

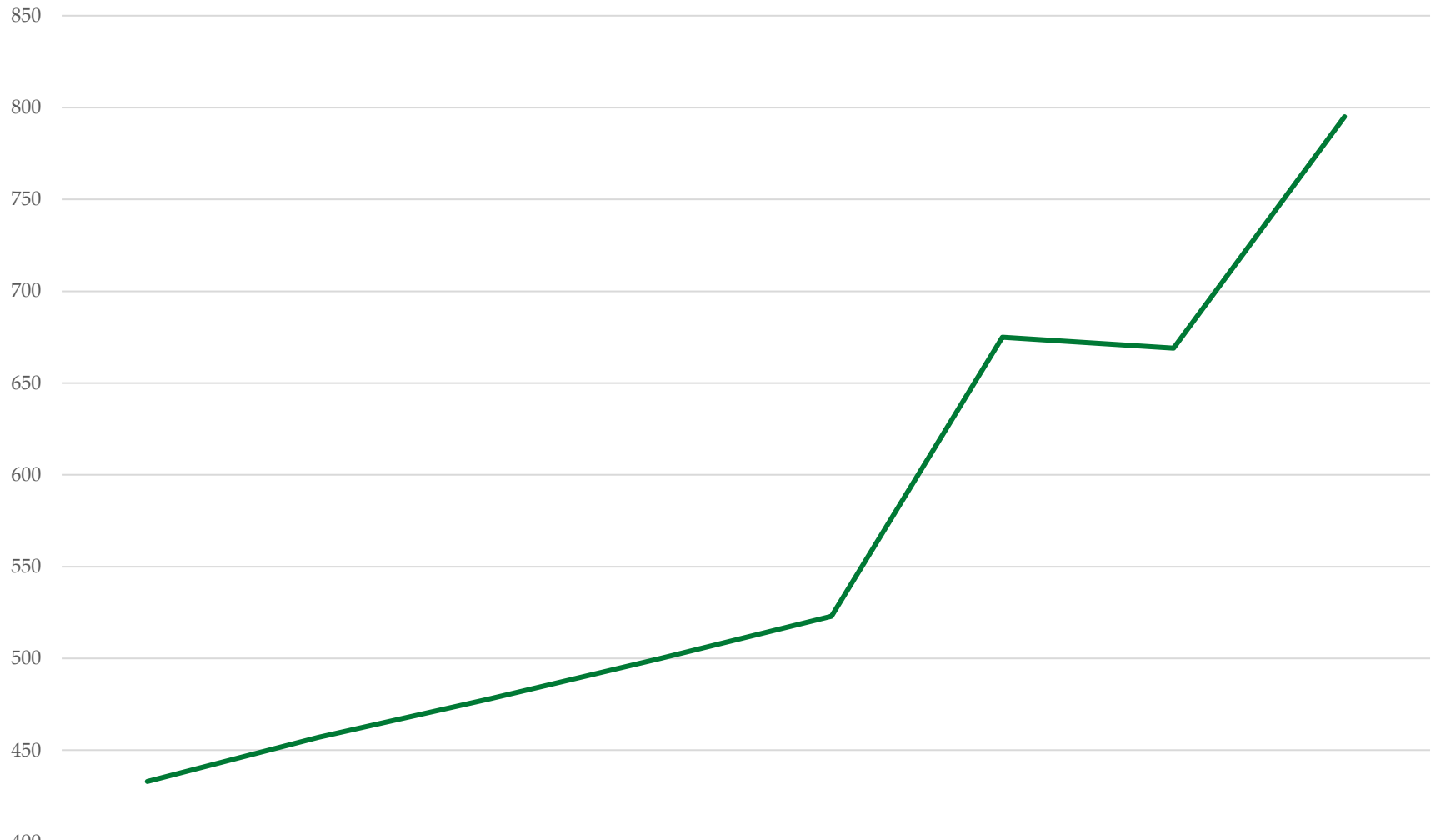
# Vermont Licensing Landscape

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**Vermont Agency of Education**

