

# Educator Recruitment By the Numbers



Connecticut  
State Department  
of Education  
May 2023

The Connecticut State Department of Education (CSDE) continues to address the educator staffing shortage, with a focus on diversifying the educator workforce. Connecticut has implemented various initiatives and programs to attract and retain qualified educators, such as offering financial incentives, providing alternative pathways to teaching, and offering professional development opportunities. The CSDE will continue to prioritize the recruitment and retention of highly skilled educators to address the teacher shortage and ensure that students have access to the best possible education.



## Northeastern Enhanced Reciprocity Initiative

1,225 content-specific teaching, administrative, and/or special service endorsements issued to 913 educators, resulting in 478 new educators working in nearly 120 Connecticut public school districts.

**1,225**      **913**      **478**      **120**  
Endorsements   Educators   New Educators   Districts



## NextGen Educators Program

Since the program began in 2020, over 200 educators have been placed in classrooms as substitute teachers.

**200**  
Educators



## Grants for Educator Preparation Programs (EPPs)

CSDE partnered with 18 institutions of higher education to help aspiring educators.

\$2 million in funding provided to EPPs over two years to cover licensing and testing fees.

**18**      **\$2 million**  
Institutions   Funding



## Emergency Certifications for Teachers

To assist districts with staffing shortages, the State Board of Education has adopted temporary endorsements that allow educators to temporarily teach other subjects. 416 emergency authorizations issued to 378 educators.

**416**      **378**  
Emergency Authorizations   Educators



## Educators Rising

Connecticut's grow-your-own educator initiative is in 15 schools and has over 480 students engaged in clubs and dual credit courses.

**15**      **480**  
Schools   Students



## Recruiting International Educators

20 individuals received International Teaching Permits in eight districts across the state.

**20**      **8**  
Individuals   Districts



## Connecticut Special Education Employment System (CSEES)

1,107 special education job postings across 131 districts/programs, resulting in 422 placements.

318,066 visits by employers and potential job seekers.

**1,107**      **131**      **422**      **318,066**  
Job Postings   Districts/  
Programs   Placements   Site Visits



## TEACH Connecticut

Has supported more than 1,400 EPP applicants.

Last year alone, TEACH Connecticut supported more than 450 applicants, 45% of whom identify as people of color (POC) and 37% of whom plan to teach in a subject shortage area.

**450**      **45%**      **37%**  
Applicants   Identify as POC   Plan to Teach



## Educators of Color in 2022-23

The percentage of educators of color has increased from 8.3 percent (around 4,372 educators) in 2015-16 to 11.2 percent (6,021 educators) in 2022-23.

**11.2%**      **6,021**  
Percentage of Educators   Number of Educators



## CHESLA Alliance District Teacher Loan Subsidy Program

\$552,178 disbursed to date for teachers in Alliance Districts to refinance student loan debt.

**\$552,178**  
Disbursed to Date