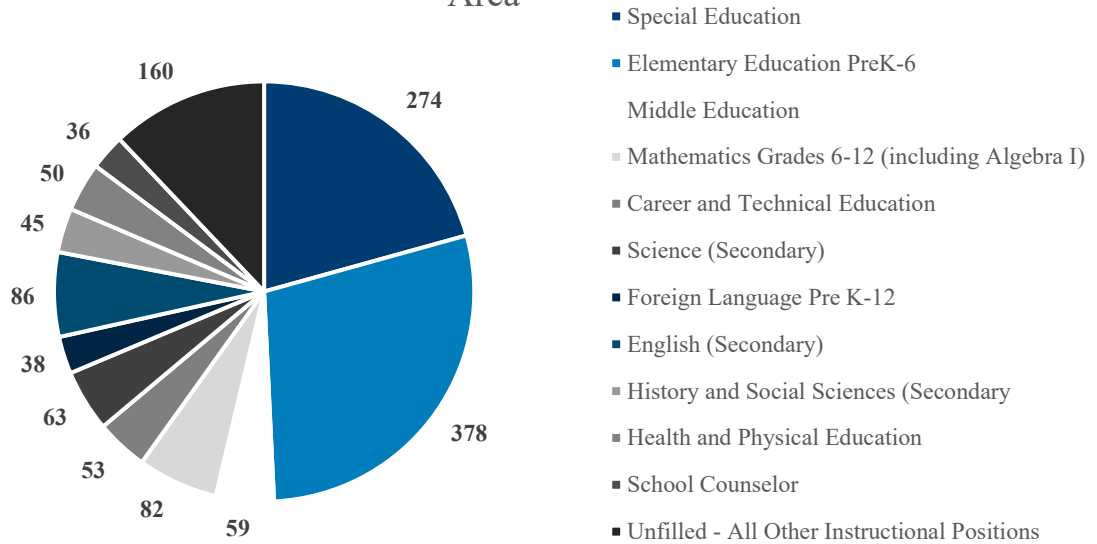
REPORTING FILLED VACANCIES

On October 17, 2022, school divisions were contacted individually by the VDOE’s Department of Teacher Education and Licensure via email with instructions to complete documentation that identified and stated updated data on reported vacancies that: 1) Were filled by the school division; or 2) Were anticipated to be filled by November 30, 2022. The document completed by school divisions contained three different sections. The first section included the due date and instructions for how to complete the spreadsheet and how to submit it to the VDOE. The second section contained the school division’s reported vacancies from their August vacancy application. School divisions were asked to notate which reported vacancies had been filled or anticipated to be filled by November 30, 2022. On November 14, 2022, VDOE sent all school divisions an email reminder about the upcoming deadline to submit completed spreadsheets to the Department of Teacher Education and Licensure. (See email to school divisions attached). Seventy-one school divisions across all eight of VDOE’s Superintendent Regions submitted reported filled vacancy information. Data submitted by school divisions revealed a total of 1,307 reported vacancies filled or anticipated to be filled between August 15, 2022 and November 30, 2022.

DETAILED REPORT OF REPORTED FILLED VACANCIES

Provided below is a detailed account pie chart showing the number of reported vacancies by endorsement area. This data shows reported filled vacancies and positions anticipated to be filled by November 30, 2022.

Number of Reported Vacancies Reported Filled By Endorsement Area





#176-22

**Commonwealth of Virginia
Virginia Department of Education
Superintendent's Memo #176-22**

DATE: August 12, 2022
TO: Division Superintendents
FROM: Jillian Balow, Superintendent of Public Instruction
SUBJECT: **Recruitment Incentive for Public Education (RIPE)**

The 2022 Special Session I of the General Assembly appropriated federal funding for fiscal year 2023 to support recruitment efforts for school divisions hiring to fill instructional positions between August 15, 2022, and November 30, 2022. School divisions interested in this funding must submit data to the Virginia Department of Education via the Recruitment Incentive for Public Education (RIPE) Application on [the Single Sign-on for Web Systems \(SSWS\) portal](#). The submitted application should include the number of hard-to-staff vacancies defined by the [Critical Teaching Shortage Areas list](#) and non-hard-to-staff vacancies for the 2022-2023 school year, by school. Priority for distribution of these incentives will be to school divisions experiencing the most acute difficulties in recruiting qualified teachers, defined for this initiative as the overall free and reduced lunch rate of 40 percent or greater on the [2021-2022 Free and Reduced Lunch Eligibility Report](#).

Please note that the usual national school lunch program did not operate during the 2021-2022 school year, resulting in no free and reduced lunch eligibility data for 2021-2022. The RIPE application will use the 2019-2020 free and reduced eligibility data as proxy data for the 2022-2023 school year.

Eligible teachers must be hired in an instructional position in a Virginia public school division between August 15, 2022 and November 30, 2022. Individuals who are employed by a local

school division in Virginia as of July 1, 2022, who accept an otherwise qualifying position in another local school division are not eligible for this incentive. Individuals employed by a local school division as of July 1, 2022, who transfer from a non-hard-to-staff school to a hard-to-staff school within the same division, are eligible for this incentive.

