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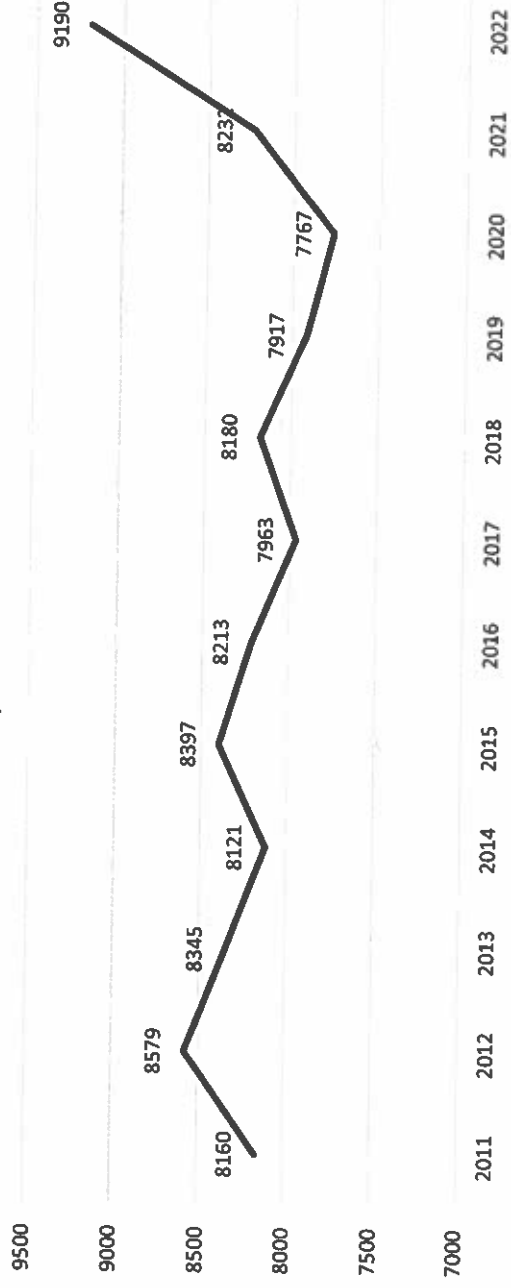
11/03/2022 SB 236 NHED Study Committee Presentation **Agenda**

- 1) Licensed educator renewal data
- 2) Currently in place Critical Shortage List/ Survey questions
- 3) RSA 189:39-a Local Critical Shortage data fall 2022
- 4) RSA 189:39-b One-Year Certificate of Eligibility/ Emergency Authorization data
- 5) Ed 505.05 Site-Based Licensing Plan (SBLP)

NHED Educator Renewals

Total	Year	vs. past		12 year total	12 Year change
		renewal*	total		
9190	2022	1273		105	0.42%
8232	2021	52			
7767	2020	-196	25189	1129	4.69%
7917	2019	-296		105	0.42%
8180	2018	-217			
7963	2017	-158	24060	-671	-2.71%
8213	2016	-132			
8397	2015	-182			
8121	2014	-39	24731	-353	-1.41%
8345	2013				
8579	2012				
8160	2011		25084		

Yearly Renewals



*Column shows difference between cohorts so for example 2022 number is compared to 2019

Data as of 10/27/22

TO: Superintendents and Other Interested Parties
FROM: Credentialing
DATE: 4/4/2022
SUBJECT: CRITICAL SHORTAGE LIST (effective 4/4/2022 until replaced by a new list)

The Department of Education has completed an analysis of the teacher supply and demand in NH. Based on the results of a survey and other data available to the Department, the following endorsements have been identified as critical shortage areas and are available under the Site-Based Licensing Plan.

NOTE: per RSA 189:39a "Notwithstanding a determination of critical staffing shortage made by the department of education, a superintendent, with the approval of the local school board, may determine that a critical staffing shortage exists in one or more specific teaching areas within the school district. The department of education shall be notified of any critical staffing shortages which have been determined in a school district within 30 days of such determination."

