



STATE OF CONNECTICUT

DEPARTMENT OF EDUCATION



Series 2014-2015
Circular Letter: C-3

TO: Superintendents of Schools
Principals of Schools

FROM: Dr. Dianna R. Wentzell 
Commissioner of Education

DATE: May 20, 2015

SUBJECT: Teacher Shortage Areas, 2015-16 School Year

Pursuant to Section 10-8b of the Connecticut General Statutes (C.G.S.), the following endorsement areas are designated as teacher shortage areas for the 2015-16 school year:

Certification Endorsements

- Bilingual Education, PK-12
- Comprehensive Special Education, K-12
- Intermediate Administrator
- Mathematics, 7-12
- School Library and Media Specialist
- Science, 7-12
- Speech and Language Pathologist
- Technology Education, PK-12
- Teaching English to Speakers of Other Languages (TESOL), PK-12
- World Languages, 7-12

Teachers who teach in one of the shortage areas can benefit from the following state programs:

Teachers' Mortgage Assistance Program

Section 8-265pp of the C.G.S. provides for a mortgage assistance program for the purchase of a principal residence for certified teachers who are:

1. Employed by priority or transitional school districts.
2. Employed by the State of Connecticut, in a technical high school that is located in a priority or transitional school district.
3. Teaching in a subject matter shortage area pursuant to Section 10-8b of the Connecticut General Statutes.

In the case of certified teachers teaching in a priority or transitional school district, or in a technical high school located in a priority or transitional school district, the dwelling must be located in the district in which the school is located.

The Teachers' Mortgage Assistance Program is an important incentive designed to alleviate shortage areas and to have educators live in the community in which they teach. The program is administered by the Connecticut Housing Finance Authority (CHFA) through its participating lenders.

All eligible teachers seeking a mortgage through this program will be required to have a Statement of Eligibility signed by the Superintendent of Schools in their district. Attached is the Statement of Eligibility that you may copy and distribute to eligible teachers. This signed Statement will be required by the mortgage lender for proof of eligibility.

Any questions or concerns regarding the Teachers' Mortgage Assistance Program may be directed to the Single Family Underwriting Unit at CHFA at 860-571-3502.

Rehiring of Retired Teachers

Retired teachers may be reemployed without being subject to the statutory earnings limit if they teach in a subject shortage area for the school year in which they are employed. The period of employment may last one full school year and may be extended for an additional year, subject to prior approval of the Teachers' Retirement Board. If you have questions about this program, please contact Darlene Perez at the Teachers' Retirement Board at 860-241-8400.

Federal Shortage Area Programs

Teachers holding certifications in the state-designated shortage areas may be eligible for:

- targeted teacher deferment for borrowers under the Family Federal Education Loan (FFEL) and Federal Supplemental Loans for Students (SLS) programs (34 CFR 682.210(q));
- cancellation of up to 100 percent of their debt under the Federal Perkins Loan Program for full-time teaching in fields of expertise (34 CFR 674.53(c)); or
- reduction of the teaching obligation for scholars under the Paul Douglas Teacher Scholarship Program (34 CFR 653.50(a)).

Additionally, teaching in a shortage area enables grant recipients under the Teacher Education Assistance for College and Higher Education (TEACH) Grant Program to fulfill their teaching obligations (34 CFR 686.12(d)).

Please refer Federal Stafford/SLS and Federal Perkins Loan borrowers who have general questions concerning their loan(s), including the teacher shortage area deferment, to the Federal Student Aid Hotline at 1-800-4FED-AID, and refer Douglas Scholars to the state agency that awarded the scholarship.

Connecticut Recruitment and Training Initiatives to Address Shortage Areas

The Connecticut State Department of Education's (CSDE) Talent Office continues to implement strategic initiatives that attract qualified candidates to the education profession, especially in the shortage areas.

Among the talent initiatives approved by the State Board of Education are a variety of alternate route to certification programs which focus on recruiting and training educators for high needs teaching and administration areas. These programs vary from training educators for a first-time certificate to training certified educators for additional advanced certification endorsement areas of teaching, reading or administration. *A bachelor's degree or higher is a prerequisite for these alternate route programs.* Candidates without a bachelor's degree should refer to a [Guide to Approved Educator Preparation Programs in Connecticut](#).