An eligible teacher will receive a \$2,500 incentive award for filling a non-hard-to-staff position, or an incentive award of \$5,000 for a hard-to-staff position. School divisions will provide half of the incentive payment to the individual no earlier than January 1, 2023 and provide the balance of the full amount to the individual no earlier than May 1, 2023, provided the individual receives a satisfactory performance evaluation and provides a written commitment to return to the same school for the 2023-2024 school year.

School divisions awarded RIPE funds will be provided funding on a cost reimbursement basis. Budget transfer requests and reimbursement requests will be processed through the Virginia Department of Education's Online Management of Education Grant Awards system, OMEGA. The incentive awards are taxable to the recipient, and the school division is responsible for ensuring all taxes are remitted. **The RIPE vacancy data for school year 2022-2023 must be submitted between Monday, August 15, 2022 and Wednesday, August 31, 2022, on the SSWS portal.** Each school division has an SSWS account manager who can provide the school division staff member, designated to serve as the division RIPE contact, access to the RIPE Application. Instructions for entering and submitting the vacancies data are available online as part of the RIPE Application.

For more information

Questions related to the Recruitment Incentive for Public Education may be directed to Shawna LeBlond, Grants Specialist, at (804) 692-0172 or Shawna.LeBlond@doe.virginia.gov.

JB/JJ/sl



LeBlond, Shawna <shawna.leblond@doe.virginia.gov>

LICENSURE UPDATES: July 28, 2022

Virginia Department of Education <VDOE@public.govdelivery.com>

Thu, Jul 28, 2022 at 8:44 AM

Reply-To: VDOE@public.govdelivery.com

To: shawna.leblond@doe.virginia.gov



OFFICE OF LICENSURE

UPDATE

The Office of Licensure is committed to providing our educational partners with updates as they become available.

Upcoming Training Opportunities

- We will continue to host training sessions for the online application portal for anyone new to the feature or anyone who may need a refresher. The next training will review the invoicing feature, registering an account, applying online, and uploading documents in SSWS. The training session will be recorded and sent to all registered participants after the event.

When: August 11, 2022 at 10:30 a.m.

Topic: Online Application Review Session

Register in advance for this webinar. *After registering, you will receive a confirmation email containing information about joining the webinar.*

- The **Recruitment Incentive for Public Education (RIPE)** was funded for a second year. This grant is similar to the one last year and will be announced via Superintendent's Memo on Friday, August 12, 2022. The information session will cover topics related to eligibility, reporting, deadlines, and navigating SSWS. The training session will be recorded and sent to all registered participants after the event.

When: August 17, 2022 at 10:00 a.m.

Topic: RIPE Grant Information Session

Register in advance for this webinar. *After registering, you will receive a confirmation email containing information about joining the webinar.*

Online Application Resource Guides

In addition to the training sessions, as new features are announced for the online application portal (eGOV), we will also provide resource guides that contain step-by-step instructions for navigating

the portal. Attached are two resource guides pertaining to the new invoicing feature. They will also be uploaded to SSWS in the IPAL application.

- [eGOV INVOICING FEATURE - credit card.pdf](#)
- [eGOV INVOICING FEATURE - deduct.pdf](#)



This email was sent to shawna.leblond@doe.virginia.gov using GovDelivery Communications Cloud on behalf of: Virginia Department of Education · James Monroe Building · 101 N. 14th Street · Richmond, VA 23219





LeBlond, Shawna <shawna.leblond@doe.virginia.gov>

LICENSURE UPDATES: August 10, 2022

Virginia Department of Education <VDOE@public.govdelivery.com>
Reply-To: VDOE@public.govdelivery.com
To: shawna.leblond@doe.virginia.gov

Wed, Aug 10, 2022 at 8:47 AM



OFFICE OF LICENSURE

UPDATE

The Office of Licensure is committed to providing our educational partners with updates as they become available.

REMINDER: Upcoming Training Opportunities

- We will continue to host training sessions for the online application portal for anyone new to the feature or anyone who may need a refresher. The next training will review the invoicing feature, registering an account, applying online, and uploading documents in SSWS. The training session will be recorded and sent to all registered participants after the event.

When: August 11, 2022 at 10:30 a.m.

Topic: Online Application Review Session

Register in advance for this webinar. *After registering, you will receive a confirmation email containing information about joining the webinar.*

- The **Recruitment Incentive for Public Education (RIPE)** was funded for a second year. This grant is similar to the one last year and will be announced via Superintendent's Memo on Friday, August 12, 2022. The information session will cover topics related to eligibility, reporting, deadlines, and navigating SSWS. The training session will be recorded and sent to all registered participants after the event.

When: August 17, 2022 at 10:00 a.m.