**November 2024**

# Provisional and Emergency Licenses Issued



	SY 2017	SY 2018	SY 2019	SY 2020	SY 2021	SY 2022	SY 2023	SY 2024
total	433	457	478	500	523	675	669	795

# 2024-2025 Prov and Emer

As of November 1<sup>st</sup>, 2024

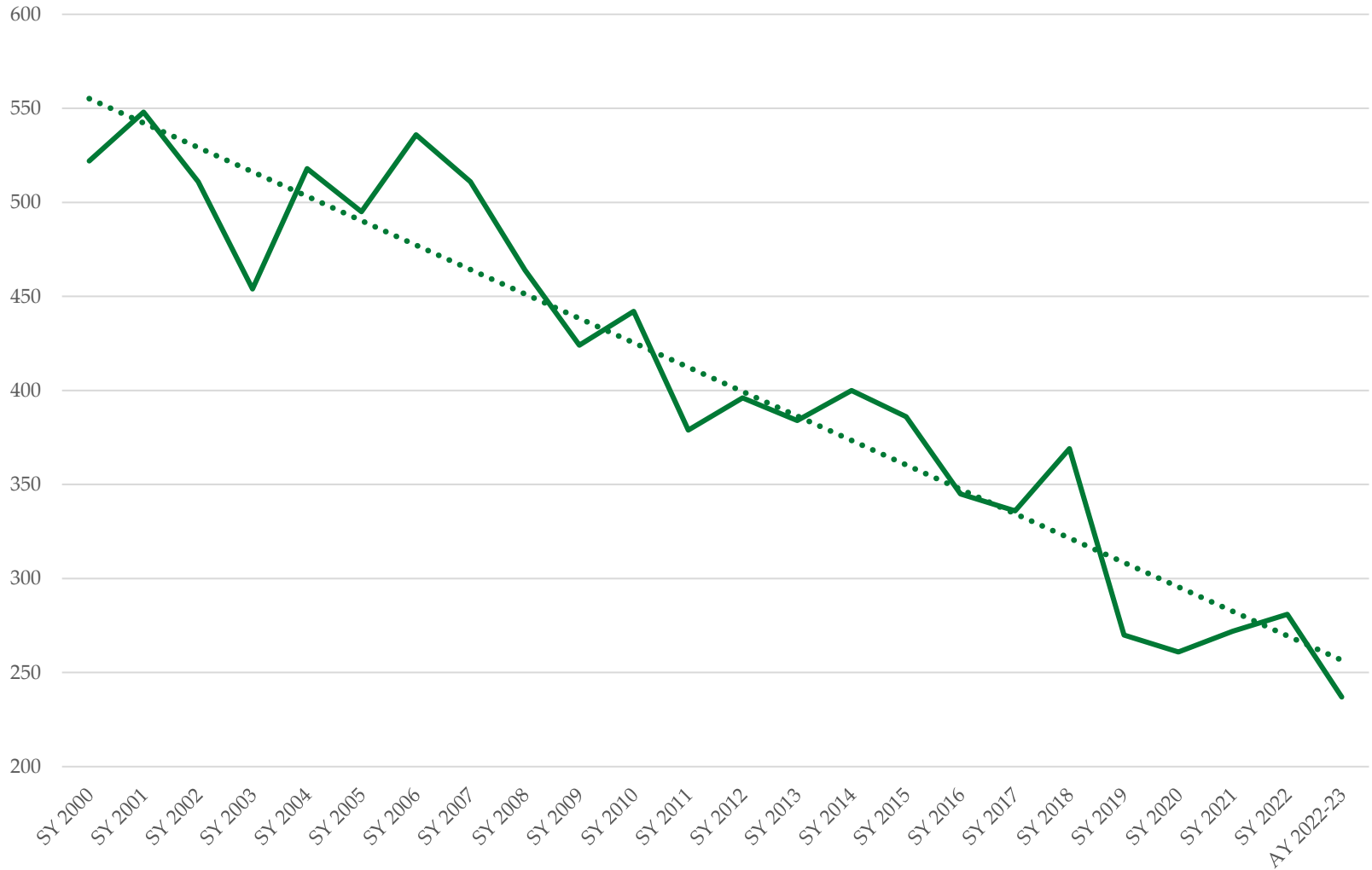
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- 399 Provisional Licenses (compared to 436 Nov 1,2023)
- 55 Emergency licenses (compared to 2 Nov 1,2023)
- 184 Pending Temporary License Applications
- Total of 638 so far

