

Welcome!

Teacher Vacancy Grant

Summit 2026

May 19, 2026

University of Illinois-Springfield

Welcome, Context Setting, and Objectives

Welcome

Dr. Kimako Patterson

Chief of Staff
Illinois State Board of Education

Teacher Vacancy Grant

12,434

new teachers hired in SY 2024-25

15,988

teachers retained from 2023 to 2025

2,333

staff earned licensure or high-needs endorsement



Photo from Springfield 186

Fairfield PSD 112

Gallatin Co. CUSD 7

Odin PSD 722

Springfield 186

Context Setting

Dr. Ronda Dawson

Executive Director
Teaching and Learning
Illinois State Board of Education

Objectives

Kirsten Parr

Director
Standards and Instruction
Illinois State Board of Education

Agenda

Time	Activity
9:00–9:30 AM	Welcome, Context Setting, and Objectives
9:30–10:15 AM	IWERC Presentation
10:15–10:45 AM	TVG Role in Recognize, Recruit, Rise
10:45–11:00 AM	Turn and Talk
11:00–12:00 PM	Lunch & Celebration Slideshow
12:00–12:30 PM	Longevity Planning Presentation
12:30–1:30 PM	Longevity Planning Work Session
1:30–2:00 PM	Summit Closing
2:00–3:00 PM	In-Person Hours (Optional)

IWERC Presentation

Dr. Meg Bates and Dr. Shereen
Beilstein

TVG Role in Recognize, Recruit, Rise

Kirsten Parr, Director, Standards and
Instruction, ISBE

Recognize



Recognize. Recruit. Rise.

Teacher
Vacancy Grant

35.9% of districts utilized funding to ***support teachers***

- Affinity groups, teacher/staff recognitions
- **30.8%** of districts utilized funding to provide ***classroom resources***
- **11.5%** of districts utilized funds for ***compensation***

Sherrard Community Unit School District 200



3 Simple Ways to Celebrate the Great Work Happening in Your School

**Recognize
teachers
publicly and
often**

**Offer
handwritten
encouragement**

**Pass on
positive
recognition to
students**

Source: Khoshaba, S. K., *Education Week*, Sept. 16, 2025

Recruit

- **69.9%** of districts developed **Pathway Programs**
- **47.4 %** of districts utilized funding for specific recruitment efforts
 - **Advertising:** billboards, magazines, bus and radio advertisements
 - Improving **interview protocols**
 - Hiring **recruitment staff**
- **20.5%** of districts utilized funding to support **relocation, commuting, and living costs**



Recognize. Recruit. Rise.

Teacher
Vacancy Grant

Crystal Lake Elementary District 47



Rise

- **72%** of TVG districts **invested** in **developing** *existing staff*
 - **\$16 million** of the **\$45 million** Year 1 allocation
- Focus areas included ***instructional coaching, leadership development, and specialized training***
- Empowered educators to ***lead change from within***