Topic: RIPE Grant Information Session

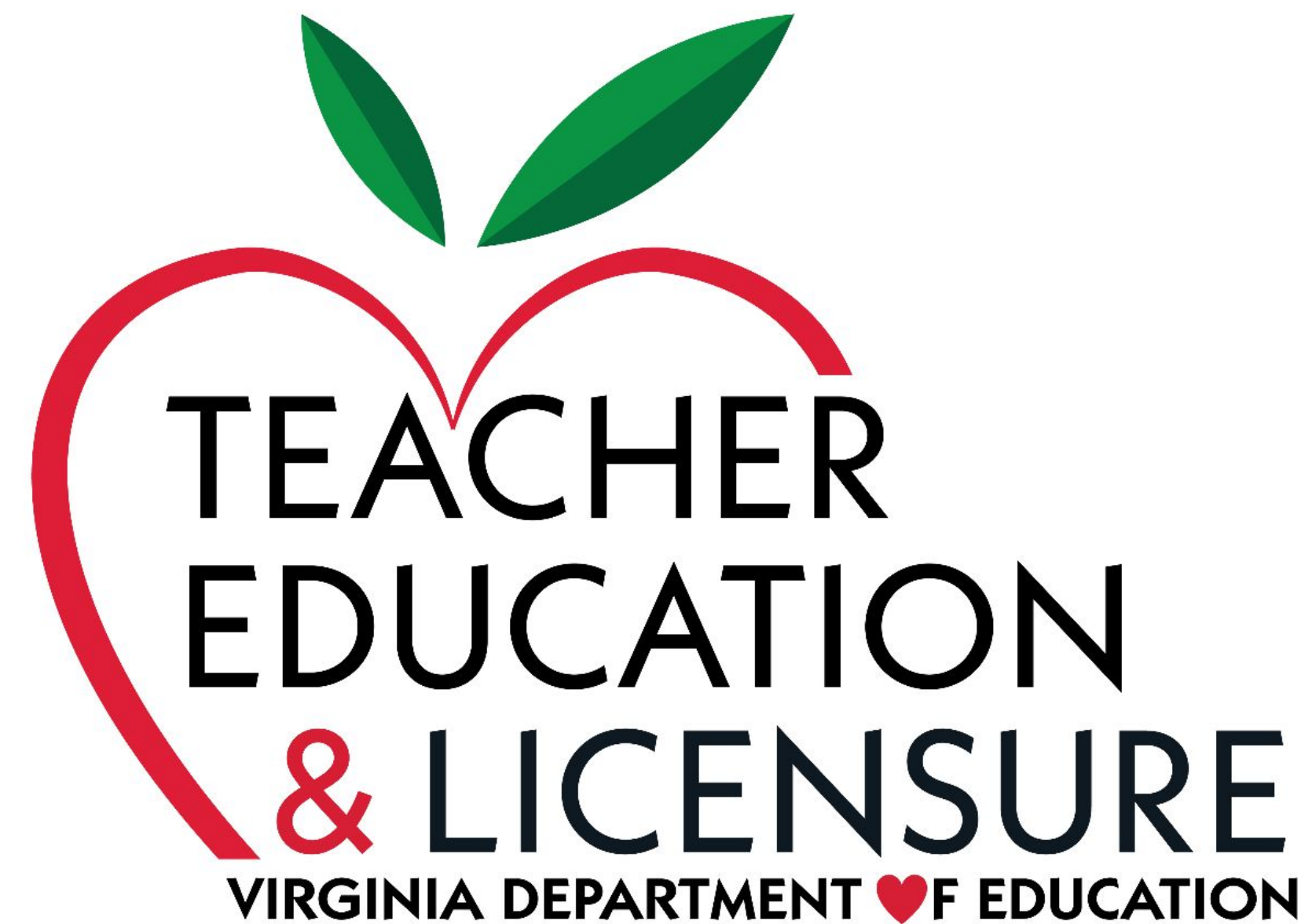
Register in advance for this webinar. *After registering, you will receive a confirmation email containing information about joining the webinar.*



This email was sent to shawna.leblond@doe.virginia.gov using GovDelivery Communications Cloud on behalf of: Virginia Department of Education · James Monroe Building · 101 N. 14th Street · Richmond, VA 23219



Recruitment Incentive for
Public Education
August 2022



OVERVIEW

Virginia will maximize the potential of all learners by ensuring every classroom has a highly qualified teacher.

Purpose

Eligibility

Application Process

Awards/Allocations

Verification Report

Funds disbursement

Communications and Trainings

Closing Comments



PURPOSE OF INCENTIVE

Purpose

The General Assembly appropriated funds to support **recruitment efforts** for school divisions **hiring** to fill **instructional positions** between August 15, 2022 and November 30, 2022.



Eligibility

ELIGIBILITY CRITERIA

- **Hired** in an instructional position in a Virginia public school division between August 15, 2022 and November 30, 2022.
- Hold a valid Virginia Teaching License
- Receive a satisfactory performance evaluation
- Provides a commitment to return to the same school for the 2023-2024 school year



ELIGIBILITY CRITERIA CON'TD

- Individuals employed by a local school division as of July 1, 2022, who transfer from a non-hard-to-staff school to a hard-to-staff school within the same division, are eligible for this incentive.
- Individuals who are employed by a local school division in Virginia as of July 1, 2022, who accept an otherwise qualifying position in another local school division are not eligible for this incentive.



