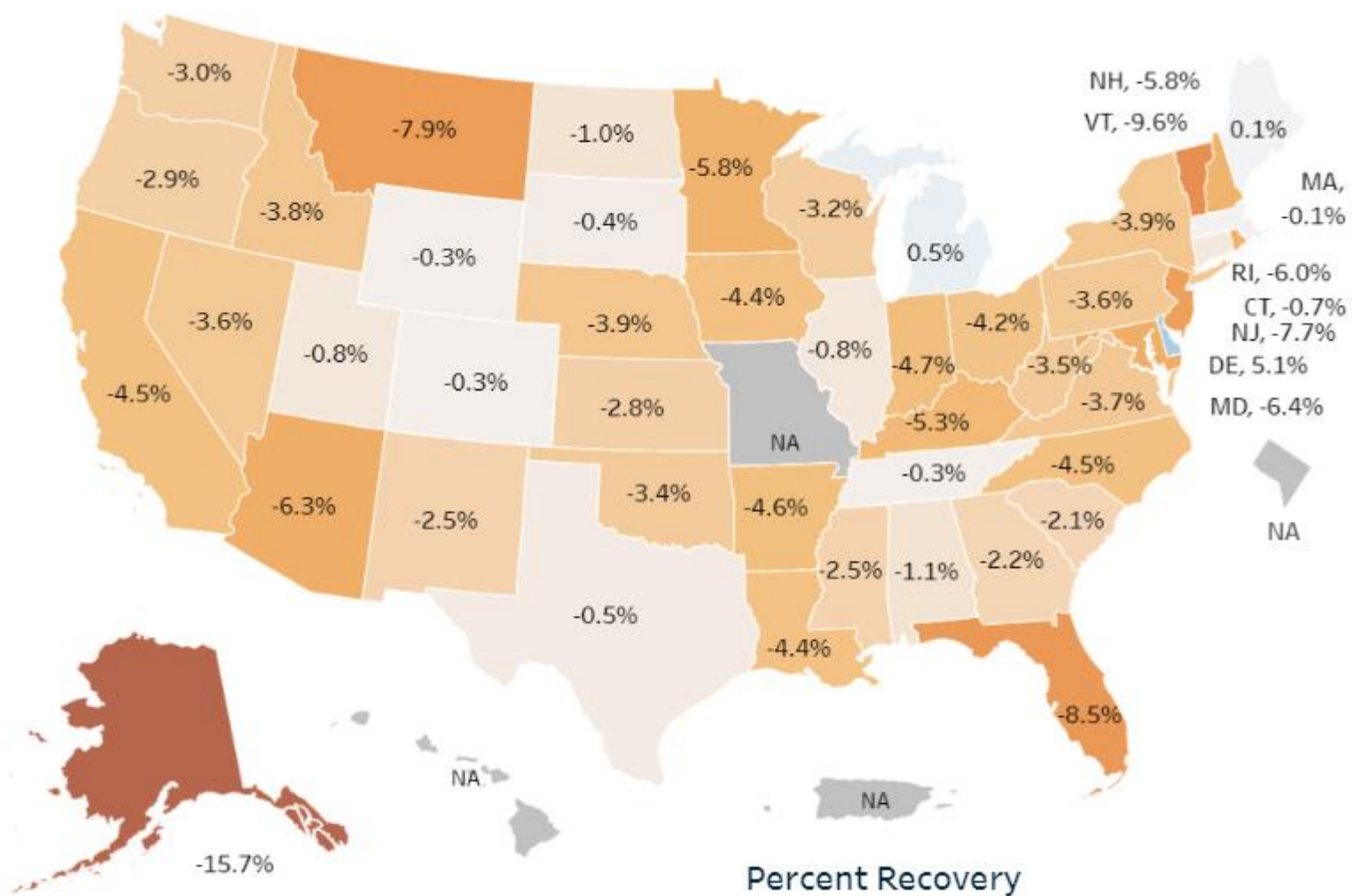


Emerging Pathways

Vermont Agency of Education

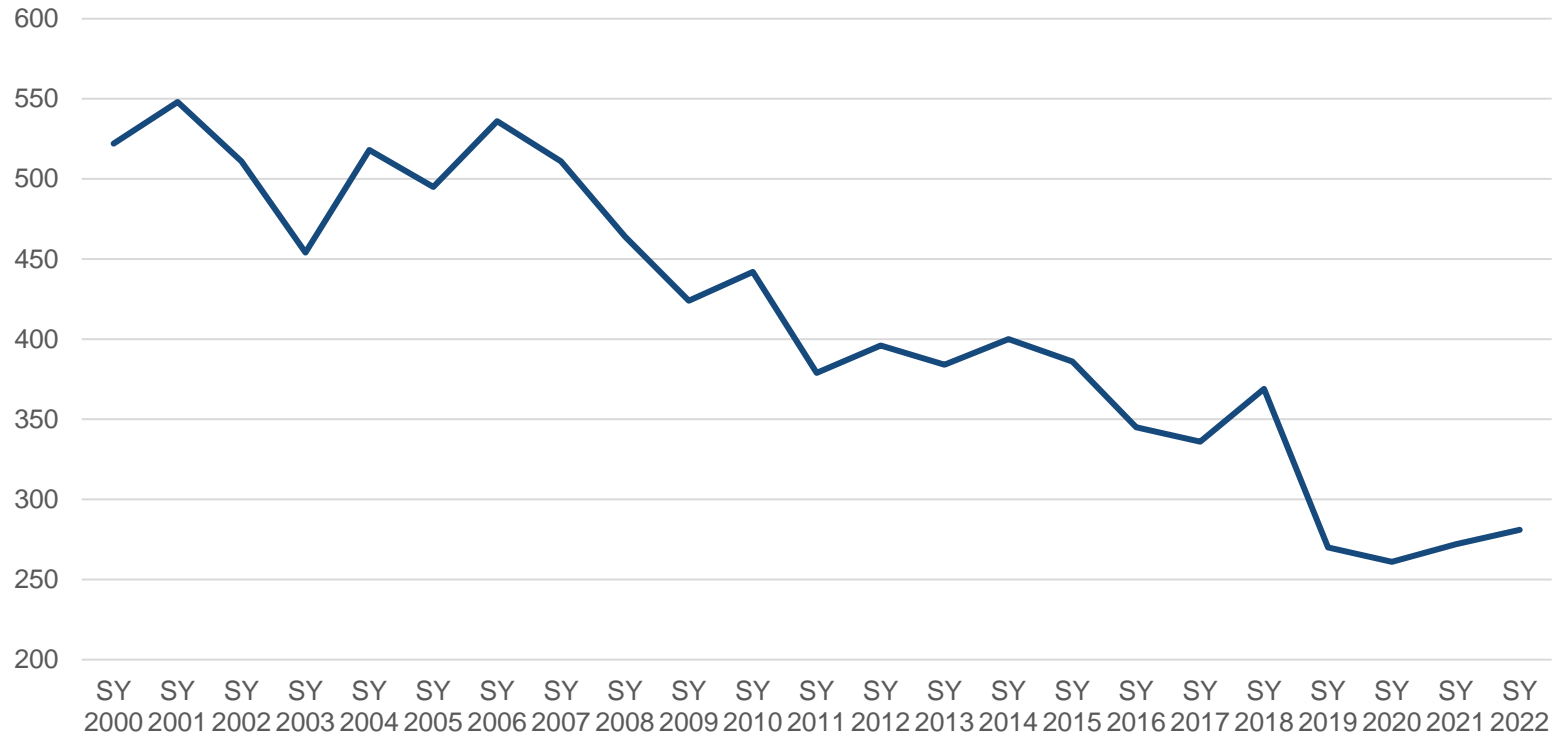