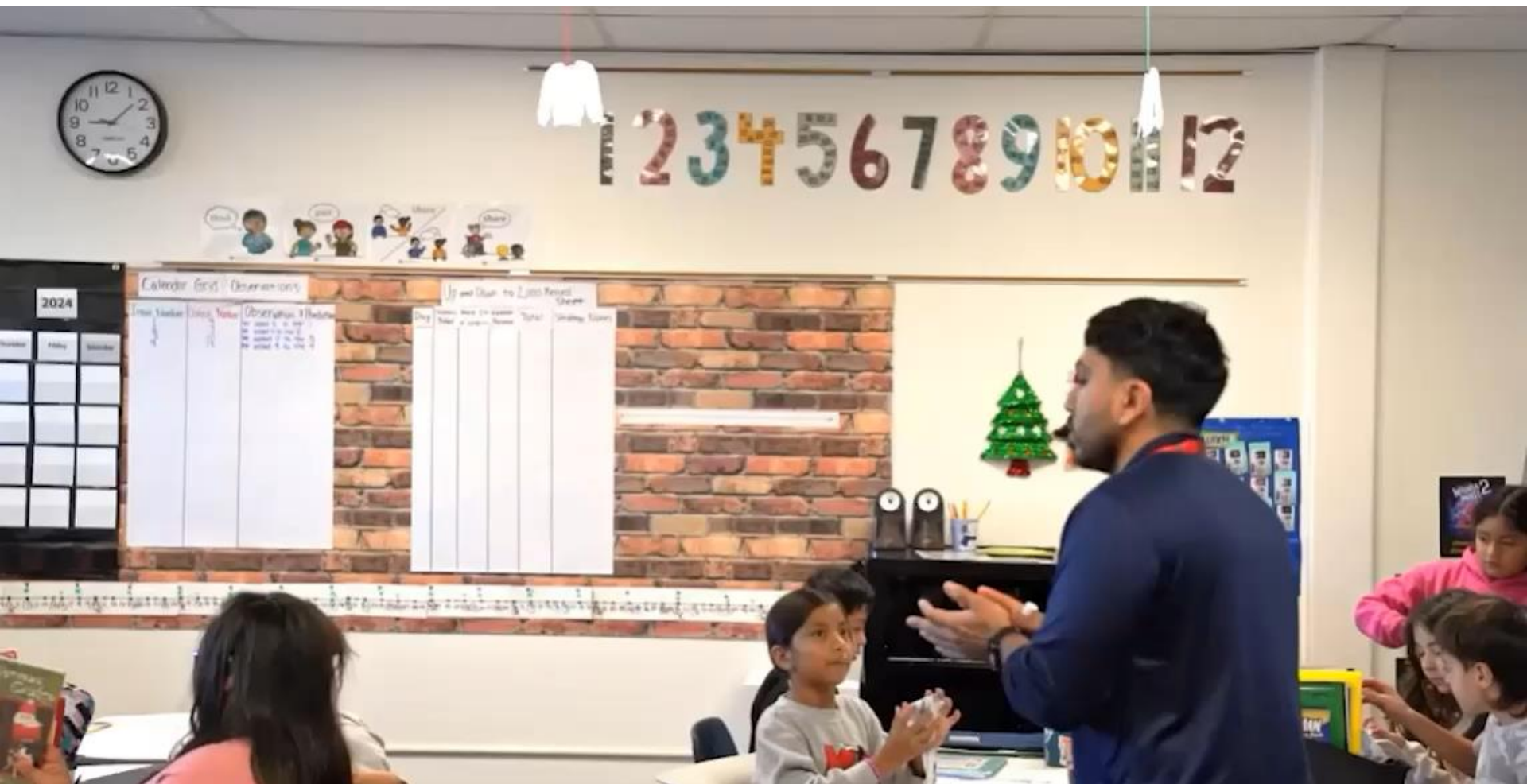
Recognize. Recruit. Rise.

Teacher
Vacancy Grant

Fremont School District 79



Crystal Lake Elementary District 47



Future Impact on District Strategy



How can we take what we KNOW & GROW?

Recognize

Recruit

Rise

Turn and Talk

Meagan Budke



What advice would you give to someone just starting this process?



In what ways have you and your team gotten better at strategizing and executing recruitment initiatives?



What are the essential components of your district's retention strategies?



Throughout the process, did your district encounter any unexpected barriers?



What resources did you use while working to recruit and retain? Which ones were especially helpful? Which would you use again?

Share Out

What advice would you give to someone just starting this process?

In what ways have you and your team gotten better at strategizing and executing recruitment initiatives?

What are the essential components of your district's retention strategies?

Throughout the process, did your district encounter any unexpected barriers?

What resources did you use while working to recruit and retain? Which ones were especially helpful? Which would you use again?



