



Teacher Vacancy Grant Pilot Program

Funding Announcement Webinar

June 27, 2023

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Program Overview/Goals

WHY

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

WHAT

- 3-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

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Grant Funding Design

- Precision Eligibility and Maximum Grantee Flexibility
- Formula grant - 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

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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.
- Solutions may include, but are not limited to:
 - Signing bonuses
 - Housing stipends/Down payment assistance
 - Other hiring/retention incentives: transportation, supplies, childcare
 - Tuition & fees, student loans, licensure fees, etc.
 - Payment during student teaching
 - Partnerships to create new pipelines of talent
 - Instructional materials and retention supports like teacher leadership opportunities



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

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Award Information

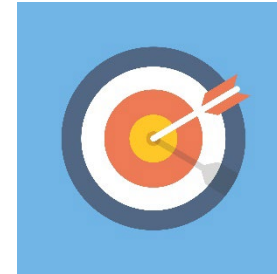
- **Total Award** = Base + Variable Funding based on FY23 unfilled teaching positions
- Base Options:
 - 11+ unfilled teaching positions receive a \$200,000 base
 - 6-10 unfilled teaching positions receive a \$125,000 base
 - Fewer than 6 unfilled teaching positions receive a \$75,000 base
- Sample district with 14 unfilled positions:
$$\$200,000 + (\$8582.20 \times 14) = \$320,150.80$$

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Selection

- 170 Public School Districts
- FY23 EBF Tier 1, 2 or 3
- 60% Rural and 40% Urban
- Highest Counts of Unfilled Teaching Positions



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

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Application Questions



1. Characterize the relevant local context for the need for teacher vacancy support (e.g., most of our vacant positions are in our middle school, new teacher attrition is on the rise with new teachers staying an average of only two years).



2. Explain the identified causes of teacher staffing challenges in the district.



3. Describe your plan to use funds to address the causes of staffing shortages and strengthen your teacher workforce during the grant term.



4. Share how the programming will be sustained beyond the term of the grant.



Main Page View

Overview	Applicant Information	Amendments	Data Analysis/Grant Planning	Budget Pages	PRA - ISBE Specific	GATA Pages	Assurance Pages	Submit	Application History	Page Lock Control	Application Print
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Overview	
Program:	Teacher Vacancy Grant Pilot Program
Purpose:	The purpose of the program is to reduce unfilled teaching positions by providing direct financial assistance to school districts with highest numbers of unfilled teaching positions and allowing them to design strategic, innovative solutions that meet their unique needs and contexts.
Funding:	NOTE: Allocations and payment under this grant are subject to appropriation action by the Illinois General Assembly or, for federal programs, the U.S. Congress. Obligations of the State Board of Education will cease immediately without further obligation should the agency fail to receive sufficient state, federal, or other funds for this program.
Program Type:	State, Formula-based
Funding Opportunity Number and Name:	2024-3999-VP
CSFA Number and Title:	Teacher Vacancy Grant Pilot Program, 586-41-3184
GATA Requirements:	GATA Website GATA Rules GATA Legislation
2 CFR Part 200 Requirements:	Code of Federal Regulations/Title 2 - Grants and Agreements/Vol 1/2014-01-01192
Application Due Date:	July 30, 2023 to receive a July 1, 2023 start date. Note that no activities can occur until a substantially approvable application is received by ISBE, and no funding will be disbursed until final approval is received.
Amendment Due Date:	Not later than 30 calendar days prior to the ending date of the program
Activity Period:	This is dependent on the grant.
Begin Date:	July 1, 2023, if received by the due date, or the receipt date of a substantially approvable application, whichever is later
End Date:	June 30, 2024 unless an extension is approved on the Applicant Information page
Expenditure Reports:	Expenditure reports should be completed at a minimum of quarterly via the IWAS system. A final cumulative expenditure report for all expenditures will be due no later than 90 days after the grant end date.
Program Reports:	Programmatic reporting should be completed at a minimum of annually via the IWAS system. Additional reporting requirements may be required, as determined by the applicant's risk assessment.
Fiscal Information:	State and Federal Grant Administration Policy, Fiscal Requirements, and Procedures (Includes Function and Object Code descriptions) Part 100 - Requirements for Accounting, Budgeting, Financial Reporting, and Auditing
Instructions:	Instructions
Frequently Asked Questions:	FAQ Document/Webinar Information
Contact Information:	Jennifer Kirmes 312-814-1088 teachervacancygrant@isbe.net



Application Question View

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

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2. Explain the causes of teacher vacancies in the district and in specific schools.