Educational Specialists:

School Counselor
School Psychologist
School Social Worker
School Speech-Language Specialist

Instructional Specialists:

Elementary Mathematics Specialist (K-6)
Reading and Writing Specialist

Teachers:

Endorsements marked with * require current licensure in Special Education Teacher

Comprehensive Business Education
Comprehensive Family & Consumer Science
Early Childhood Special Education (N-3)
Emotional and Behavioral Disabilities*
English (5-12)
English for Speakers of Other Languages
Health Education

Life Science (7-12)
Mathematics, Middle Level (to Algebra I/Integrated I)
Mathematics, Upper Level (Pre-Algebra to AP Math)
Music Education
Physical Education
Physical Science (7-12)
Reading and Writing Teacher
Science (5-8)
Social Studies (5-12)
Special Education Teacher
Technology and Engineering Teacher
Visual Arts Education
World Languages Teacher (French, Spanish)

Welcome Steve Appleby, DOE Staff, NHDOE

Year:

Please remember to save your work! Information not saved by timeout expiration will be lost!

Automatic Logout/Timeout occurs in: 28 Minutes, 25 Seconds

[<-- Survey List](#) [Survey History](#) [Status Listing](#)

XXX - AnySAU: NHDOE Survey -> CRITICAL SHORTAGE Survey, Fall 2022 -2022-2023

Current Status: Started

Last Updated: Created On: Last Updated By: Created By:

Contact Information

Person Responsible:

Telephone:

Email Address:

If there are any questions regarding this form, please contact Bill Ross or William.Ross@doe.nh.gov

CRITICAL SHORTAGE Survey, Fall 2022

Statement of Purpose:

The data gathered from this survey will:

- Paint a fuller picture of the sufficiency of the various educator pipelines in New Hampshire
- Identify those areas that will be deemed critical shortage for the purposes of the federal Teacher Loan Forgiveness program
- Establish the list of endorsements to be designated as critical shortage areas for the Site-Based Licensure Plan pathway

Definitions:

Full Time Equivalent (FTE) - Equivalence to the work week of a fulltime assignment. Reported as a percentage. A full-time assignment is reported as 1, a half-time assignment as .5, etc.

Minor Assignment - Per [Ed 306.15\(g\)](#), is only available for teacher assignments.

Curriculum Administrator - For purposes of this report, "curriculum administrator" means the administrator of a school district or school administrative unit who directs the curriculum, instruction, and assessment activities of a school district or administrative unit. Curriculum Administrator does NOT include building- or grade-level curriculum coordinators.

Chinese (includes Mandarin)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Comprehensive Family and Consumer Science	1.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0
Comprehensive Agricultural Education	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Comprehensive Business Education	2.0	0.0	0.0	0.0	2.0	0.0	0.0	0.0
Comprehensive Marketing	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Computer Science	1.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0
Dance	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Deaf and Hearing Disabilities	1.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0
Early Childhood Education (N-3)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Early Childhood Special Education (N-3)	5.0	0.0	0.0	0.0	4.0	0.0	1.0	0.0
Earth and Space Science (7-12)	2.0	0.0	0.0	0.0	2.0	0.0	0.0	0.0
Elementary Education (within K-6 grade span)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Emotional and Behavioral Disabilities	2.0	0.0	0.0	0.0	2.0	0.0	0.0	0.0
English (middle school)	6.0	0.0	0.0	1.0	5.0	0.0	0.0	0.0
English (high school)	12.8	0.0	0.0	2.8	10.0	0.0	0.0	0.0
English for Speakers of Other Languages (ESOL)	7.1	0.0	0.0	1.0	6.1	0.0	0.0	0.0
French	2.0	0.0	0.0	0.0	2.0	0.0	0.0	0.0