APPLICATION PROCESS

Submitting Vacancies for the 2022-2023 SY

The screenshot shows the SSWS login page with the following elements:

- Top left: "SSWS Login" text.
- Top center: "VIRGINIA DEPARTMENT OF EDUCATION" and "VIRGINIA IS FOR LEARNERS" logo.
- Background: A collage of grayscale images showing students in various educational settings.
- Center: "SSWS SINGLE SIGN-ON WEB SYSTEMS" text.
- Bottom center: A red button labeled "ENTER HERE".



RIPE Application

Recruitment Incentive for Public Education (RIPE) - [Data Sensitivity: Moderate]
This application facilitates the collection of data for the Recruitment Initiative for Public Education. This data includes vacancies and information about those staff receiving award money from the allocation made during the 2021 General Assembly Special Session.

- RIPE point of contact
- Application open until August 31, 2022
- Instructions

The screenshot shows the top navigation bar of the Virginia Department of Education website. On the left, there is a logo for the Virginia Department of Education with a red heart and the text "VIRGINIA IS FOR LEARNERS". To the right of the logo is the text "VIRGINIA DEPARTMENT OF EDUCATION". Below the logo is a red navigation bar with the text "SSWS Menu >> Recruitment Incentive for Public Education (RIPE) Home". The main content area has a grey header with the text "Recruitment Incentive for Public Education (RIPE)". Below this header, there is a green checkmark icon followed by the text "This application is open for data submission until 08/31/2022." Below this text, there is a paragraph of text: "The 2022 General Assembly, Special Session I, appropriated funding to attract, recruit, and retain high-quality diverse individuals to teach science, technology, engineering, or mathematics (RIPE) subjects in Virginia high schools experiencing difficulty in recruiting qualified teachers." On the right side of the page, there is a vertical menu with the following items: "RIPE Instructions", "Vacancies", "Submit for Verification", "(-)Administration", "Collection Window", "Lookup Data", "Maintain", and "Documents". A yellow arrow points from the "Recruitment Incentive for Public Education (RIPE)" header to the "RIPE Instructions" menu item.

Projected Vacancies in the 2022-2023 School Year:

Projected Vacancies in the 2022-2023 School Year:

No School Added Yet

Add School

Add School

Add School

Note: Fields marked with an asterisk * are required.

School:*

Special Education:*

Elementary Education PreK-6:*

Middle Education Grades 6-8:*

Mathematics Grades 6-12 (Including Algebra I):*

Career and Technical Education:*

Science (Secondary):*

Foreign Language PreK-12:*

English (Secondary):*

History and Social Sciences (Secondary) :*

Health and Physical Education:*

School Counselor:*

Unfilled All Other Instructional Positions:*

Save

for 2022 added successfully

Projected Vacancies in the 2022-2023 School Year:

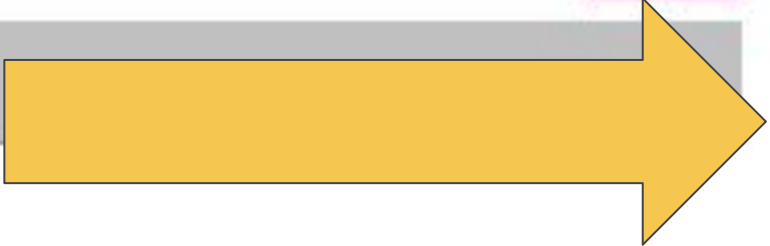
Page 1 of 1 | 100

School	Speci Educa	Eleme Educa PreK- 6	Middle Educa Grade 6-8	Mathem Grades 6-12 (Includin Algebra I)	Career and Technic Educatio	Science (Seconda	Foreign Language PreK-12	English (Secon	History and Social Science (Secon	Health and Physica Educati	School Counse	Unfilled All Other Instruct Positior	Delete
Elementary	2	5	0	0	0	0	0	0	0	0	1	4	Delete

Add School

Projected Vacancies in the 2022-2023 School Year:

[Logout](#)



for 2022 added successfully

Projected Vacancies in the 2022-2023 School Year:													
School	Speci: Educa	Eleme Educa PreK-6	Middle Educa Grade 6-8	Mathem Grades 6-12 (Includin Algebra I)	Career and Technica Educatio	Science (Seconda	Foreign Language PreK-12	English (Secon	History and Social Science (Secon	Health and Physica Educati	School Course	Unfilled All Other Instruct Positior	Delete
Elementary	4	3	0	0	0	0	0	0	0	1	0	0	Delete
High	0	0	0	4	0	1	2	0	0	1	0	3	Delete
Middle	0	0	4	0	0	0	0	0	0	1	0	6	Delete
Elementary	2	5	0	0	0	0	0	0	0	0	1	4	Delete

- RIPE Instructions
- Vacancies
- Submit for Verification
- (-)Administration
- Collection Window
- Lookup Data
- Maintain Documents
- Account Access Report
- Reports
- TEST**
- User Information
- Shawna LeBlond
- shawna.leblond1
- Dept. of Education Staff
- Albemarle County (002)
- VDOE Application Contact (RIPE)
- Maggie Clemmons
- (804) 371-2471
- [E-Mail](#)
- VDOE SSWS Admin
- Danielle Dooley
- (804) 786-0558
- [E-Mail](#)

★ If a user is inactive for 30 minutes, the system will log the user off without saving.

