

Teacher Vacancy Grant Pilot Program

Funding Announcement Webinar

June 26, 2024

Program Overview/Goals

WHY

- More than 3,500 unfilled teaching positions statewide.
- 80% of unfilled teaching positions are in 20% of school districts.

WHAT

- Three-year pilot program that directs \$45 million per year to school districts with greatest need to fill teaching positions.

HOW

- Reduce unfilled teaching positions statewide by supporting districts with greatest need and providing flexibility to foster effective solutions aligned to local needs.

Grant Funding Design

- Precision eligibility and maximum grantee flexibility.
- Formula grant with a streamlined application process and ISBE supports.
- Grantees will reduce unfilled teaching positions via strategies designed for each local context, such as:
 - Financial incentives to support recruitment/hiring.
 - Programming to strengthen pipelines.
 - Investments to sustain teachers and reduce attrition.

Funding Flexibility

- Funds will allow districts to find creative and sustainable solutions, aligned to the causes of shortages in their schools, to fill chronically vacant positions and retain teachers.

Where to draw inspiration:

- Needs assessment
- Stay interviews
- Exit interviews
- 5Essentials Survey
- Data with educator feedback
- School Improvement Plan

Strategies Used in FY 2024

- Retention incentives for current teachers (e.g., loan forgiveness).
- Funding for tuition/fees to support current teachers in earning new endorsements and degrees.
- Instructional coaching and/or mentoring programs to support newer teachers and provide upward mobility opportunities for excellent, experienced teachers.
- Professional learning for teachers to learn new evidence-based practices.
- School culture/climate improvement systems, initiatives, and staffing.
- Programs to show appreciation to teachers and increase morale.
- Wellness programs and spaces for teachers.
- Supplies and materials for teachers.
- Updated instructional technology to support teachers in planning and delivery of high- quality instruction.

Monitoring/Reporting

Overall Program Measure: Reduction in unfilled teaching positions in participating districts.

Reporting Information:

Quarterly Expenditure Reports/ Periodic Performance Report

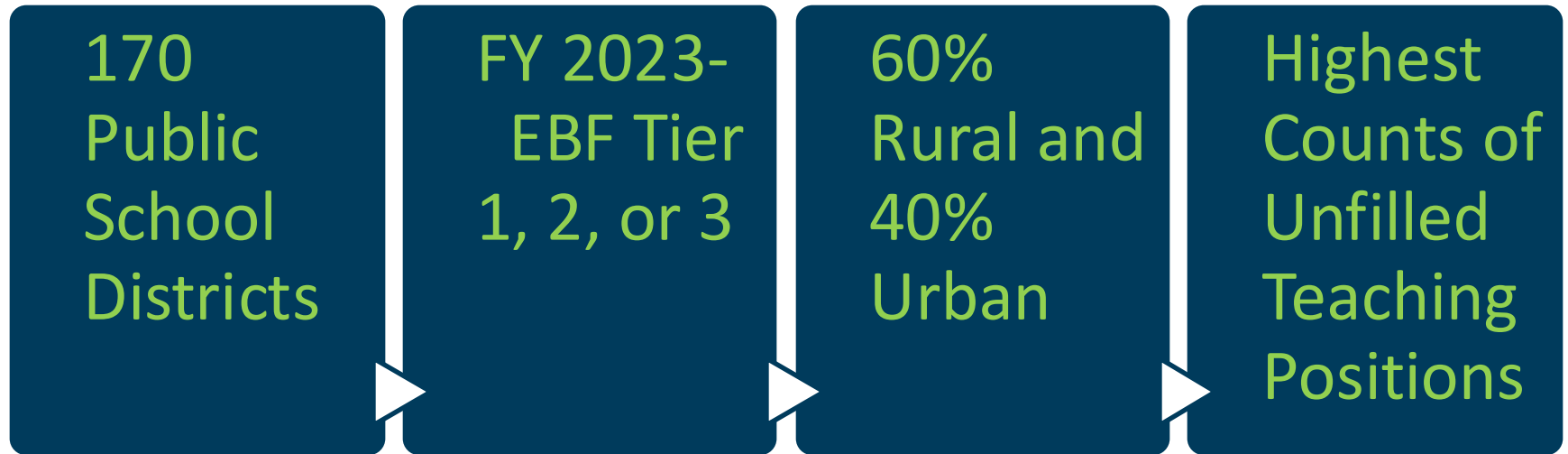
Legislatively Required Annual Program Report

- Summary of all grant-funded activities to reduce unfilled positions.
- Progress toward reducing unfilled positions.
- Number of unfilled in the preceding fiscal year.
- Number of new teachers hired during the program.
- Teacher attrition rate.
- Teachers participating in any program designed to reduce attrition.
- Teachers retained using support of grant funds.
- Number of and participation in any strategic pathway programs created.