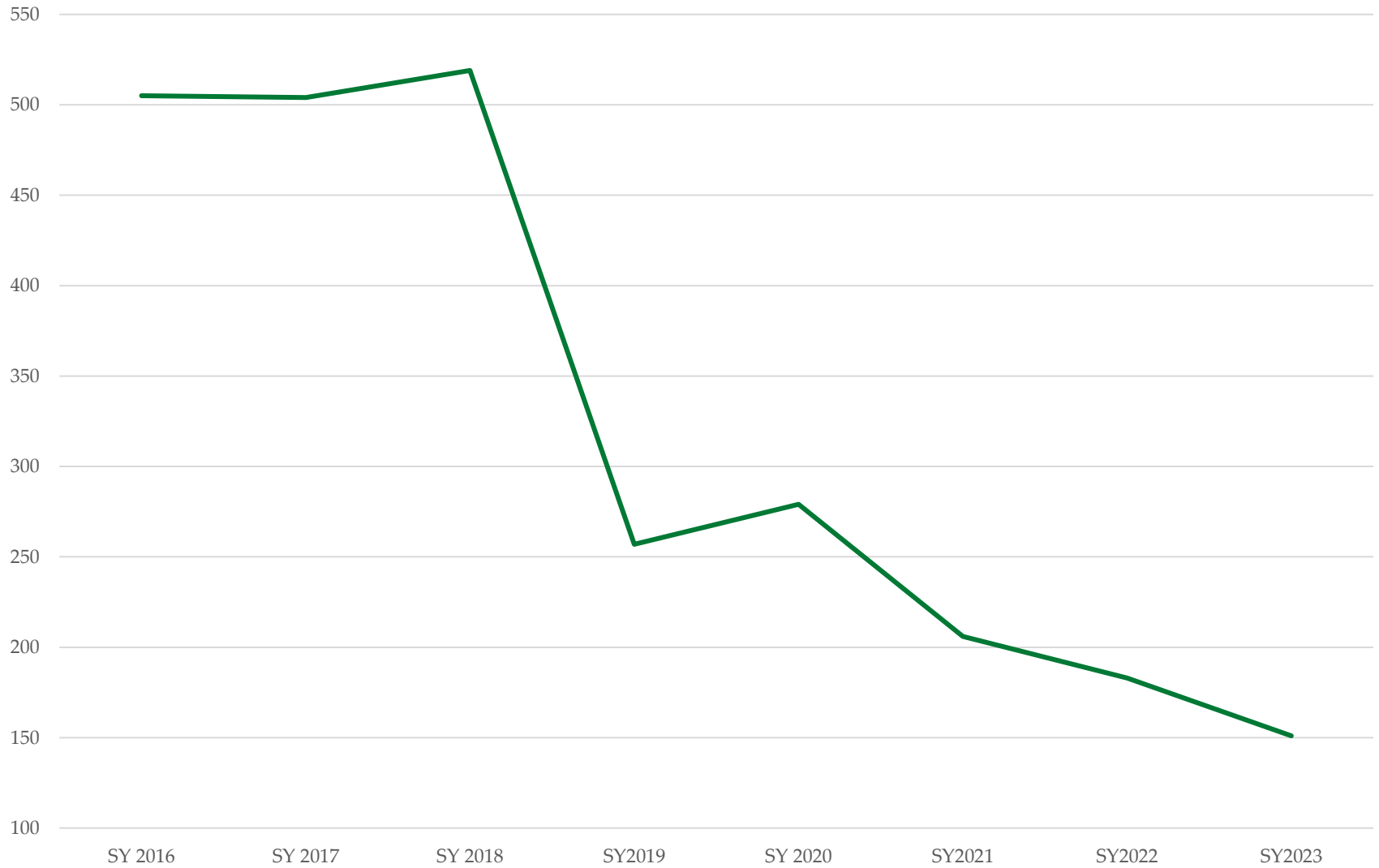
Provisional Endorsement	Total
Special Educator	73
Elementary Education	43
School Counselor	21
Early Childhood Education	20
Principal	19