Scenarios

Geha Middle School has a Spanish teacher vacancy, Instructional coach vacancy, History teacher vacancy, and a Band teacher vacancy.

On their application, they would report: 1 Foreign Language, 1 Middle Education OR 1 History, 1 Other Instructional Unfilled Position. The Instructional Coach position is not eligible for this incentive.

Virginia High School has a Calculus teacher vacancy, Biology teacher vacancy, Special Education teacher vacancy, a School Counselor vacancy, and an CTE Coordinator position

On their application, they would report: 1 Math, 1 Science, 1 Special Education and 1 School Counselor. Central Office Coordinators are not eligible for this incentive.

Scenarios

Bob Ross Elementary School has the following open positions: 3rd grade teacher, 1st grade teacher, Self-Contained Special Education teacher, Reading Specialist, 6th grade Mathematics

On their application, they would report: 2 Elementary, 1 Special Education and 1 Middle Education OR 3 Elementary, 1 Special Education. The Reading Specialist position is not eligible for this incentive.

Commonwealth High School has the following open positions: Art teacher, Health and P.E. teacher, Librarian, Algebra 1 teacher, Athletic Director, Graduation Coach, and a Family and Consumer Science teacher

On their application, they would report: 1 Math, 1 Health and P.E., 2 Other Unfilled Other Positions, 1 CTE position. The Athletic Director and Graduation Coach would not qualify.

Application Deadline

School divisions must submit their vacancies for the 2022-2023 school year by **Wednesday, August 31, 2022** to be eligible for funding.

Remember that your Superintendent or Supt's Designee must sign off on the vacancies in SSWS. Make sure you build in time to allow them to do that. SSWS will send them an automatic email saying that something needs to be verified, however I do recommend that you or someone from your school division send a reminder as well with context. Sometimes those automatic emails will go to spam.

AWARDS/ALLOCATIONS

Allocations

- Allocations will be viewable in SSWS by mid-December
- School divisions must **save** their teacher information in SSWS by January 27th, 2023 or notify VDOE staff of intent to use allocation.
- Starting in early February, VDOE staff will reallocate and notify school divisions.

Allocations Adjustments

Allocations can be adjusted as long as there was a reported vacancy.

Scenario: At Commonwealth High School, I reported a math vacancy and a science vacancy. The VDOE allotted one science allocation. The math position was filled, however the science position was not. I can ask for that allocation to be moved from science to math because I originally reported a vacancy in each content area.

Scenario: At Dolly Parton Elementary School, I reported two elementary education vacancies. The VDOE gave me two allocations in elementary education. In December, I realized that the one of the vacancies was filled except it was converted to a special education position. I would **NOT** be able to move that allocation because there was no reported special education vacancy.

The last day to request allocation adjustments will be January 27th, 2023

Superintendent's Memo

- Awards will be announced via Superintendent's Memo
- Letters with the vacancy report will be emailed to Superintendents, the Finance Director, and the RIPE contact.

The screenshot shows the Virginia Department of Education website. The header includes the state logo, "An Agency of the Commonwealth of Virginia", and "VIRGINIA IS FOR LEARNERS". The main navigation menu on the left lists various categories like "About VDOE", "Board of Education", "News", and "Superintendent's & Principals' Memos". The main content area is titled "SUPERINTENDENT'S & PRINCIPALS' MEMOS" and contains a description of the memos and a section for "This Week's Superintendent's Memos" dated July 8, 2022. This section lists two memos: MEMO 150-22 regarding a grant for tuition scholarships and MEMO 149-22 regarding an early intervention reading initiative. A search box and a "Find by Year" list are also visible on the right side of the page.

VERIFICATION REPORTS

RIPE Application

Recruitment Incentive for Public Education (RIPE) - [Data Sensitivity: Moderate]
This application facilitates the collection of data for the Recruitment Initiative for Public Education. This data includes vacancies and information about those staff receiving award money from the allocation made during the 2021 General Assembly Special Session.

- Show RIPE Teacher
- Submit for Verification
- Due at the end of April

The screenshot shows the top navigation bar of the application. On the left, there are logos for the Virginia Department of Education and the slogan "VIRGINIA IS FOR LEARNERS". To the right, it says "VIRGINIA DEPARTMENT OF EDUCATION". Below the navigation bar, a red banner contains the text "SSWS Menu >> Recruitment Incentive for Public Education (RIPE) Home". The main content area has a grey header with the title "Recruitment Incentive for Public Education (RIPE)" and a yellow arrow pointing to the right. Below the header, a green checkmark icon is followed by the text "This application is open for data submission until 08/25/2022.". On the right side of the page, there is a vertical menu with the following items: "RIPE Instructions", "Show RIPE Teacher", "Submit for Verification", "(+)Administration", and "Reports".