Greek	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Health Education	7.0	0.0	0.0	0.0	7.0	0.0	0.0	0.0
Intellectual and Developmental Disabilities	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Latin	0.6	0.0	0.0	0.0	0.0	0.0	0.6	0.0
Life Science (7-12)	6.6	0.0	0.0	0.0	6.6	0.0	0.0	0.0
Mathematics, Middle Level (to Algebra I/integrated I)	7.0	2.0	0.0	2.0	5.0	0.0	0.0	0.0
Mathematics, Upper Level (Pre-Algebra to AP Math)	12.8	1.0	0.0	1.0	11.8	0.0	0.0	0.0
Music Education	12.5	0.0	0.0	2.9	9.6	0.0	0.0	0.0
Physical and Health Disabilities	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Physical Education	8.0	0.0	0.0	1.0	6.0	0.0	1.0	0.0
Physical Science (7-12)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Physics (7-12)	2.0	0.0	0.0	0.0	2.0	0.0	0.0	0.0
Reading and Writing	6.2	0.0	0.0	0.0	5.6	0.0	0.6	0.0
Science (middle school)	7.0	0.0	0.0	2.0	4.0	1.0	0.0	0.0
Social Studies (middle school)	6.0	1.0	0.0	1.0	5.0	0.0	0.0	0.0
Social Studies (high school)	12.0	0.0	0.0	1.0	11.0	0.0	0.0	0.0
Spanish	4.0	0.0	0.0	0.0	4.0	0.0	0.0	0.0

Special Education Teacher	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Specific Learning Disabilities	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Technology and Engineering	3.2	0.0	0.0	0.0	3.2	0.0	0.0	0.0
Theatre	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0
Visual Arts Education	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Position Description	☑ [1]	☑ [2]	☑ [3]	☑ [4]
Other				
Educational Interpreter/Transliterater	0.0	0.0	0.0	0.0
School Nurse	9.5	0.0	0.5	9.0
Paraeducator 1	0.0	0.0	0.0	0.0
Paraeducator 2	0.0	0.0	0.0	0.0

Career and Tech Ed Subject/Assignments:

Position Description	☑ [1]	☑ [2]	☑ [3]	☑ [4]	☑ [5]	☑ [6]	☑ [7]	☑ [8]
Agricultural Food & Natural Resources (2000)								
Agriculture, General	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Animal Science	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Horticulture	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Natural Resources	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Position Description	☑ [1]	☑ [2]	☑ [3]	☑ [4]	☑ [5]	☑ [6]	☑ [7]	☑ [8]
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Position Description	[1]	[2]	[3]	[4]	[5]	[6]	[7]	[8]
Architectural Design	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Building Construction	1.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0
Drafting and Design Technology	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Electrician	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
HVAC	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Plumbing	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Position Description	[1]	[2]	[3]	[4]	[5]	[6]	[7]	[8]
Arts, Audio Visual Technology & Communications (2200)								
Audiovisual and Photographic/Film Arts	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Digital Arts and Graphic Design	1.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0
Radio and Television Broadcasting Technology	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Theatre, Technical and Design	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Position Description	[1]	[2]	[3]	[4]	[5]	[6]	[7]	[8]
Business Management and Administration (2300) Finance (2500)								
Business Management and Administration	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Accounting and Finance	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Position Description	[1]	[2]	[3]	[4]	[5]	[6]	[7]	[8]
Education and Training (2400)								
Teacher Education Multiple Levels	1.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0

Automotive Mechanics	2.0	0.0	0.0	1.0	1.0	0.0	0.0	0.0
Aviation Maintenance	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Aviation - Pilot	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Heavy Equipment Maintenance Technology	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

TITLE XV EDUCATION

CHAPTER 189 SCHOOL BOARDS, SUPERINTENDENTS, TEACHERS, AND TRUANT OFFICERS; SCHOOL CENSUS

Teachers

Section 189:39-a

189:39-a Critical Staffing Shortages. – Notwithstanding a determination of critical staffing shortage made by the department of education, a superintendent, with the approval of the local school board, may determine that a critical staffing shortage exists in one or more specific teaching areas within the school district. The department of education shall be notified of any critical staffing shortages which have been determined in a school district within 30 days of such determination.

Source. 2002, 117:1, eff. July 2, 2002.

Local Critical Shortages 2022

RSA 189:39-a (attached) allows a Superintendent to declare a local shortage for an endorsement not on the statewide critical shortage list. To date the Department has processed 39 requests from 16 unique districts (below). Declaring a local shortage allows the district to place the educator on a Site Based Licensing Plan based on the Critical Shortage criteria thereby lowering the bar to entry.

