

Educator Recruitment By the Numbers

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.



Enhanced Reciprocity Initiative

3,200 content-specific teaching, administrative, and/or special service endorsements issued to 2,394 educators, resulting in 1,371 new educators working in 187 Connecticut public school districts and approved private special education programs.

3,200 **2,394** **1,371** **187**
Endorsements Educators New Educators Districts



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. 507 educators received emergency certifications.

507
Educators



The Aspiring Educators Diversity (AED) Scholarship Program

Up to \$10k available annually for undergrad and graduate students from a public high school in a priority school district, and enrolled in an approved CT educator preparation program.

183
Scholarships Awarded



Connecticut Special Education Employment System (CSEES)

3,204 special education job postings across 178 districts/programs, resulting in 1,878 placements.

1,432,444 visits by employers and potential job seekers.

3,204 **178** **1,878** **1,432,444**
Job Postings Districts/
Programs Placements Website Views



Educators of Color in 2023-24

The percentage of educators of color has increased from 8.3 percent (4,372 educators) in 2015-16 to 11.7 percent (6,314 educators) in 2023-24.

11.7% **6,314**
Percentage of Educators Number of Educators



NextGen Educators Program

Since the program began in 2020, over 300 educators have been placed in classrooms as substitute teachers.

300+
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



Educators Rising

Connecticut's grow-your-own educator initiative is in 70 schools and has over 500 students engaged in clubs and dual credit courses.

70 **500+**
Schools Students



TEACH Connecticut

Has supported more than 1,400 EPP applicants.

Last year alone, TEACH Connecticut supported more than 450 applicants, 60% of whom identify as people of color (POC) and 70% of whom plan to teach in a subject shortage area.

450 **60%** **70%**
Applicants Identify as POC Plan to Teach



CHESLA Alliance District Teacher Loan Subsidy Program

\$1.4M disbursed to date to 58 teachers in 18 alliance districts to refinance student loan debt.

\$1.4 million
Disbursed to Date