Show RIPE Teacher

You will need to put in the license number. Their name will populate automatically.

Show RIPE Teachers			
Note: Fields marked with an asterisk * are required.			
School : [Redacted] Elementary [Redacted]			
Prefix	License#	Cohort Number	Incentive Awards
<input type="text"/>	<input type="text"/>	2022 (2022-2023)	Elementary Education PreK-6
<input type="text"/>			
Teaching Assignment	End of Year Status	Award Amount	
--Select at most 3 assignments-- Special Educations Elementary Education PreK-6 Middle Education	--Select--	\$ 5000	
			row 1
School : [Redacted] Middle [Redacted]			
Prefix	License#	Cohort Number	Incentive Awards
<input type="text"/>	<input type="text"/>	2022 (2022-2023)	Health and Physical Education
<input type="text"/>			
Teaching Assignment	End of Year Status	Award Amount	
--Select at most 3 assignments-- Special Educations Elementary Education PreK-6 Middle Education	--Select--	\$ 5000	
			row 2

The teaching assignment must match the incentive award.

Save

Verification Reports

	SSWS	Eligibility Criteria	End of Year Status
<i>If you filled the vacancy</i>	School division inserts the individual's license number	<ul style="list-style-type: none">- Eligible to receive full award with a satisfactory performance evaluation and a written commitment to return to the school year	<ul style="list-style-type: none">- Qualifies for AwardOR- First Payment Only
<i>If you did not fill the vacancy</i>	Leave the license number blank		<ul style="list-style-type: none">- Unable to secure a teacher- Vacancy submitted in error- Change in Master Schedule- Hired w/o Endorsement

RIPE Application

Recruitment Incentive for Public Education (RIPE) - [Data Sensitivity: Moderate]
This application facilitates the collection of data for the Recruitment Initiative for Public Education. This data includes vacancies and information about those staff receiving award money from the allocation made during the 2021 General Assembly Special Session.

- Show RIPE Teacher
- Submit for Verification
- Due at the end of April

The screenshot shows the top navigation bar of the application. On the left, there are logos for the Virginia Department of Education and the slogan "VIRGINIA IS FOR LEARNERS". The main header reads "VIRGINIA DEPARTMENT OF EDUCATION". Below this is a red navigation bar with the text "SSWS Menu >> Recruitment Incentive for Public Education (RIPE) Home". The main content area has a grey header "Recruitment Incentive for Public Education (RIPE)" with a yellow arrow pointing to the right. Below the header is a green checkmark icon and the text "This application is open for data submission until 08/25/2022.". On the right side, there is a vertical menu with the following items: "Logout", "RIPE Instructions", "Show RIPE Teacher", "Submit for Verification", "(+)Administration", and "Reports".

FUNDS DISBURSEMENT

FUNDS DISBURSEMENT

School divisions will provide half of the incentive payment to the individual no earlier than January 1, 2023 and provide the balance of the full amount to the individual no earlier than May 1, 2023, provided the individual receives a satisfactory performance evaluation and provides a written commitment to return to the same school for the 2023-2024 school year.

FUNDS DISBURSEMENT

After the verification report is submitted, the VDOE will reimburse school divisions based on the amount indicated on the [verification report](#).

This award will be reimbursed using the Online Management of Education Grant Awards (OMEGA). Please make sure that you share the verification report with your school district's finance team

Scenario: T. Hanks Public Schools was awarded \$50,000 in RIPE funding. When they submitted their verification report they reported the following:

- 2 Elementary School Teachers qualified for the full award (\$5000 each)**
- 1 Mathematics Teacher qualified for the first payment only (\$2500)**
- 3 Other - Instructional Unfilled teachers qualified for the full award (\$2500 each)**

HPS would see the full \$50,000 in their OMEGA system, but they would only be able to request \$20,000 in reimbursement.

School divisions are responsible for disbursement of the funds to the teachers and remitting all applicable taxes by June 30, 2023. The last day for reimbursement will be July 28, 2023.

COMMUNICATIONS & TRAINING

Information Highway



Latest in
Licensure



OFFICE OF
LICENSURE

UPDATE

Licensure
Updates

Licensure Training
Fall 2021

Presented by the Department of Teacher Education and Licensure
Virginia Department of Education

Trainings
throughout the
year

Upcoming Deadlines/Trainings

- Pre-Grant Proposal Overview and Technical Support Webinar for the Apprenticeship Residency Planning Grant is on Friday, August 19 at 9am. (Link can be found on page 3 of the application).

