

Communities of Practice: Pathways to Success

April 15, 2025

Agenda

- Welcome
- Two Years of History: What is Next?
- Back to Basics
- Initiatives
 - Collegiate Partnerships
 - In-House Programming
 - Recruitment Strategies
 - Incentive Programs
- Sustainability
- Technical Assistance Webinar



Two Years of History: What is Next?

170 districts: What is working? Do we need to pivot?

Plans for sustainability: Think of the "long game."

Utilize your resources: Data collections, TVG webpage, Communities of Practice, each other.

FY 2026: Funding is subject to appropriation, but is specifically called out in Governor Pritzker's budget. We will send communication when we know more.

Back to Basics

Strategy briefs and One Pagers

Power BI on TVG webpage to find other districts with similar initiatives to connect with

Additions

Technical webinar will be available in June.

Office hours during initial grant period

Communities of Practice

Email

teachervacancygrant@isbe.net

TVG Webpage

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GRANTS

Teacher Vacancy Grant Pilot Program

GRANTS








TEACHER VACANCY GRANT PILOT PROGRAM

The Teacher Vacancy Grant is part of a pilot program aimed at addressing chronic shortages by providing the state's most understaffed districts with resources to attract, hire, support, and retain teachers. The grant allows districts maximum flexibility to use allocated funds in innovative, creative, and evidenced-based ways, such as signing bonuses, housing stipends, down-payment assistance, or loan repayments; to pay tuition and fees or provide residencies or apprenticeships; and to sustain employment of current teachers by providing materials, supplies, coaching, and school culture supports.

Districts in Evidence-Based Funding Tiers 1, 2, 3 (as calculated for fiscal year 2023) have been identified for eligibility. Districts in Tier 4 are ineligible for this program as are the 352 districts that reported having no unfilled teaching positions at the beginning of the 2022-23 school year. One hundred seventy districts have been identified as eligible to receive awards based on the highest counts of unfilled teaching (not administrative or school support) positions and to ensure that 60% (102) of awards go to rural districts and 40% (68) of awards go to urban districts. The 60/40 split is aligned to the composition of all Tier 1, 2, and 3 districts in the state. [National Center for Education Statistics](#) locale classifications were used to determine which districts were rural and which were urban.

- [Eligible districts](#) 








District one-pagers highlighting the impact of Teacher Vacancy Grant funding are linked below:

- [Overall Grant Impact Overview](#) 
- [Bloomington Public Schools District 87](#) 
- [Carlinville CUSD 1](#) 
- [Community Consolidated Schools District 168](#) 
- [Dolton School District 149](#) 
- [Durand CUSD 322](#) 
- [Effingham Unit 40 Schools](#) 
- [Fairfield Public School District 112](#) 
- [Farmington Central CUSD 265](#) 
- [Gallatin County CUSD 7](#) 
- [Hardin County CUSD 1](#) 
- [La Salle Elementary Schools 122](#) 
- [McLean County Unit District 5](#) 
- [North Greene Unit District 3](#) 
- [Oakwood CUSD 76](#) 
- [Odin Public Schools District 722](#) 
- [Pana CUSD 8](#) 
- [Peoria Public Schools District 150](#) 
- [Prairie Central CUSD 8](#) 
- [Rantoul Township High School 193](#) 
- [Springfield School District 186](#) 
- [United School District 304](#) 
- [Valley View School District 365U](#) 
- [West Prairie CUSD 103](#) 

TVG Webpage

Strategy Briefs

TEACHER VACANCIES GRANT MEMOS

- 1+2+2 
- Apprenticeship 
- Creating Better Career Pathways 
- Financial Incentives Brief 
- Grow Your Own CTE Programs 
- Improving Hiring Practices 
- Invest in Diverse Teacher Recruitment 
- Positive Working Conditions 
- Recruiting and Supporting Bilingual Educators 
- Residency Programs 
- Strengthening Teacher Mentoring & Induction 
- Teacher Home Loan Assistance 
- Teacher Planning & Collaboration 

ADDITIONAL OPPORTUNITIES

- Change Agent 
- Opportunity Culture 

Collegiate partnerships

- 1+2+2
 - 2+2: Combines two years of community college and two years at a university.
 - 1+2+2: Combines one year of dual-credit with two years of community college and two years of university.
- Apprenticeship
 - Current district employees work toward licensure using on-the-job training and coursework from a university, approved by ISBE and the Department of Labor.
- Residency Programs
 - Traditional teaching program that extends student teaching throughout the course of the program.
- Alternative Programs
 - Programs where candidates receive a provisional license to serve as a teacher-of-record while completing teacher licensure; candidates must have a bachelor's degree prior to enrollment.

In-House Programming

- Improving hiring practices
- Utilizing existing talent
- Positive work conditions
 - Improving climate and culture
- Teacher mentorship and induction
- Teacher planning and collaboration
- CTE: Grow Your Own

Recruitment Strategies

- CTE: Grow Your Own
 - Education pathway for high school students to enter the workforce to be employed with their home district.
- Diverse teacher recruitment
- Recruiting and supporting bilingual educators

Incentive Programs

- Teacher home loan assistance
- Scholarship
- Wellness incentives
 - Calm app, Headspace, gym memberships, etc.

Success for sustainability

- Blending and braiding
 - Using funding available to curate the biggest impact
- Data collection
 - Needs assessment, 5Essentials Survey, exit interviews, etc.

Technical Assistance Webinar

- Please scan the QR code to the right so we can get your feedback prior to developing out technical webinar.

The team will record in June and will send an email out a link when it is posted.



Next COP

Join us **May 20 from 10-11** for our final Community of Practice

West Ed presenters regarding their Educator Registered Apprenticeship (ERA)



Questions?

Thank you