Progress Toward Returning to Pre-Pandemic Staffing Levels

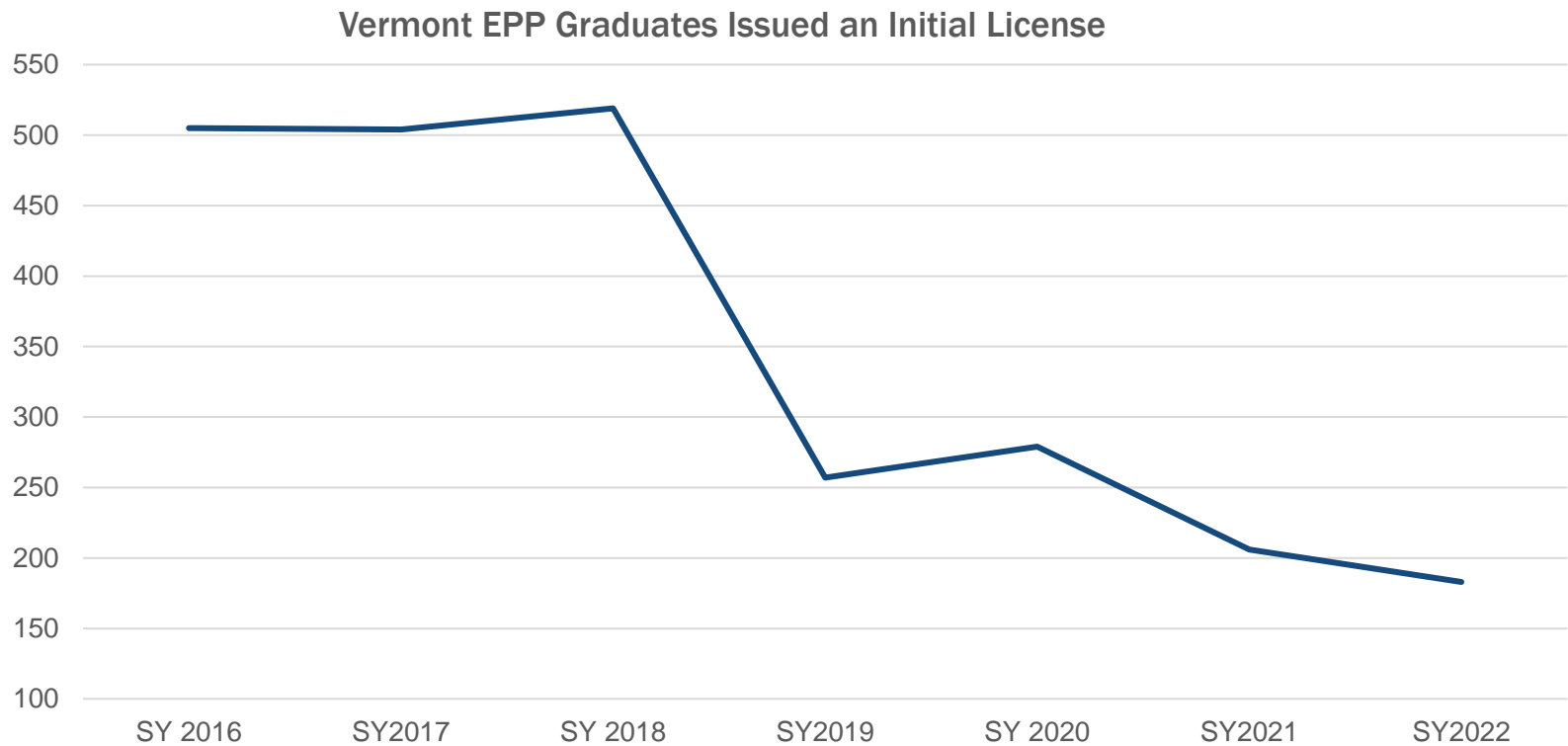
USED has identified Vermont as behind only Alaska in percent change in local government education employment, adjusted for child population change (i.e. student enrollment). Link: [here](#)