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3. Describe the district's plan for utilizing grant funds to reduce unfilled teaching positions in schools of greatest need throughout the district.

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4. Describe the district's plan to sustain reduced unfilled teaching positions beyond the term of the grant.

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Budget Grid View

Budget (Read Only)

[Instructions](#)

LINE	FUNCTION	EXPENDITURE ACCOUNTING	SALARIES 100	EMPLOYEE BENEFITS 200	PURCHASED SERVICES 300	SUPPLIES & MATERIALS 400	CAPITAL OUTLAY*** 500	OTHER OBJECTS 600	NONCAP EQUIP*** 700	TOTAL
1	1000	Instruction								
2	2110	Attendance & Social Work Services								
3	2120	Guidance Services								
4	2130	Health Services								
5	2140	Psychological Services								
6	2150	Speech Pathology and Audiology Services								
7	2210	Improvement of Instruction Services								
8	2220	Education Media Services								
9	2230	Assessment & Testing								
10	2300	General Administration								
11	2400	School Administration								
12	2510	Direction of Business Support Services								
13	2520	Fiscal Services**								
14	2530	Facilities Acquisition & Construction**								
15	2540	Operation & Maintenance of Plant Services								
16	2550	Pupil Transportation Services								
17	2560	Food Services								
18	2610	Internal Services**								
19	2620	Planning, Research, Dev. & Eval. Services								
20	2630	Information Services								
21	2640	Staff Services								
22	2660	Data Processing Services								
23	2900	Other Support Services								
24	3000	Community Services								
25	4000									
29	Total Direct Costs									
30	Indirect Costs									
31	Total Budget									

* If expenditures are shown, the indirect cost rate cannot be used.
 ** Capital Outlay cannot be included in the indirect cost calculation.



Timeline for Grant Application

May

FY24 Budget Executed

June 2023

Grant application opens ~6/28

July 2023
FY24 begins

Grant applications reviewed and approved

Begin Communities of Practice

Program Implementation

Award notices go out ~6/8

Webinar for selected districts

ISBE office hours to support districts with applications

August 2023

Grant application completion target ~8/26

District eligibility finalized

Award amounts determined via formula grant



Technical Assistance and Support

- Regular office hours with ISBE staff and informational webinars
- Strategic Supports: Strategy briefs and technical assistance for practices outside typical expertise of superintendents
- Communities of Practice for similar districts deploying similar strategies



Technical Assistance and Support

Office Hours – Links will be added to the [Teacher Vacancy Grant page](#).

July 5, 2:30 – 4 p.m.

July 12, 3 – 4:30 p.m.

July 19, 2:30 – 4 p.m.

July 25, 9 – 10:30 a.m.

August 1, 2:30 – 4 p.m.

August 9, 2:30 – 4 p.m.

August 15, 2:30 – 4 p.m.



Strategy Briefs

- Positive Working Conditions
- 1+2+2 (College Credit Articulation Maps)
- Apprenticeships
- Creating Better Career Pathways
- Grow Your Own CTE Programs
- Incentives
- Improving Hiring Practices
- Residency Programs
- Strengthening Teacher Mentoring + Induction
- Teacher Home Loan Assistance
- Teacher Planning & Collaboration



Additional Opportunities

- CTE Education Career Pathway Grants
- Apprenticeship Pilot (Coming soon w/ DCEO)
- Affinity Groups Network
- New Teacher Coaching and Mentoring Program (IEA/IFT)
- Alternative Programs Flexibility (SB2390)
- Strategic Pathways to Teaching Partnership
- Short Term Approvals

How else can ISBE help you address unfilled teaching positions?

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Questions

Specific Questions may be directed to teachervacancygrant@isbe.net

Resources for the grant will be posted here:

<https://www.isbe.net/Pages/Teacher-Vacancy-Grant-Pilot-Program.aspx>



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