Lunch

Link to Celebration Slide Deck:

[01. Draft_Summit Lunch Time Showcase.pptx](#)

Longevity Planning Presentation

Meagan Budke, Principal Consultant,
Standards and Instruction, ISBE

Level Set for Success



Sustainability means positions remain filled by a licensed professional after one-time funds end



Planning must align HR, finance, academics, and external partners



Vacancy reduction requires both recruitment and retention



Identify data sources

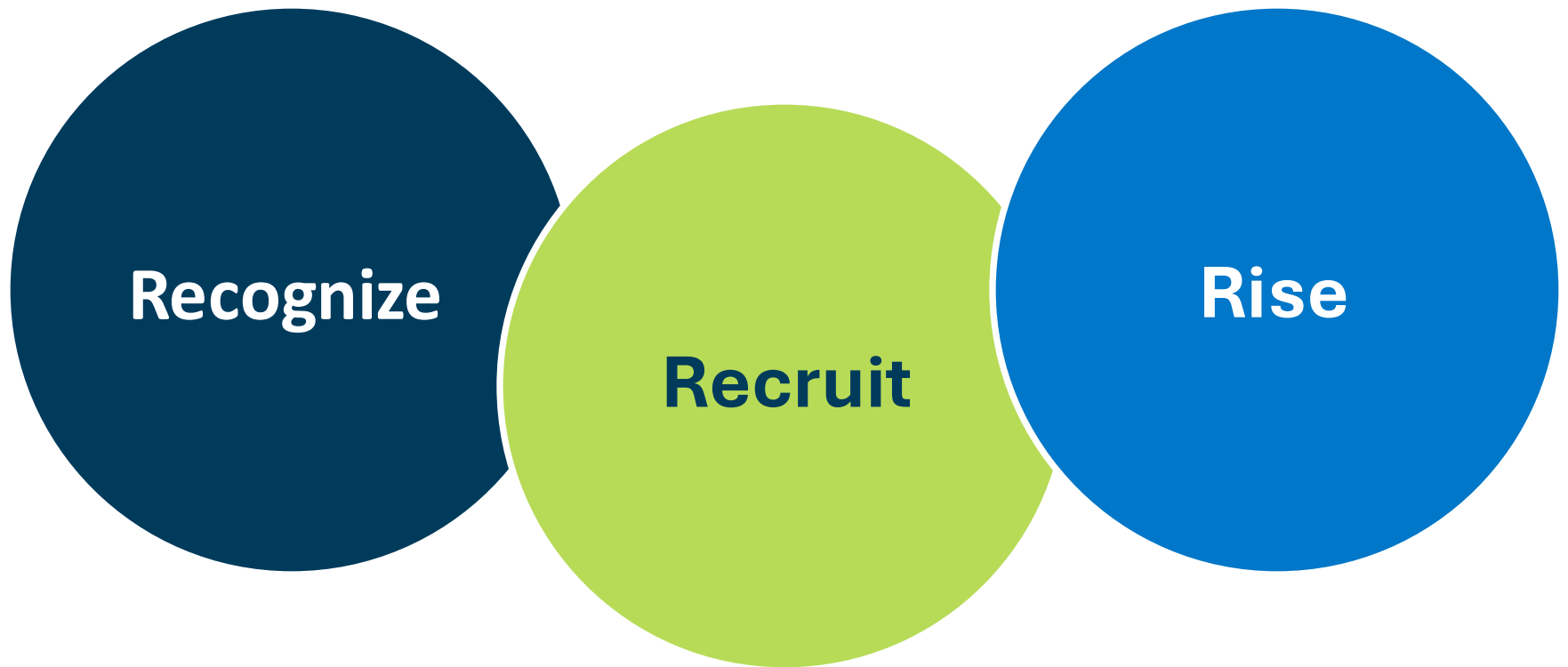


Timelines overlap — some actions run concurrently



5 essential steps

Honoring Educators



Workbook at a Glance

Pages 24-47

Quarterly spread

- Calendars for three fiscal years (2027-29)
- Working space
- Quarterly considerations

Quarterly Calendar

FY 2027

July 2026

SUN	MON	TUE	WED	THU	FRI	SAT
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

August 2026

SUN	MON	TUE	WED	THU	FRI	SAT
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23 30	24 31	25	26	27	28	29

September 2026

SUN	MON	TUE	WED	THU	FRI	SAT
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19

© Rise

- Margins for notes
- Specific dates for school calendar
- Quarter view for planning

Quarterly Planning Page

2025 Teacher Vacancy Data Survey

**FY 2027
Quarter 1**

Use the space below to dream boldly, reflect deeply, and capture the initiatives and data you will pursue this quarter to **recognize** excellence, **recruit** talent, and help your educators **rise** – strengthening both their growth and the impact they make every day.