Traditional Program Completers

Traditional Program Completers

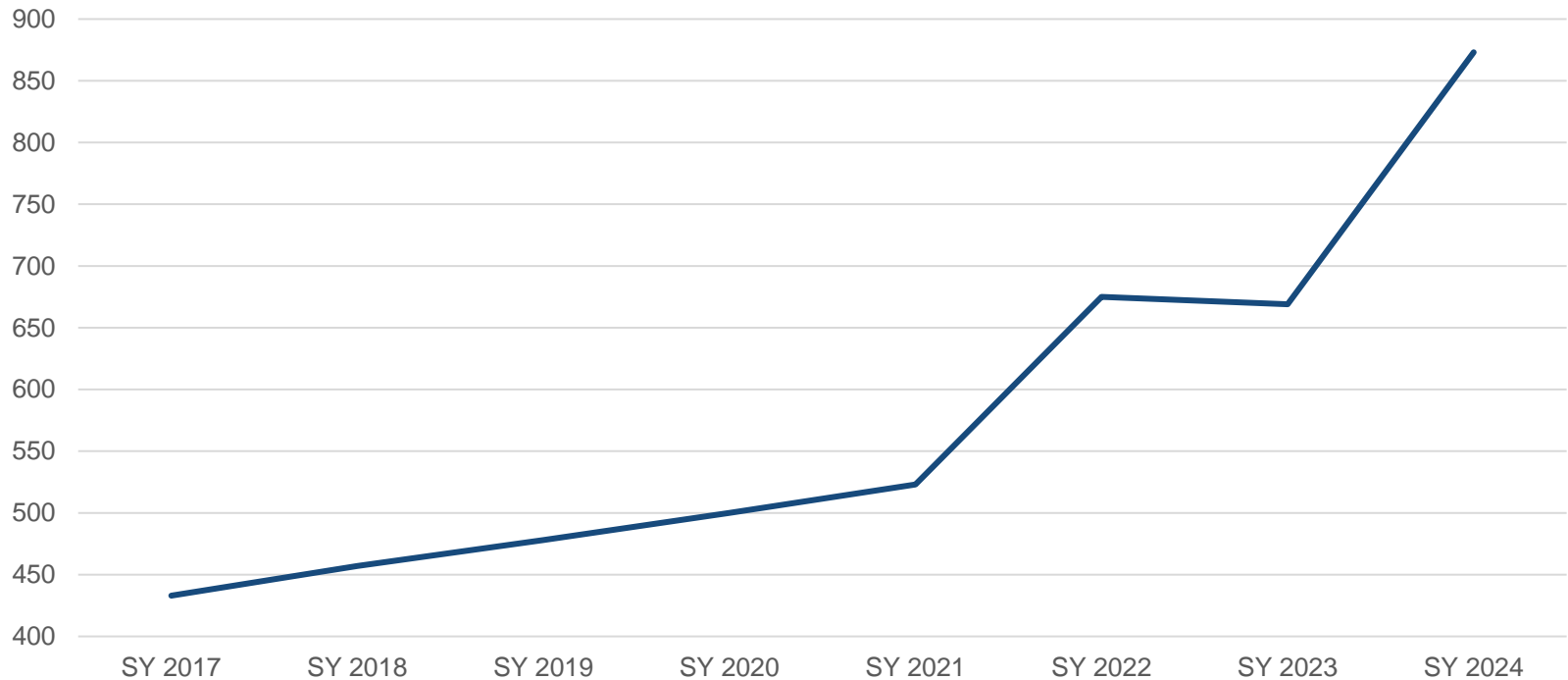


VT graduates earning a license



Temporary License (E&P)

Provisional and Emergency Licenses Issued



2023/24 Temp licenses

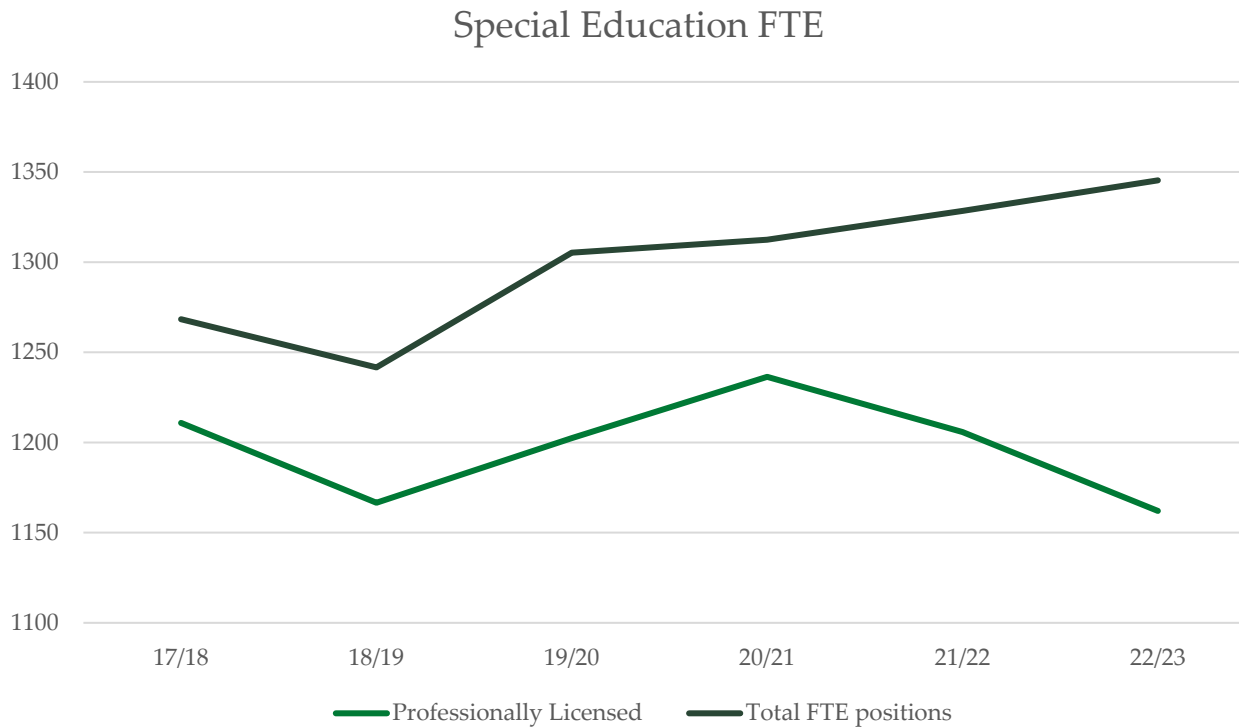
- 641 Provisional licenses issued June 1, 2023 – Feb 2, 2024
 - 129 Special Educator
 - 74 Elementary Education
 - 37 School Counselor
 - 34 Principal
 - 27 Early Childhood Education
- 144 Emergency Licenses
 - 48 Elementary Education
 - 19 Mathematics (middle and secondary combined)
 - 11 School Librarian
 - 12 Physical Education
 - 7 Early Childhood Education
 - 8 Health Education
- 88 Additional pending applications currently in process

