



DIVISION OF ELEMENTARY & SECONDARY EDUCATION

Critical Academic Licensure Shortage Areas for the 2021-2022 School Year

In accordance with Arkansas Code § 6-15-2905, the State Board of Education has authority to approve academic standards in each content area. As described in Arkansas Code Annotated §§ 6-81-608 and 609 (Incentives for Additional Licensure), 6-81-1601 through 6-81-1606 (Financial Incentives for Teaching in Shortage Areas), teachers in shortage areas may be entitled to financial incentives.

The Arkansas Department of Education, Division of Elementary and Secondary Education has designated the following areas as critical academic shortage areas for the 2021-2022 school year.

Art (K-12) French (K-12) Mathematics (7-12) Special Education (K-12)
Chemistry (7-12) Library/Media (K-12) Physics (7-12)

Written objective standards were used in developing the proposed teacher shortage areas. Accordingly, since waivers are granted to public schools as well as private schools in Arkansas, the proposed teacher shortage areas meet the specific requirements found in 34 CFR 682.210(q)(6)(iii). Standards used to determine the shortage areas are based on the most recent available data for the following factors:

- a) Numbers of teachers preparing for Arkansas educator licenses
- b) Numbers of teachers receiving Arkansas licenses for the first time
- c) Numbers of long-term substitute teachers in classrooms, in Arkansas public schools
- d) Numbers of ALP waivers granted to teachers teaching out of their area of licensure
- e) Potential decreases in the teacher workforce due to attrition and retirement

Under § 6-85-109 (Academic Challenge Scholarship – Priority for Teaching Commitment), there are financial incentives for teaching areas specifically listed in the law. State and federal financial aid opportunities for those teaching or seeking licensure in a shortage area include:

1. State Teacher Education Program (STEP) - STEP is a loan repayment program that offers yearly loan repayment grants to current educators teaching in a subject or geographic shortage area in an Arkansas public school. Teachers must reapply each year and are eligible for up to three years.
<https://scholarships.adhe.edu/financial-aid-for-teachers/>
2. Teacher Loan Forgiveness- Provides up to \$17,500 in loan forgiveness for teachers who have served for five years in a school serving low-income families
<https://studentaid.gov/manage-loans/forgiveness-cancellation/teacher>
3. TEACH Grant- Provides grants to students who are completing or plan to complete coursework needed to begin a career in teaching. Students must sign an agreement to serve in which they agree to teach in a high-need field in a school serving low-income families
<https://studentaid.gov/understand-aid/types/grants/teach>
4. Test Fee Reimbursements for Chronically Critical Shortage Area Endorsements
<https://educatorpreparation.wufoo.com/forms/zxrskpn03f0f1b/>

More information about financial aid programs can be found at the Arkansas Division of Higher Education Financial Aid Office (501.371.2000 or <http://scholarships.adhe.edu/>).

