



DIVISION OF ELEMENTARY & SECONDARY EDUCATION

Core Academic Subject Area Teacher Shortage List for the 2022-2023 School Year

In December of each year, the U.S. Department of Education allows States to submit proposed teacher shortage areas for designation to comply with regulations at 34 CFR 682.210(q), 34 CFR 674.53(c), and 34 CFR 686.12.

As described in Arkansas Code Annotated §§6-81-1601 through 6-81-1606, 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 as core academic subject teacher shortage areas for the 2022-2023 school year.

- **Art (K-12)**
- **Computer Science (4-12)**
- **Foreign Language (K-12)**
- **Music (K-12)**
- **Secondary Mathematics (7-12)**
- **Secondary Science (7-12)**
- **Secondary Social Studies (7-12)**
- **Special Education (K-12)**

Standards used to determine the shortage areas are based on 20-21 data for the following factors:

- a) Teaching positions filled by individuals who do not hold a license to teach in the subject area.
- b) Subject area specific retirement numbers
- c) High-Need fields as determined by the U.S. Department of Education

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://docs.google.com/forms/d/e/1FAIpQLSfSO9W9g_W1zh8pNK2zU_ft1nnpQm3Jg_vIAW0_6XYBM8byQQ/viewform?usp=sf_link

Areas added/modified for 22-23

- Computer Science (4-12)
- Foreign Language (K-12)
 - Not limited to French
- Music (K-12)
- Secondary Science (7-12)
 - Not limited to specific area (i.e. Physics)
- Secondary Social Studies (7-12)

Areas removed for 22-23

- Library Media Specialist

Strategies to address shortages

- Promote financial incentives tied to shortage areas
 - State Teacher Education Program (STEP)
 - Test Fee Reimbursements for Chronically Critical Shortage Area Endorsements
 - Federal Teacher Loan Forgiveness
 - TEACH grant
- Educator Preparation Programs submit strategies, resources, goals, data, and a communication plan around how they are addressing academic shortage areas. These submissions are evaluated by PLSB/DESE and results of these evaluations are published in the Educator Preparation Provider Quality Report (EPPQR) each year.
- Computer Science Initiatives:
 - **Bonus Programs:**
 - Arkansas High School Computer Science Teacher Endorsement and Instruction Bonus Program ([Bonus Information](#))
 - Arkansas Computer Science K-8 Lead Teacher Bonus Program ([Bonus Information](#))
 - Advanced Computer Science Professional Development Bonus Program ([Bonus Information](#))
 - **Reimbursements:**
 - 528 Computer Science Arkansas License Application/Renewal Fee Reimbursement ([Reimbursement Information](#) / [Application Link](#))
 - Computer Science PRAXIS Reimbursement ([Reimbursement Information](#) / [Application Link](#))
 - **Other Opportunities:**
 - Paid CSTA + Membership for Arkansas Educators with the 528 Computer Science Endorsement ([Information](#) / [Application Link](#))
 - Paid APPEL Program for New Computer Science Teachers ([CS Program Information](#))