Award Information

- **Total Award** = Base + Variable Funding based on FY 2023 unfilled teaching positions
- Base Options:
 - 11-plus unfilled teaching positions receive a \$200,000 base.
 - Six-10 unfilled teaching positions receive a \$125,000 base.
 - Fewer than six unfilled teaching positions receive a \$75,000 base.
- Sample district with 14 unfilled positions:
 - $\$200,000 + (\$8582.20 \times 14) = \$320,150.80$

Selection



This is a targeted program.

- 80% of current teacher vacancies are in 20% of school districts.
- More than 2,800 unfilled teaching positions in the 170 districts.

Application Prompts

Characterize and describe the relevant local context for the need for teacher vacancy support.

Describe the strategies from year 1 that will continue or expand for Year 2 of the Teacher Vacancy Grant.

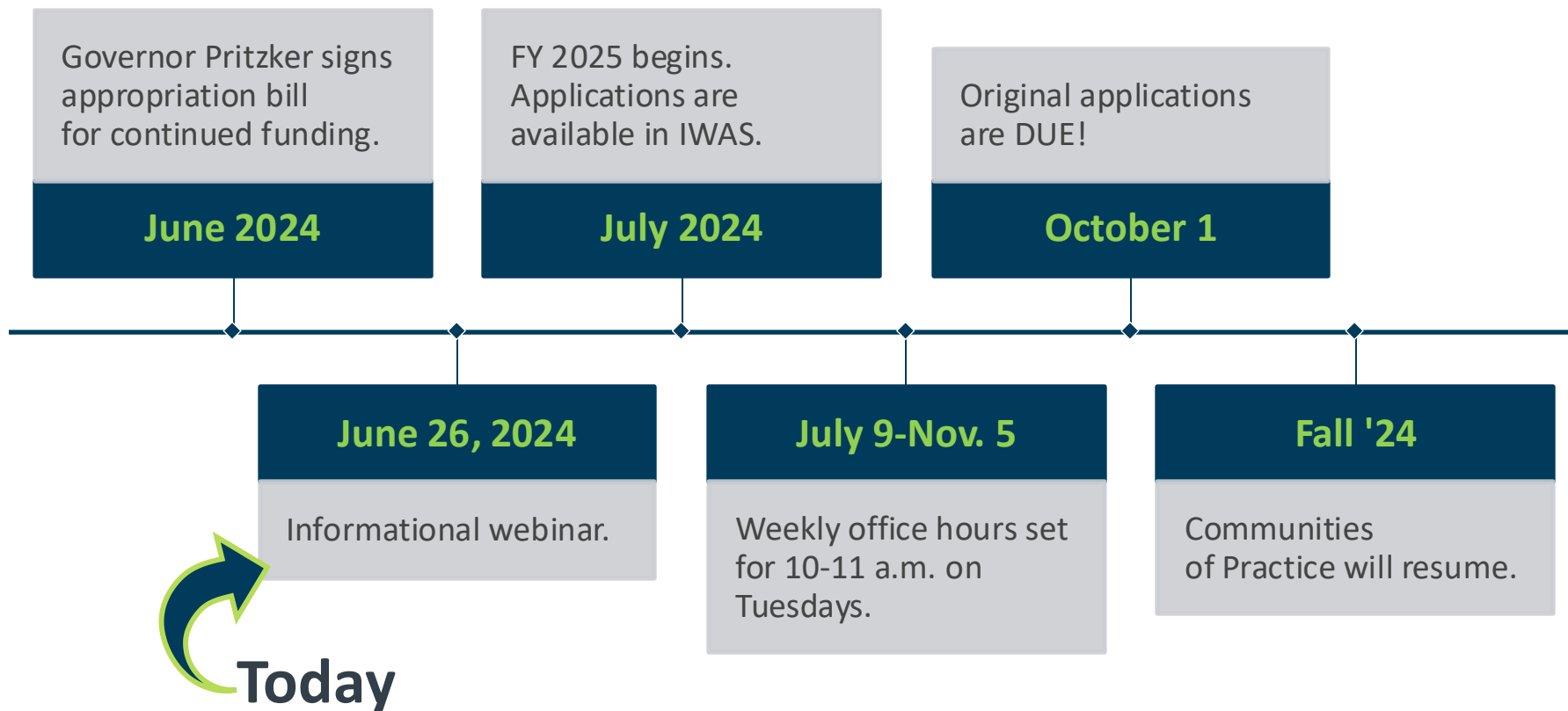
Explain what new strategies you will implement for Year 2.

Describe the district's plan to continue the reduction of unfilled teaching positions beyond the term of this grant.

Things to Keep in Mind about Applications

- The local context and causes of vacancy should drive your initiatives for reducing vacancies and increasing recruitment.
- All initiatives should all be explained in your narrative questions on the Data Analysis/Grant Planning page.
- Each initiative should have a rationale attached to it as well as a corresponding budget line.

Timeline for Grant Application



Technical Assistance and Support

Regular office hours with ISBE staff and informational webinars

- 10-11 a.m. on Tuesdays in July-November.



Strategic Supports: Strategy briefs and technical assistance for practices outside typical expertise of superintendents

- Found on the TVG webpage.



Communities of Practice for similar districts deploying similar strategies

- Starting in October; dates to be determined.





Questions?

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