

**Vermont State Senate
Vermont Senate Education Committee**

**Testimony of Jeffrey Francis, Executive Director for the Vermont
Superintendents Association**

January 21, 2022

Senate Bill 211

Thank you for the opportunity to provide testimony on S.211 and the related questions transmitted by Daphne Kinney-Lannis on behalf of Chair Campion.

Regarding S.211 specifically, my view is that it is useful legislation and I would urge the Senate Education Committee to expand the scope of the Study Committee charge to include all education-related positions working within the public education community.

Workforce shortages and waning enthusiasm for a career in public education are not exclusive to teachers. It stands to reason that to the extent that interest is diminishing for the teaching profession, in the future that reduction in interest will result in fewer teachers interested in serving as principals, special education directors, curriculum leaders and superintendents. Shortages exist for those positions as well and we are already hearing that teachers are sometimes reluctant to consider administrator positions because of working conditions, pay differentials, length of work-year and quality of life considerations.

My suggestion is that the statement of purpose for the bill be modified to read: This bill proposes to create the Vermont Educator Careers Study Committee to study and make recommendations on how to increase interest in careers in public education in Vermont elementary and secondary schools.

All related provisions of the bill could be adjusted accordingly.

With respect to the questions:

What can we do for teachers and school personnel in the future? and; What can we do to support teachers and school personnel right now?

I opened a short survey this morning to gather suggestions for those specific questions from superintendents and assistant superintendents. My plan is to collect responses through early next week. My colleague Chelsea Myers and I will then develop a summary of the results and provide that information to the Committee upon completion. We will likely include some research that Chelsea has undertaken on the subject.

Thank you again for the opportunity to testify.