Teacher Vacancy Grant FY 2024

"The teacher vacancy grant allowed me to take the first steps not only as a teacher, but as a young adult fresh out of college. Being able to have some breathing room financially at this stage in my life is something that I am truly grateful for."

-- Nate Borders, 2023-24 First Year Teacher

Springfield School District 186

$298,000
Annual Grant Award

The Challenge

Our district faces significant teacher recruitment and retention challenges, particularly in special education. In June 2023, we had 50 unfilled teaching positions, which decreased to 24 by August 2023; however, 15 of the remaining vacant positions were in special education. The ongoing shortage of applicants for all roles continues to challenge our district's hiring efforts.

Strategic Local Investments

Strategy 1: Student Teacher Stipends

TVG funding allows us to pay student teacher salaries, ensuring they are supported during their teaching placements. This investment fosters professional growth while alleviating financial barriers for aspiring educators.

Outcomes

- 100% of student teachers whose salaries were paid were retained for school year 2024-25.

Strategy 2: Service Staff Bonuses

TVG funding provides bonuses and stipends for educators filling hard-to-staff positions in special education. This initiative aims to attract and retain qualified professionals to support students with specialized needs, while also providing growth opportunities for teachers.

Outcomes

- Reduced speech language pathologist, psychologist, social worker and special education teacher vacancies from 16 to 10 in 2024-25

Strategy 3: New Teacher Bonuses

TVG funding allows us to offer bonuses to new teachers as an incentive for retention. This support aims to reduce turnover and build a stable, committed teaching workforce.

Outcomes

- The bonus was given during SY 2023-24 to 20 first-year teachers who had student taught with our district during SY 2022-23. We were able to retain 85% of those teachers for the 2024-25 school year.