Alternate Route to Certification Programs

First-Time Certificates:

- Office of Higher Education Alternate Route to Certification ([ARC](#)) Program prepares qualified candidates with content knowledge and relevant work experience for a first-time certificate in secondary content areas or PK-Grade 12 certification areas.
- Teach for America ([TFA](#))- Connecticut prepares candidates with content knowledge for a first-time certificate in elementary or secondary certification areas.
- [Alternate Route to Certification in Early Childhood Education](#) at Charter Oak State College prepares qualified candidates for a first-time endorsement in Integrated Early Childhood/Special Education, Birth – K (#112).

Cross-Endorsements:

- Alternate Route to Certification for Teachers of English Language Learners ([ARCTELL](#)) at ACES prepares qualified candidates who already hold a teaching certificate for a cross-endorsement in Teaching English as a Second Language (TESOL), Grades PK-12 (#111) and Bilingual Education (#902-974).
- Alternate Route to Certification for Teachers to Become Library Media Specialists ([ARCLMS](#)) at ACES prepares qualified candidates who already hold a teaching certificate for a cross-endorsement in School-Library Media Specialist (#062).
- Advanced Alternate Route to Certification ([AARC](#)) for Special Education at CREC prepares qualified candidates who already hold a teaching certificate for a cross-endorsement in Comprehensive Special Education K-12 (#165).
- Advanced Alternative Program ([AAP](#)) for Literacy Specialist at Albertus Magnus College prepares qualified candidates who already hold a teaching certificate for a cross-endorsement in Remedial Reading and Remedial Language Arts 1-12 (#102).

Administration Endorsement:

- [Residency Program for School Leadership](#) through Achievement First prepares aspiring school leaders through a one-year training and residency program for an initial Intermediate Administration and Supervision Endorsement #092.

Leadership Development Program

The CSDE supports the need to provide professional learning to develop leaders for the wide range of administrative positions at the school and district levels. The administrator shortage may be addressed through efforts that encourage teachers who hold an administrative certificate and have high potential to serve in school and district leadership roles to participate in training that further develops their leadership skills. To that end, the CSDE, in collaboration with the Connecticut Center for School Change and its partners, are working to implement a leadership development program called **LEAD Connecticut**. This program is being designed by CSDE in collaboration with Connecticut Associations of Public School Superintendents (CAPSS), Connecticut Association of Boards of Education (CABE), Connecticut Association of Schools (CAS), UCONN and New Leaders. Through various offerings, the program recruits current and aspiring principals to participate in leadership development programs such as the Turnaround Principal Program (TPP) and the UCAPP Residency Program, which prepares candidates to earn a 092 certificate through a one-year program combining rigorous coursework with a full-year residency.

For additional information about the information in this memo, please contact:

- Designation of teacher shortage areas:
Michael Sabados, michael.sabados@ct.gov, 860-713-6856
- Talent Office Initiatives to address shortage areas:
Nancy Pugliese, nancy.pugliese@ct.gov, 860-713-6708

DRW:np
Attachment

**Statement of Eligibility
for Participation in the
CHFA Teachers' Mortgage Assistance Program**

I hereby certify that: _____
(Name of Applicant)

Check only **one** box:

- Holds a valid Connecticut certificate, is employed as a teacher in his/her respective endorsement area(s) and is employed as a teacher in a priority school district or transitional school district as designated by the Connecticut School Improvement Initiative.

OR

- Holds a valid Connecticut certificate and is employed as a teacher in his/her respective endorsement area(s) in one of the following 2014-15 identified certification endorsement shortage areas:

(Check One)

- _____ Bilingual Education, PK-12
- _____ Comprehensive Special Education, K-12
- _____ Intermediate Administrator
- _____ Mathematics, 7-12
- _____ School Library and Media Specialist
- _____ Science, 7-12
- _____ Speech and Language Pathologist
- _____ Technology Education, PK-12
- _____ TESOL, PK-12
- _____ World Languages, 7-12

Signed: _____

(Original Signature of: Superintendents of Schools, Charter School Directors, Principals of Endowed & Incorporated Academies, Executive Directors of Regional Educational Service Centers, or Directors of State Approved Non-Public Special Education Facilities)

Typed Name & Title of Signatory: _____

School District: _____

Telephone: _____ Date: _____