



## DIVISION OF ELEMENTARY & SECONDARY EDUCATION

### **Critical Academic Licensure Shortage Areas for the 2020-2021 School Year**

In accordance with Arkansas Code § 6-15-403, the State Board of Education has authority to annually declare critical academic shortage areas. 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 2020-2021 school year.

Art (K-12)	Business (4-12)	Biology (7-12)	Chemistry (7-12)
French (K-12)	Mathematics (7-12)	Physics (7-12)	Special Education (K-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

Area	# of Teachers in Area (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	3,082	1,186	38.48%	38.48	488	15.83%	15.83	127	4.12%	41.21	410	13.30%	13.30	310	10.06%	10.06	90
Mathematics	2,475	134	5.41%	5.41	113	4.57%	4.57	27	1.09%	10.91	43	1.74%	1.74	183	7.39%	7.39	90
Art	1,255	100	7.97%	7.97	100	7.97%	7.97	20	1.59%	15.94	12	0.96%	0.96	104	8.29%	8.29	91
French	129	5	3.88%	3.88	7	5.43%	5.43	1	0.78%	7.75	0	0.00%	0.00	13	10.08%	10.08	91
Chemistry	1,906	36	1.89%	1.89	49	2.57%	2.57	4	0.21%	2.10	30	1.57%	1.57	154	8.08%	8.08	93
Physics	1,797	24	1.34%	1.34	30	1.67%	1.67	1	0.06%	0.56	16	0.89%	0.89	150	8.35%	8.35	93
Business	1,775	77	4.34%	4.34	162	9.13%	9.13	12	0.68%	6.76	14	0.79%	0.79	176	9.92%	9.92	96
Life Science (Biology)	1,657	113	6.82%	6.82	137	8.27%	8.27	12	0.72%	7.24	7	0.42%	0.42	144	8.69%	8.69	99
Library	947	159	16.79%	16.79	103	10.88%	10.88	4	0.42%	4.22	45	4.75%	4.75	164	17.32%	17.32	101
Social Studies	2,409	232	9.63%	9.63	197	8.18%	8.18	13	0.54%	5.40	30	1.25%	1.25	210	8.72%	8.72	102
English / Lang. Arts	2,676	236	8.82%	8.82	227	8.48%	8.48	18	0.67%	6.73	12	0.45%	0.45	177	6.61%	6.61	104
Physical Ed / Health	3,678	280	7.61%	7.61	316	8.59%	8.59	13	0.35%	3.53	26	0.71%	0.71	306	8.32%	8.32	104
Spanish	420	29	6.90%	6.90	27	6.43%	6.43	1	0.24%	2.38	4	0.95%	0.95	20	4.76%	4.76	105
Middle Ch. - Eng	5,725	241	4.21%	4.21	307	5.36%	5.36	11	0.19%	1.92	36	0.63%	0.63	99	1.73%	1.73	105
Fam & Cons. Science	645	55	8.53%	8.53	61	9.46%	9.46	1	0.16%	1.55	4	0.62%	0.62	66	10.23%	10.23	106
Elementary Education	14,303	1,354	9.47%	9.47	968	6.77%	6.77	34	0.24%	2.38	54	0.38%	0.38	1,069	7.47%	7.47	106
Agriculture	362	35	9.67%	9.67	36	9.94%	9.94	1	0.28%	2.76	5	1.38%	1.38	33	9.12%	9.12	106
Drama/Speech	731	68	9.30%	9.30	82	11.22%	11.22	3	0.41%	4.10	25	3.42%	3.42	47	6.43%	6.43	107
Middle Ch. - Math	4,965	231	4.65%	4.65	316	6.36%	6.36	8	0.16%	1.61	17	0.34%	0.34	88	1.77%	1.77	107
Music	1,426	226	15.85%	15.85	142	9.96%	9.96	14	0.98%	9.82	5	0.35%	0.35	116	8.13%	8.13	108
Middle Ch. - Soc St	4,358	226	5.19%	5.19	330	7.57%	7.57	5	0.11%	1.15	42	0.96%	0.96	91	2.09%	2.09	109
Middle Ch. - Sci	3,651	190	5.20%	5.20	317	8.68%	8.68	6	0.16%	1.64	29	0.79%	0.79	68	1.86%	1.86	110
Computer Science	256	16	6.25%	6.25	65	25.39%	25.39	0	0.00%	0.00	10	3.91%	3.91	12	4.69%	4.69	123
Counseling	1,324	481	36.33%	36.33	161	12.16%	12.16	2	0.15%	1.51	60	4.53%	4.53	196	14.80%	14.80	128
Gifted - Talented	412	274	66.50%	66.50	59	14.32%	14.32	8	1.94%	19.42	59	14.32%	14.32	60	14.56%	14.56	133
Ind. Tech.***	87	35	40.23%	40.23	45	51.72%	51.72	2	2.30%	22.99	1	1.15%	1.15	8	9.20%	9.20	159
Marketing **	288	97	33.68%	33.68	172	59.72%	59.72	1	0.35%	3.47	0	0.00%	0.00	30	10.42%	10.42	180
Journalism *	467	236	50.54%	50.54	236	50.54%	50.54	2	0.43%	4.28	1	0.21%	0.21	44	9.42%	9.42	187
* = 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 license area 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 > 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.