Recognize	Recruit	Rise

Notes

Quarterly Considerations

1. What does our current district data indicate about present and projected vacancies?
2. What do we know versus what do we assume?
3. What would “success” look like for our staffing system in 3–5 years?

2025 Teacher Vacancy Data Survey • 36

- Dedicated space for Recognize, Recruit, Rise initiatives
- Notes section
- Quarterly considerations

Getting Started

Methodical – 5 Steps

- Foundation
- Strategy
- Funding Alignment
- Evaluation
- Institutionalization

Draw on local context

- What does your data say?

Use ISBE Resources

- TVG Webpage
- Communities of Practice and Strategy Briefs

Have goals in mind

- Magic Wand Questions
 - What would these initiatives look like if we did not have funding barriers?
 - What would a perfect district climate and culture look like?
 - What partnerships would you strengthen?

Step 1: Foundation & Forecasting

- Workforce and Data Analysis
- Ownership
- Financial Baseline

Step 2: Strategy Design & Prioritization

- Select sustainable strategies
 - Prioritize 3–5 approaches
- Align them to data-based vacancy drivers
 - Compare short-term incentives vs. long-term
- Ensure feasibility beyond grant
 - Identify policy, local context and needs, or contract barriers

Step 3: Funding Alignment & Partnership Development

- **Funding Sustainability**
 - Identify long-term funding sources
- **Partnership Formalization**
- **Internal Capacity Planning**
 - Determine staffing needed to sustain programs

Step 4: Evaluation, Adjustment, & Scale Planning

- Determine what works
- Prepare for scale or refinement
- Check points
 - Review data
 - Plans to make additions or adjustments

Step 5: Institutionalization & Long-Term Sustainability

Policy & Budget Integration

- District staffing plans
- Board policies
- Collective bargaining (where applicable)
- Secure recurring budget line items

Leadership & Knowledge Transfer

- Document processes and playbooks
- Cross-train staff to avoid single points of failure

Continuous Improvement Plan

- Establish annual review cycles
- Set long-term vacancy reduction targets (3–5 years)

Longevity Planning Work Session

Sustainability Planning Work Session

Use calendar to plan
and brainstorm

Consult companion
page to help guide
your planning

Flag an ISBE person
to thought partner or
consult with your
team/table

Determine next
steps when you get
back to your district

Summit Closing and Celebration

Meagan Budke

Share out

What is one action step that you will take back to your district?

Recognize. Recruit. Rise



3-PRONGED APPROACH



LOCAL EXPERTISE



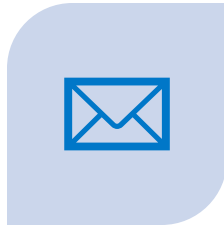
TEACHER VACANCY GRANT
WEBPAGE RESOURCES

Reminders and Staying Connected



TeacherVacancyGrant@isbe.net

TVG team will continue to use the TVG email to communicate with grantees



Get cards and contacts from the people around you



May 31

Amendment date for project end of June 30



August 1

amendment date for project end of August 31

The background is white and decorated with festive elements. At the top, there are two strings of bunting flags in blue, green, and dark blue. Scattered throughout the page are various colored confetti pieces, including circles, ovals, and triangles in shades of blue, green, red, and orange. A dark blue curved shape is at the bottom.

Celebration!

In-Person Hours

Optional in-person hours to connect with TVG Team located at back of the room!

Thank you for your attendance!