Emergency Endorsement	Total
Elementary Education	13
School Librarian	6
Mathematics	5
Middle Grades-Mathematics	4
Physical Education	3

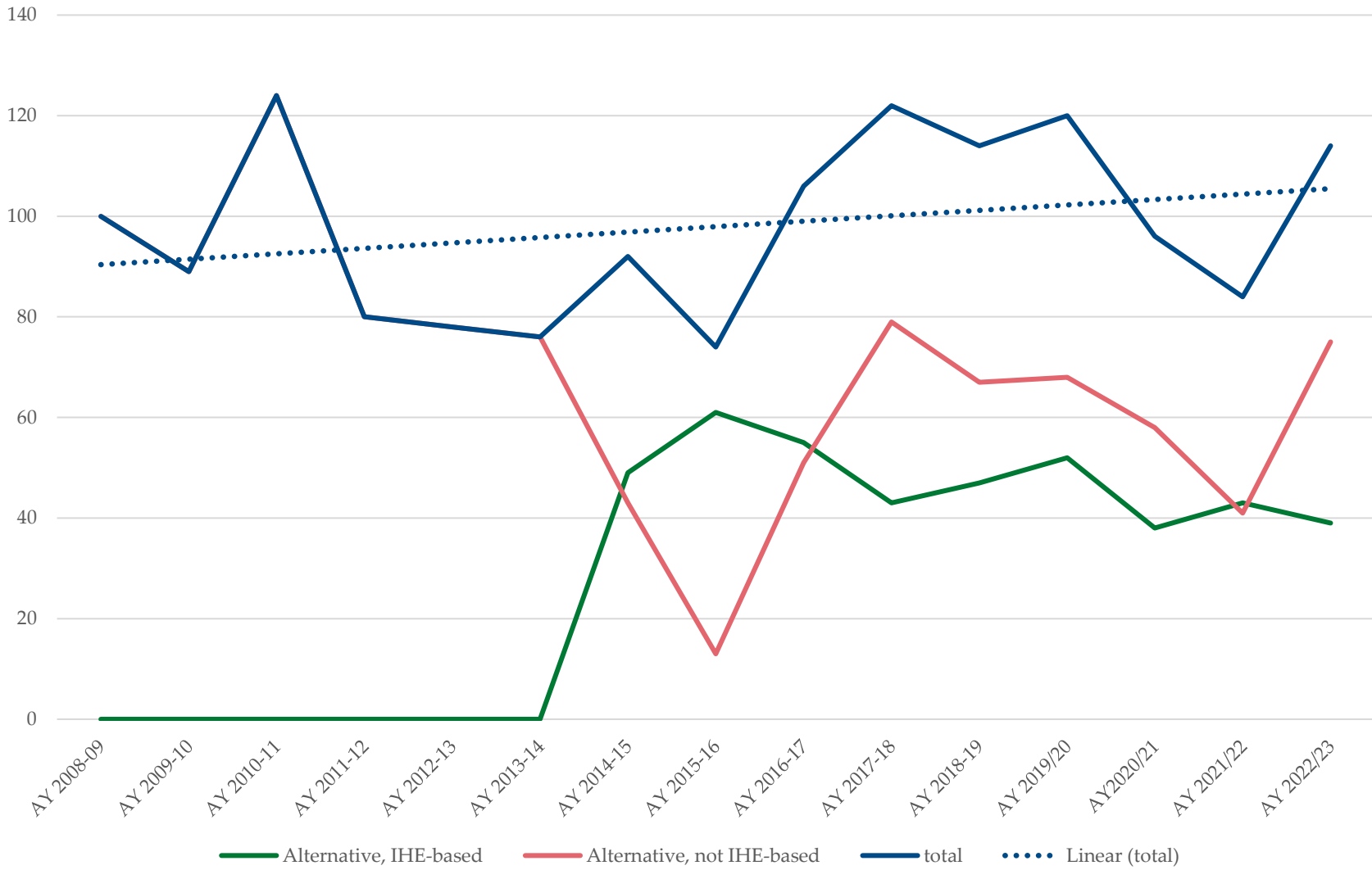
# Traditional Program Completers



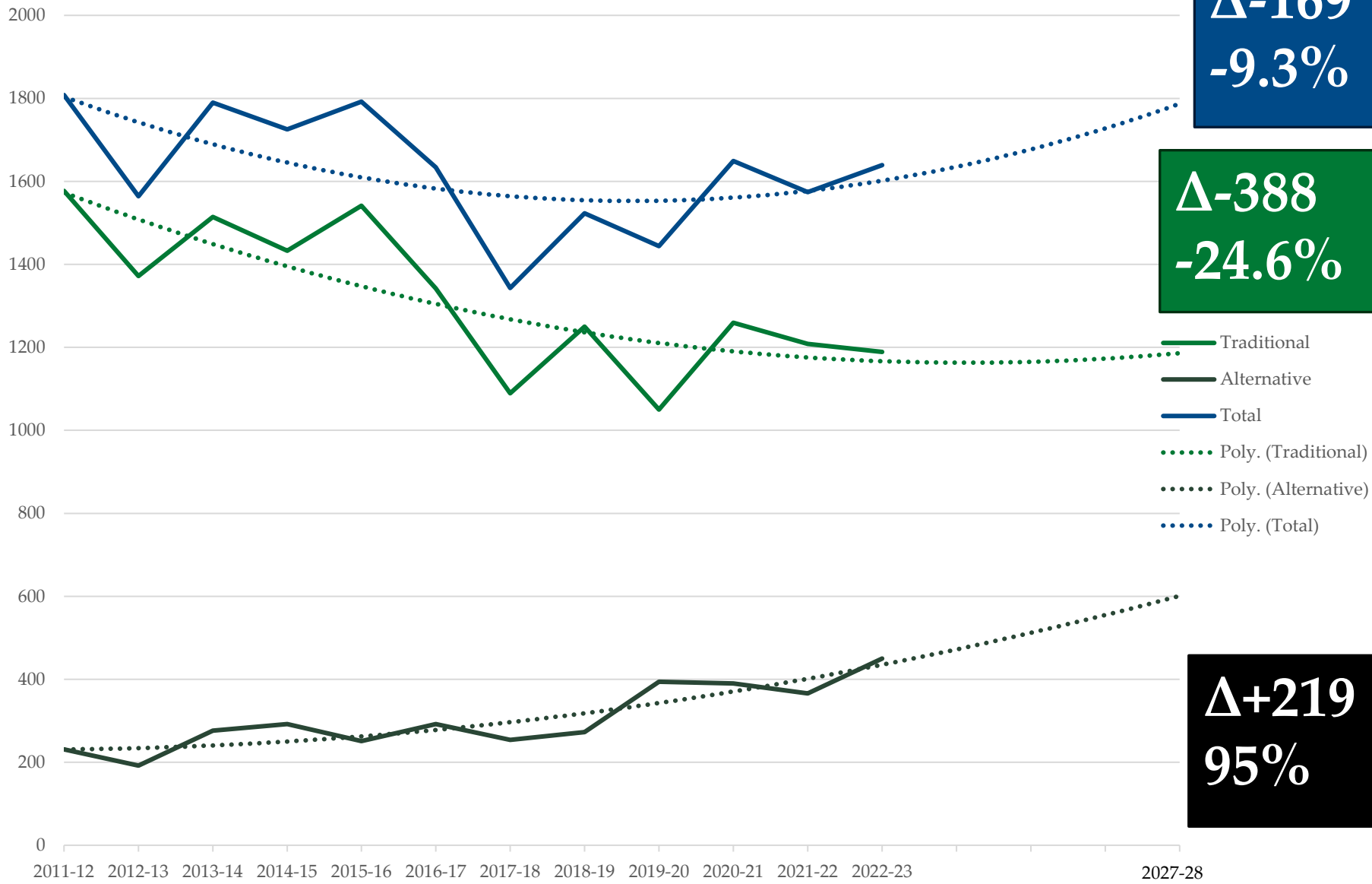
## Vermont EPP Graduates Issued an Initial License



