

# Educator Recruitment By the Numbers

March 2024

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

2,442 content-specific teaching, administrative, and/or special service endorsements issued to 1,834 educators, resulting in 977 new educators working in nearly 175 Connecticut public school districts.

**2,442**      **1,834**      **977**      **175**  
Endorsements      Educators      New Educators      Districts



## NextGen Educators Program

Since the program began in 2020, over 230 educators have been placed in classrooms as substitute teachers.

**230**  
Educators



## 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



## 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



## 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.

**29**  
Scholarships Awarded in Fall 2023



## Educators Rising

Connecticut's grow-your-own educator initiative is in 23 schools and has over 518 students engaged in clubs and dual credit courses.

**23**      **518**  
Schools      Students



## Connecticut Special Education Employment System (CSEES)

2,501 special education job postings across 154 districts/programs, resulting in 1,120 placements.

714,312 visits by employers and potential job seekers.

**2,501**      **154**      **1,120**      **714,312**  
Job Postings      Districts/  
Programs      Placements      Website Views



## 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



## 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



## CHESLA Alliance District Teacher Loan Subsidy Program

\$1M disbursed to date to 58 teachers in 18 alliance districts to refinance student loan debt.

**\$1 million**  
Disbursed to Date