Special Ed Trends

AOE SPECIAL EDUCATION PERSONNEL SURVEY

	Fully Qualified	Not fully Qualified	Vacancy	Total FTE positions	%FTE qualified
17/18	1210	39	17	1268	95%
18/19	1166	52	22	1241	94%
19/20	1202	76	26	1305	92%
20/21	1236	45	30	1312	94%
21/22	1205	73	49	1328	91%
22/23	1162	109	73	1345	86%
23/24	1156	154	60	1369	84%

Special Ed FTE



Elementary Education



VERMONT

High Quality Staffing

2021-22

Overview

| Properly Licensed Teachers

| Educator Retention

- HQ Staffing – looks at fully licensed teachers. Bottom 20% of buildings – all but two are Elementary schools
- Retention – looks at number of teachers employed more than 3 years. Bottom 20% of buildings – all but two are Elementary Schools

A Root Cause? Education Workforce and Working Moms

- “In the spring of 2020, 3.5 million mothers left their job, driving the labor force participation rate for working moms from around 70% to 55%.” U.S Chamber of Commerce, [A Decline of Women in the Workforce](#)
- 89% of elementary teachers are women compared to 64% high school teachers (and Elem Ed teachers are paid less). NCES, [Characteristics of Public School teachers](#)
- 48% of public school teachers have a child living at home. We are Teachers, [Why The Pandemic's Crunch on Women Has Hit Teaching Particularly Hard](#)
- Most individuals graduate college at 22 years old. The average age for first child in Orleans County is 24.7 Years old, 25.9 in Rutland County, and 28.9 years old in Chittenden County. NYT, [The Age that Women Have Babies: How a gap Divides America](#)
- “As childcare becomes more difficult to access, women are more likely to stay out of or leave the workforce” Brookings [Why has COVID-19 been especially harmful for working women?](#)

State Funded Grants

Emerging Pathways and Affinity Group Grants

- January 2024 – Grant Development process began
- Anticipated - grant applications currently being finalized in GMS this week, with go-live goal the 1st week of March.
- 2-3 week application window.
- End of March/Early April - Rapid Review by EQ division staff to obligate funds ASAP
- August/September - Request Carry Forward for unspent funds
- EQ staff have been in constant communication with interested stakeholders, and have been securing additional funding opportunities

COVID set-aside funding

NEA GROWVT-ED

- Lead: Julie Longchamp
- Supporting educators on Provisional licenses and paraeducators through Peer Review
- Providing VLP support, mentoring, and content area coaching
- Candidates are submitting high quality portfolios and being recommended.

VREC

- Lead: John Castle
- Collaborating with SU/SD leadership on Registered Apprenticeships and Pre-apprenticeships for Teaching
- Developing program models for SU/SD and IHE partnerships
- Identifying sustainable funding models that maximizes existing local dollars
- Leveraging existing local programs to expand mentoring and coaching opportunities

AOE/VDOL Grant and MOU

- \$300,000 State Apprenticeship Expansion Formula funding from US DOL
- Designated AOE staff member on Pre-Service team to support development of Registered Apprenticeship Programs for teaching
- Apprentice Mentor training and programming
- Can lead to additional competitive DOL funding opportunities