Area	# of Teachers in Area by course (TIA)	Preparing			Potential New Hires			Long-term Subs			Teachers Out-of-Field (ALPs)			Potential for Need			Total Score
		Preparing for the license	Preparing as % of TIA	Preparing Score	First-time licenses	FTL as % of TIA	FTL Score	# People LTS	LTS as % of TIA	LTS Score	# ALPs	ALPs as % of TIA	ALP Score	# who are Veterans	Veterans as % of TIA	Veteran Score	
Special Education	3,094	954	30.83%	30.83	411	13.28%	13.28	124	4.01%	40.08	357	11.54%	11.54	270	8.73%	8.73	84
Physics	1,780	24	1.35%	1.35	27	1.52%	1.52	5	0.28%	2.81	17	0.96%	0.96	135	7.58%	7.58	92
Art	1,308	102	7.80%	7.80	63	4.82%	4.82	14	1.07%	10.70	16	1.22%	1.22	119	9.10%	9.10	92
Chemistry	1,883	24	1.27%	1.27	38	2.02%	2.02	4	0.21%	2.12	29	1.54%	1.54	139	7.38%	7.38	92
French	138	5	3.62%	3.62	3	2.17%	2.17	0	0.00%	0.00	1	0.72%	0.72	13	9.42%	9.42	96
Mathematics	2,462	115	4.67%	4.67	116	4.71%	4.71	11	0.45%	4.47	43	1.75%	1.75	179	7.27%	7.27	96
Library	928	117	12.61%	12.61	90	9.70%	9.70	3	0.32%	3.23	46	4.96%	4.96	151	16.27%	16.27	98
Physical Education/Health	5,875	284	4.83%	4.83	268	4.56%	4.56	9	0.15%	1.53	17	0.29%	0.29	473	8.05%	8.05	100
Business	1,791	77	4.30%	4.30	134	7.48%	7.48	2	0.11%	1.12	18	1.01%	1.01	162	9.05%	9.05	101
Computer Science	275	16	5.82%	5.82	56	20.36%	20.36	5	1.82%	18.18	11	4.00%	4.00	8	2.91%	2.91	101
Drama/Speech	698	30	4.30%	4.30	63	9.03%	9.03	2	0.29%	2.87	16	2.29%	2.29	39	5.59%	5.59	103
Life Science (Biology)	1,735	106	6.11%	6.11	97	5.59%	5.59	1	0.06%	0.58	10	0.58%	0.58	135	7.78%	7.78	103
Spanish	421	38	9.03%	9.03	32	7.60%	7.60	3	0.71%	7.13	4	0.95%	0.95	23	5.46%	5.46	103
English / Language Arts	2,697	256	9.49%	9.49	191	7.08%	7.08	12	0.44%	4.45	17	0.63%	0.63	183	6.79%	6.79	105
Social Studies	2,398	278	11.59%	11.59	191	7.96%	7.96	10	0.42%	4.17	41	1.71%	1.71	208	8.67%	8.67	105
Middle Childhood - English	5,724	244	4.26%	4.26	277	4.84%	4.84	10	0.17%	1.75	29	0.51%	0.51	102	1.78%	1.78	105
Family & Cons. Science	639	56	8.76%	8.76	68	10.64%	10.64	2	0.31%	3.13	4	0.63%	0.63	67	10.49%	10.49	105
Elementary Education	14,251	1,510	10.60%	10.60	873	6.13%	6.13	41	0.29%	2.88	49	0.34%	0.34	1,062	7.45%	7.45	106
Middle Childhood - Math	5,018	254	5.06%	5.06	275	5.48%	5.48	7	0.14%	1.39	13	0.26%	0.26	92	1.83%	1.83	107
Agriculture	360	43	11.94%	11.94	34	9.44%	9.44	1	0.28%	2.78	1	0.28%	0.28	40	11.11%	11.11	107
Middle Childhood - Social Studies	4,697	267	5.68%	5.68	296	6.30%	6.30	9	0.19%	1.92	25	0.53%	0.53	104	2.21%	2.21	107
Middle Childhood - Science	3,767	202	5.36%	5.36	278	7.38%	7.38	5	0.13%	1.33	37	0.98%	0.98	73	1.94%	1.94	108
Music	1,437	225	15.66%	15.66	120	8.35%	8.35	5	0.35%	3.48	10	0.70%	0.70	121	8.42%	8.42	111
Counseling	1,346	537	39.90%	39.90	148	11.00%	11.00	3	0.22%	2.23	62	4.61%	4.61	194	14.41%	14.41	130
Ind. Tech. ***	82	44	53.66%	53.66	44	53.66%	53.66	5	6.10%	60.98	1	1.22%	1.22	12	14.63%	14.63	130
Gifted - Talented	446	253	56.73%	56.73	61	13.68%	13.68	1	0.22%	2.24	54	12.11%	12.11	53	11.88%	11.88	144
Journalism *	468	256	54.70%	54.70	196	41.88%	41.88	0	0.00%	0.00	2	0.43%	0.43	42	8.97%	8.97	187
Marketing **	229	85	37.12%	37.12	140	61.14%	61.14	0	0.00%	0.00	0	0.00%	0.00	22	9.61%	9.61	189

* Includes English in "Preparing" and "FTL"
 ** Includes Business in "Preparing" and "FTL"
 *** Includes Agriculture in "Preparing" and "FTL"

Definitions

Teachers in Area - Numbers of teachers teaching in each area (by course) in Arkansas public schools

Preparing for license - Number enrolled in preparation programs to be licensed in the area

Potential New Hires - Number who received Arkansas educator licenses for the first time in the prior year

Long-term Subs - Number of long-term substitute teachers in classrooms, in Arkansas public schools

ALP Waivers - Number of teachers teaching out of their license area

Potential for need - Number of Arkansas public school educators who retired in the prior year or who are expected to retire in the near future based on age + years of service \geq 84.

Calculations

Each factor was calculated as a percentage of the # of TIA and given a score accordingly.

Scores for Long-term Subs were weighted by a factor of ten.

Positive factors (Numbers of first time licenses issued and Numbers preparing for licenses) were compiled and added to the standard of 100.

Negative factors (Long-term Subs, ALP Waivers and Retirement/Potential) were compiled and subtracted from the standard.

Scores less than 100 indicated the need was greater than the supply and were determined to be shortage areas.