



DIVISION OF ELEMENTARY & SECONDARY EDUCATION

2023-24 Teacher Shortage Areas

The LEARNS Act (Act 237 of the 2023 Regular Session) requires the creation of an [annual report](#) on Arkansas's educator workforce that includes teacher shortage areas. This report will be used to determine eligibility requirements for:

- The Merit Teacher Incentive Fund Program.
- The State Teacher Education Program (STEP), which provides loan repayment for federal loans.
- Arkansas Teacher Academies.

Each year the ADE Division of Elementary and Secondary Education produces a list of teacher shortage areas. This list is calculated using the percentage of teachers in each subject area who are unlicensed, retired/in the T-DROP, eligible to retire, or deceased during the 21-22 school year.

Statewide Subject Shortage Areas

The following subject areas had more than 1/3 of teachers fall into the total demand category (unlicensed, retired/in the T-DROP, eligible to retire, or deceased) statewide. Special education is also included on the list as it is a high needs field as determined by the U.S. Department of Education.

- Foreign Language
- Secondary English Language Arts
- Secondary Mathematics
- Secondary Science
- Secondary Social Studies
- Special Education

Geographic Shortage Areas

The following co-op regions have been identified as geographic shortage areas. In these regions, 1/3 of total teachers fall into total demand category (unlicensed, retired/T-DROP, or eligible to retire).

- Great Rivers (51% total demand)
- Arkansas River (42% total demand)
- Southeast (38% total demand)
- Pulaski County Schools (37% total demand)
- Southwest (36% total demand)
- South Central (34% total demand)

Geographic Subject Shortage Areas

Subject areas where 1/3 of teachers fall into the total demand category (unlicensed, retired/T-DROP, or eligible to retire) vary by education service cooperative (co-op) region. Co-op regions not identified as geographic shortage areas and the subject shortage areas identified for each are listed below from co-op regions of highest to lowest shortage. Subject areas in bold are identified as state level subject shortage areas.

North Central

- Fine Arts
- **Foreign Language**
- Middle School Social Studies
- **Secondary ELA**
- **Secondary Math**
- **Secondary Social Studies**
- **Special Education**

Ozark Unlimited Resource

- Computer Science
- Foreign Language
- Middle School ELA
- Secondary ELA
- Secondary Math
- Secondary Science
- Secondary Social Studies

Crowley's Ridge

- Career & Technical
- Computer Science
- Foreign Language
- Secondary Mathematics
- Secondary Science
- Secondary Social Studies

Guy Fenter

- Career & Technical
- Foreign Language
- Secondary ELA
- Secondary Math
- Secondary Science

Arch Ford

- Computer Science
- Secondary Math
- Secondary Science

Wilbur D. Mills

- Foreign Language
- Secondary Math

Dawson

- Foreign Language
- Secondary ELA
- Secondary Social Studies

DeQueen Mena

- Middle School Math
- Secondary Science
- Secondary Social Studies

Northwest

- Secondary Math
- Secondary Social Studies