SAU #	SAU Contact	Endorsement
3	Michael Kelly	CTE Director
3	Debbie Payeur	Chemistry
6	Jamie Young	Library Media Specialist
7	Deb Taylor	CTE Director
18	Dan LeGallo	Library Media Specialist
34	Pam Parenteau	Early Childhood Educator
39	Tim Chamberlin	Special Ed Administrator
43	Donna Magoon	Library Media Specialist
46	Randy Wormald	Elementary Ed
58	Ronna HasBrouck	Library Media Specialist
58	Ronna HasBrouck	Art
58	Ronna HasBrouck	Music Teacher
58	Ronna HasBrouck	Digital Learning Specialist
58	Ronna HasBrouck	Physical Science
58	Ronna HasBrouck	Social Studies
58	Ronna HasBrouck	Music Teacher
58	Ronna HasBrouck	EL Ed (k-6)
61	Ruth Ellen Vaughn	ELA 5-12
61	Ruth Ellen Vaughn	K-6
62	Amanda Isabelle	Library Media Specialist
62	Amanda Isabelle	Special Ed Administrator
62	Amanda Isabelle	Teacher - Grade 6

67	Dean Cascadden	Digital Learning Specialist
67	Dean Cascadden	Digital Learning Specialist
67	Dean Cascadden	Special Ed Administrator
72	Tim Broadrick	Music Teacher
72	Tim Broadrick	Special Ed Teacher
72	Tim Broadrick	Special Ed Administrator
72	Tim Broadrick	Pre K-8
73	Kirk Beitler	French Teacher 9-12
86	Tim Broadrick	Music Teacher
86	Tim Broadrick	Special Ed Teacher
86	Tim Broadrick	Special Ed Administrator
86	Tim Broadrick	Pre K-8
101	Anne Kebler	K-8
301	Tim Broadrick	Music Teacher
301	Tim Broadrick	Special Ed Teacher
301	Tim Broadrick	Special Ed Administrator
301	Tim Broadrick	Pre K-8

TITLE XV EDUCATION

CHAPTER 189 SCHOOL BOARDS, SUPERINTENDENTS, TEACHERS, AND TRUANT OFFICERS; SCHOOL CENSUS

Teachers

Section 189:39-b

189:39-b One-Year Certificate of Eligibility. –

I. The local school board, in consultation with the superintendent, may offer a one-time, one year certificate of eligibility to any person interested in teaching on a full-time or part-time basis, without requiring a person to possess a teaching credential, teaching license, or other teaching certification provided that such person:

(a) Possesses at least a bachelor's degree from an accredited postsecondary institution.

(b) Is subject to a criminal history records check pursuant to RSA 189:13-a.

(c) Is qualified for the position by relevant experience and education.

I-a. The provision of subparagraph I(a) shall not apply to an individual applying to teach a course in a CTE specialty area.

II. The school board, with input from the superintendent, shall formulate the terms of the certificate of eligibility which shall contain no tenure provisions.

III. The department of education shall be notified of the issuance of all certificates of eligibility within 30 days of the date of issuance.

IV. Any person who has had a teaching credential, teaching license, or other teaching certification revoked under RSA 189:14-c or RSA 189:14-d, or who has been rendered ineligible to be employed as a teacher under another provision of law, shall not be eligible to teach under this section.

V. No person shall be offered more than one certificate of eligibility under this section.

Source. 2002, 117:1. 2010, 318:2, eff. Sept. 18, 2010. 2021, 28:1, eff. July 5, 2021.

One-Year Certificate of Eligibility aka Emergency Authorization

One-Year Certificate of Eligibility (Emergency Authorization of EA) is defined in RSA 189:39-b (attached).

Issued EA's last four years:

<u>Fiscal Year</u>	<u>Issued</u>	<u>Date Range</u>
FY23	96	July 1 2022-current
FY22	146	July 1 2021- June 30 2022
FY21	104	July 1 2020- June 30 2021
FY20	97	July 1 2019- June 30 2020

*Data as of 11/2/2022

Administrative Rule:

Ed 504.04 Emergency Authorization.

(a) The senior educational official shall complete and file the "Emergency Authorization Request" form, January 2020, and the emergency authorization shall be granted for up to the duration of the school year for which the request was made, after the applicant provides the information required in (b) below.

