



STATE OF CONNECTICUT
BOARD OF EDUCATION



TO: Superintendents of Schools
Superintendents of Unified School Districts
Directors of Public Charter Schools
Directors of Approved Private Special Education Programs
Executive Directors of Regional Educational Service Centers

FROM: Dr. Miguel A. Cardona
Commissioner of Education

DATE: April 7, 2020

SUBJECT: Designation of Certification Shortage Areas, 2020-21 School Year

Pursuant to Section 10-8b of the Connecticut General Statutes (C.G.S.), the following endorsement areas are designated as certification shortage areas for the 2020-21 school year:

Certification Endorsements

Connecticut Teacher Shortage Areas for 2020-21

| Certification Endorsement | Grades | Shortage Area Designation |
|---|---------|---------------------------|
| Bilingual Education | PreK-12 | Statewide |
| Mathematics | 4-12 | Statewide |
| Special Education* | PreK-12 | Statewide |
| School Library and Media Specialist | PreK-12 | Alliance Districts only** |
| School Psychologist | PreK-12 | Statewide |
| Science | 4-12 | Statewide |
| Speech and Language Pathologist | PreK-12 | Statewide |
| Technology Education | PreK-12 | Alliance Districts only |
| Teaching English to Speakers of Other Languages (TESOL) | PreK-12 | Statewide |
| World Languages | 7-12 | Statewide |

*The Special Education shortage area designation comprises Partially Sighted, Deaf/Hard of Hearing, Blind, and Comprehensive Special Education teaching endorsement codes.

**The Alliance District program is a unique and targeted investment in Connecticut’s 33 lowest-performing districts. Connecticut General Statute Section 10-262u establishes a process for identifying Alliance Districts and allocating increased Education Cost Sharing (ECS) funding to support district strategies to dramatically increase student outcomes and close achievement gaps by pursuing bold and innovative reforms.

Teacher shortage areas are determined by a combination of supply and demand. The shortage areas above represent certification endorsement areas where significant vacancies exist, where educator preparation programs (EPPs) do not produce enough graduates to meet the needs of Connecticut’s PreK-12 student population, and/or where a disproportionate number of teachers who are not certified in the appropriate field are being hired to teach such courses. This information can be used to determine the current and projected needs of classroom teachers for specific subject areas in the upcoming school year. The process used to determine these teacher shortage areas is presented in [Connecticut Teacher Shortage Areas Report 2020-21](#).

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

Teachers' Mortgage Assistance Program

Per Section 8-265pp of the C.G.S., as amended by Public Act 19-74 (*Effective July 1, 2019*), a mortgage assistance program is provided for the purchase of a primary residence for certified teachers who:

1. are employed by priority or transitional school districts;
2. are employed by the State of Connecticut in a technical high school that is located in a priority or transitional school district;
3. teach in a subject matter shortage area pursuant to Section 10-8b of the C.G.S.;
4. graduated from a public high school in an education reform district as defined in Section 10-262u of the C.G.S.; or
5. graduated from an historically black college or university or a Hispanic-serving institution.

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. 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 (TRB). If you have questions about this program, please contact TRB staff, Patricia Balzano, at 860-241-8419, or Erik Wright, at 860-241-8428.

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)]; and
- cancellation of up to 100 percent of their debt under the Federal Perkins Loan Program for full-time teaching [34 CFR 674.53(c)].

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 1-800-433-3243.

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 designated shortage areas.

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

Alternate Route to Certification Programs

First-Time Certificates:

- The 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.
- Teach For America ([TFA](#))-Connecticut prepares candidates with content knowledge for a first-time certificate in elementary or secondary certification areas.
- [Relay Graduate School of Education](#) is an accelerated route to certification focused on "grow-your-own" recruitment efforts with partner districts (e.g., paraeducators). They currently offer certification in elementary education, as well as secondary science, math, and English/Language Arts.

Cross-Endorsements (for candidates already holding an initial teaching certificate):

- Alternate Route to Certification for Teachers to become Library Media Specialists ([ARCLMS](#)) at ACES prepares qualified candidates for a cross-endorsement as a School-Library Media Specialist (#062).
- Advanced Alternate Route to Certification ([AARC](#)) for Special Education at CREC prepares qualified candidates for a cross-endorsement in Comprehensive Special Education, K-12 (#165).
- Alternate Route to Certification for Teachers of English Learners ([ARCTEL](#)) at ACES prepares qualified candidates for a cross-endorsement in Bilingual Education (#902-974).

- Educators who hold a valid Initial, Provisional, or Professional Educator Certificate with a *teaching* endorsement, can add an additional endorsement in the following content areas by obtaining a passing score on the appropriate Praxis II/ACTFL test(s):
 - **World Language, 7-12** (French #018, German #019, Italian #020, Russian #022, Spanish #023, Chinese #318, Portuguese #317, Other World Languages #024)
 - **Mathematics, 4-12** (Middle School, 4-8, #229, Secondary, 7-12, #029)
 - **Science, 4-12** (Biology, Middle School, 4-8, #230; Biology, Secondary, 7-12, #030; Chemistry, Middle School, 4-8, #231; Chemistry, Secondary, 7-12, #031; Physics, Middle School, 4-8, #232; Physics, Secondary, 7-12, #032; Earth Science, Middle School, 4-8, #233; Earth Science, Secondary, 7-12, #033; General Science, Middle School, 4-8, #234; General Science, Secondary, 7-12, #034; Integrated Science, Middle School, 4-8, #235).
 - **Technology Education, PreK-12** (#047)

Note: These endorsements cannot be added to vocational certificates, administrative certificates, adult educator certificates, or special service certificates.

For questions about the information contained in this memo, please contact:

- Designation of certification shortage areas:
David Alexandro, david.alexandro@ct.gov, 860-713-6881
- Talent Office initiatives to address shortage areas:
Kimberly Audet, kimberly.audet@ct.gov, 860-713-6829

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