Google Meet joining info

Video call link: <https://meet.google.com/ucc-enor-jvp>

Or dial: (US) +1 609-666-4152 PIN: 193 015 084#

- Application deadline for Tuition Scholarships for Licensed High School Teachers to be Considered Faculty to Teach Dual Enrollment is September 9th. (Supt's Memo 150-22)

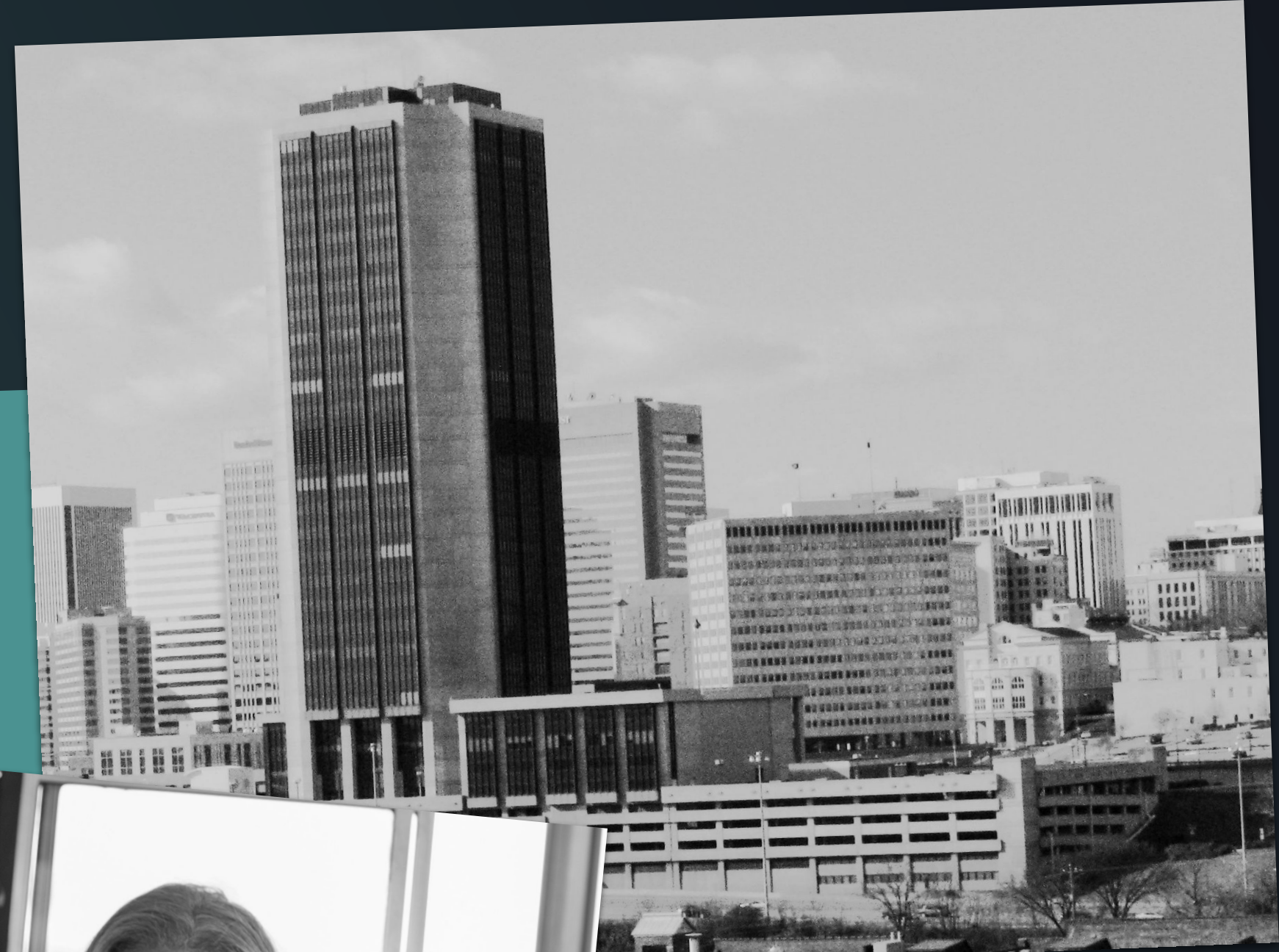
CLOSING REMARKS

Thank You!

From the Virginia Department of Education—

Thank You for choosing a career in education and for being a hero this year as we work together toward the goal of continuing to maximize the potential of the over one million students who call Virginia home.

Your role in the lives of so many students and their families has never been more important!



Questions?

CONTACT:

Shawna LeBlond

shawna.leblond@doe.virginia.gov

804-692-0172

Maggie M. Clemmons

maggie.clemmons@doe.virginia.gov

804-371-2476



VIRGINIA
IS FOR
LEARNERS



LeBlond, Shawna <shawna.leblond@doe.virginia.gov>

ACTION: RIPE Spreadsheet due by November 18, 2022

LeBlond, Shawna <shawna.leblond@doe.virginia.gov>
To: "Dr. Toni Childress" <tchildress@ccps.net>

Mon, Oct 17, 2022 at 11:52 AM

Hello Dr. Childress,

I hope this email finds you well. In order to facilitate the most efficient award allocation process for the Recruitment Incentive for Public Education (RIPE) award, I am asking that you complete and send back the attached document to me by **November 18, 2022**.

This document asks you to identify which reported vacancies have been filled or are anticipated to be filled by November 30, 2022. You are not reporting the name or license number of the individual yet. This information will help us make more accurate first round allocations.

You will see that there are 3 tabs on the spreadsheet. There is an instructions tab. The second is the reported vacancy data your school district submitted in SSWS. And the last tab is the tab which you will need to complete before sending back to me.