(b) The bureau shall issue an emergency authorization requested under (a) above if a staffing emergency situation exists as determined by the senior educational official and the applicant for the educator position has:

- (1) Paid the applicable application fee, provided in Ed 505;
- (2) Completed and filed with the bureau the "Application for Emergency Authorization" form, January 2020, as referenced in Ed 505; and
- (3) Submitted documentation of a conferred bachelor's degree.

Source. #6349, eff 10-5-96; ss by #7923, eff 7-24-03,
EXPIRED: 7-24-11

New. #10506, eff 1-17-14; ss by #12661, eff 11-9-1; ss by
#13100, eff 10-5-20

Site-Based Licensing Plan (SBLP)

Administrative Rule Ed 505.05 allows a candidate who has not attended an approved Professional Educator Preparation Program to use their education and experience to gain an Intern Authorization and work toward licensure while working in the role within a district. The process takes up to three years during which time they complete activities to meet the competencies related to the Beginner Educator License that they are seeking.

5 years ago, there were approximately 500 individuals statewide on an SBLP. Today there are over 1200 statewide on a plan.

Administrative rule:

Ed 505.05 Statement of Eligibility (SOE) and Site-Based Licensing Plan (SBLP).

(a) Before beginning an application for a SBLP, a candidate shall obtain a statement of eligibility (SOE), valid for 3 years from the date of issuance, from the department as follows:

(1) Meeting the entry requirements as follows:

a. Meeting the degree requirement and experience requirement of the endorsement sought as outlined in Ed 506 through Ed 508; and

b. Either:

1. Passing the subject area assessment for endorsements for which the board has adopted a cut score in accordance with Ed 505.01(b); or

2. Only if a subject area test does not exist, transcript analysis to determine a passing grade for 3 full semester, full college-level courses, comparable to 3 credit courses, which directly translate to required competencies in the endorsement area sought as enumerated in Ed 506 through Ed 508;

(2) Meeting the requirements of Ed 505.01(a) or (g); and

(3) Applying for a statement of eligibility following the application procedures outlined in Ed 505.07 through Ed 505.09.

(b) A SBLP shall be a qualifying method for licensure limited to the following:

(1) Applicants for an endorsement determined by the department to be a critical staffing shortage, published on the department's website, who hold at least a bachelor's degree, or who hold an associate's degree for educational interpreter/transliterators for children and youth ages 3-21;

(2) Applicants for an endorsement in the career and technical specialties pursuant to Ed 507.03;

(3) Applicants for any endorsement for which there is no other available pathway to the license who hold at least a bachelor's degree, or who hold an associate's degree for educational interpreter/transliterators for children and youth ages 3-21;

(4) Applicants for a new endorsement for a period of 5 years from the effective date of a new endorsement rule and who hold at least a bachelor's degree;

(5) Applicants for a business administrator endorsement who have successfully completed at least 4 college-level courses in the endorsement for which they seek a license;

(6) Applicants for a teaching endorsement who have successfully completed at least 10 college-level courses in the endorsement area for which they seek a license;

(7) Applicants for elementary K-6 education and early childhood education who have successfully completed at least 2 college-level content courses each in mathematics, English, social studies, and science; and

(8) Applicants for elementary K-8 education who have successfully completed at least 2 college-level content courses each in mathematics, English, social studies, and science and at least 3 additional college-level content courses for a concentration of coursework in one of those areas.

(c) SOE credential holders shall be employed in a New Hampshire school in the role of the endorsement that allows them to learn and demonstrate the professional education standards enumerated in Ed 505.03, if applicable, and the endorsement requirements enumerated in Ed 506 through Ed 508.

(d) Upon employment as an educator, the applicant and the senior educational official shall adhere to the application procedures and timeline outlined in Ed 505.07, Ed 505.08, and Ed 505.09(f).

(e) Upon employment as an educator under a statement of eligibility, each candidate for this pathway to licensure shall be assigned a mentor, appointed by the senior educational official, who holds a valid experienced educator license with appropriate endorsements in the same subject area in which the candidate is

seeking to obtain a license. If a mentor who meets that criteria is not available through the candidate's employer, the senior educational official shall contact the bureau for assistance in obtaining an appropriate mentor.

Source. (See Revision Note at part heading for Ed 505)
#13101, eff 10-5-20