*Please keep in mind that this is **not** an allocation notification. It will help us determine first round allocations, however it does not guarantee that your school division will receive an allocation. We hope to have the first round of allocations live in SSWS by mid-December. More directions will follow at that time regarding how to save your teachers information or what to do if you have an eligible teacher without a license yet. Thank you for your patience.*

If you have any questions please do not hesitate to contact me.

Best,

Shawna



SHAWNA LEBLOND | GRANTS SPECIALIST
DEPARTMENT OF TEACHER EDUCATION & LICENSURE
VIRGINIA DEPARTMENT ♥ F EDUCATION
804.692.0172 | shawna.leblond@doe.virginia.gov



Charles City County_RIPE.xlsx

14K

Review your reported vacancies. **You cannot edit your submission.** This is pulled directly from SSWS. You can view your submission at any time using the "reports" feature in the RIPE application. It is included as a reference only. On the "vacancies filled" column, you will notate which reported vacancies have been filled to date. You do not need to identify the teacher, just that the vacancy was filled. Do not touch the last two columns. That is why they are highlighted in yellow. The example shows that Virginia High School filled 7 reported vacancies. Return this document to Shawna LeBlond (Shawna.LeBlond@doe.virginia.gov) by **November 18, 2022.**

RECRUITMENT INCENTIVE FOR PUBLIC EDUCATION (YOU CANNOT CHANGE THIS SHEET. THIS IS FOR REFERENCE ONLY)

Division	School Name	Special Education	Elementary Education PreK-6	Middle Education	Mathematics Grades 6-12	Career and Technical	Science (Secondary)	Foreign Language Pre K-12	English (Secondary)	History and Social Sciences	Health and Physical Education	School Counselor	Unfilled - All Other Instructional	TOTAL
Charles City County (019)	Charles City County Elementary (0080)	4	8	3	2	3	3	0	2	1	1	1	5	33
Charles City County (019)	Charles City County High (0100)	2	0	0	2	2	2	0	3	1	0	1	3	16



LeBlond, Shawna <shawna.leblond@doe.virginia.gov>

Update: Recruitment Incentive for Public Education (RIPE)

LeBlond, Shawna <shawna.leblond@doe.virginia.gov>

Mon, Nov 14, 2022 at 10:41 AM

Good Morning All,

I hope this email finds you well. I wanted to take a moment this morning to send an update regarding the [Recruitment Incentive for Public Education Award](#). This will be a long email, so I apologize in advance.

Spreadsheet with filled vacancies:

If you have not completed and submitted the filled vacancies spreadsheet, please do that by the end of day on **Friday, November 18th**. Remember this spreadsheet has 3 tabs, one for instructions, one for your reported vacancies (pulled directly from SSWS) and then the last tab is for you to complete updating us on what positions have been filled or are anticipated to be filled by November 30. The subject line for my email was "ACTION: RIPE Spreadsheet due by November 18, 2022" if you need to find it again. I can also forward if needed.

If you submitted already and left off any filled positions, please just submit an updated version by the deadline. No need to resubmit if there are no changes, and I already confirmed receipt.

This spreadsheet will not only help us make accurate first round allocations, but it will provide us with data required for a General Assembly report which is due in January. *We cannot make changes to your reported vacancies. Remember that data was a snapshot of your vacancies on August 15, 2022.*

SSWS Reporting:

At this moment there is nothing for you to complete in SSWS. I am aware that there is an error message on the RIPE application page. That error should go away once we make allocations in SSWS. You do not need to keep checking SSWS, I will send out a communication when the allocations are live. The deadline to save the teacher's information in SSWS or notify us that you have an eligible individual for that allocation is **January 27th, 2023**. I will include more information about how to save the information or how to notify us that you have an eligible individual when I send the communication about the allocations being live in December.

Timeline Reminder:

- RIPE Application Deadline: August 15, 2022 (Completed)
- Submit spreadsheet to Shawna LeBlond with filled vacancies: November 18, 2022
- Mid-December: First round allocations will be viewable in SSWS (Shawna will send an email when they are live).
- School Divisions must save teacher information in SSWS: January 27, 2023
- VDOE will move any unused allocations starting in early- February.
- Official Awards will be announced via Supt's Memo in late March
- School Divisions must submit verification reports by the end of April.

I am attaching the PowerPoint from the August webinar as a resource. You can view your submitted vacancies at any time even with the error message. You will log into SSWS, select the RIPE application and then use the "reports" link on the right hand side of the screen. Remember this was titled "Projected" vacancies even though you submitted a snapshot of your actual vacancies on August 15.

If you have any questions about the spreadsheet or the anticipated timeline, please let me know!

Best,

Shawna



SHAWNA LEBLOND | GRANTS SPECIALIST

DEPARTMENT OF TEACHER EDUCATION & LICENSURE

VIRGINIA DEPARTMENT ♥F EDUCATION

804.692.0172 | shawna.leblond@doe.virginia.gov



RIPE Webinar August 17, 2022 (3).pdf

4572K