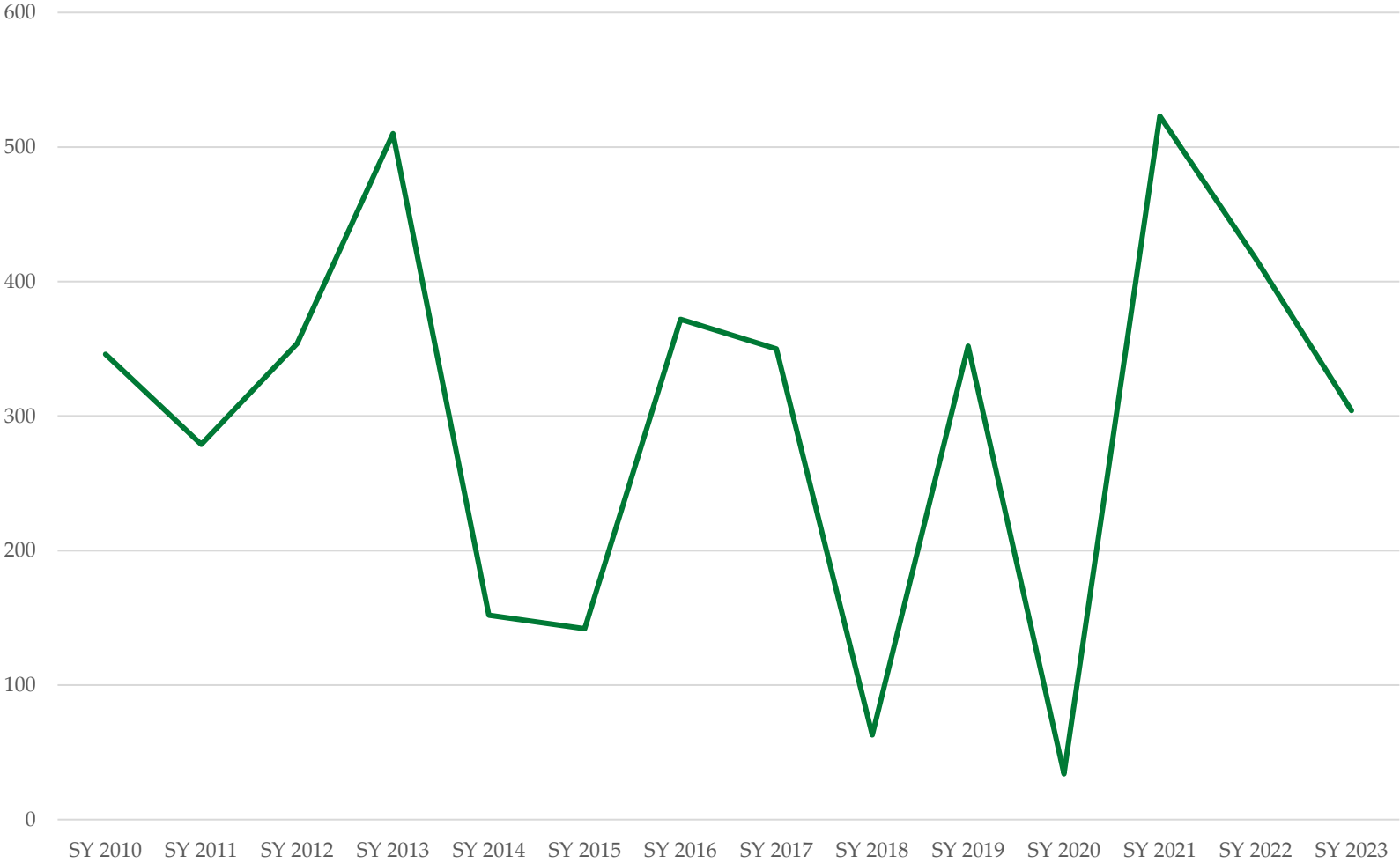
# Alternative Route Completers



# VTProgram Enrollment (w/ Polynomial trendline forecast)

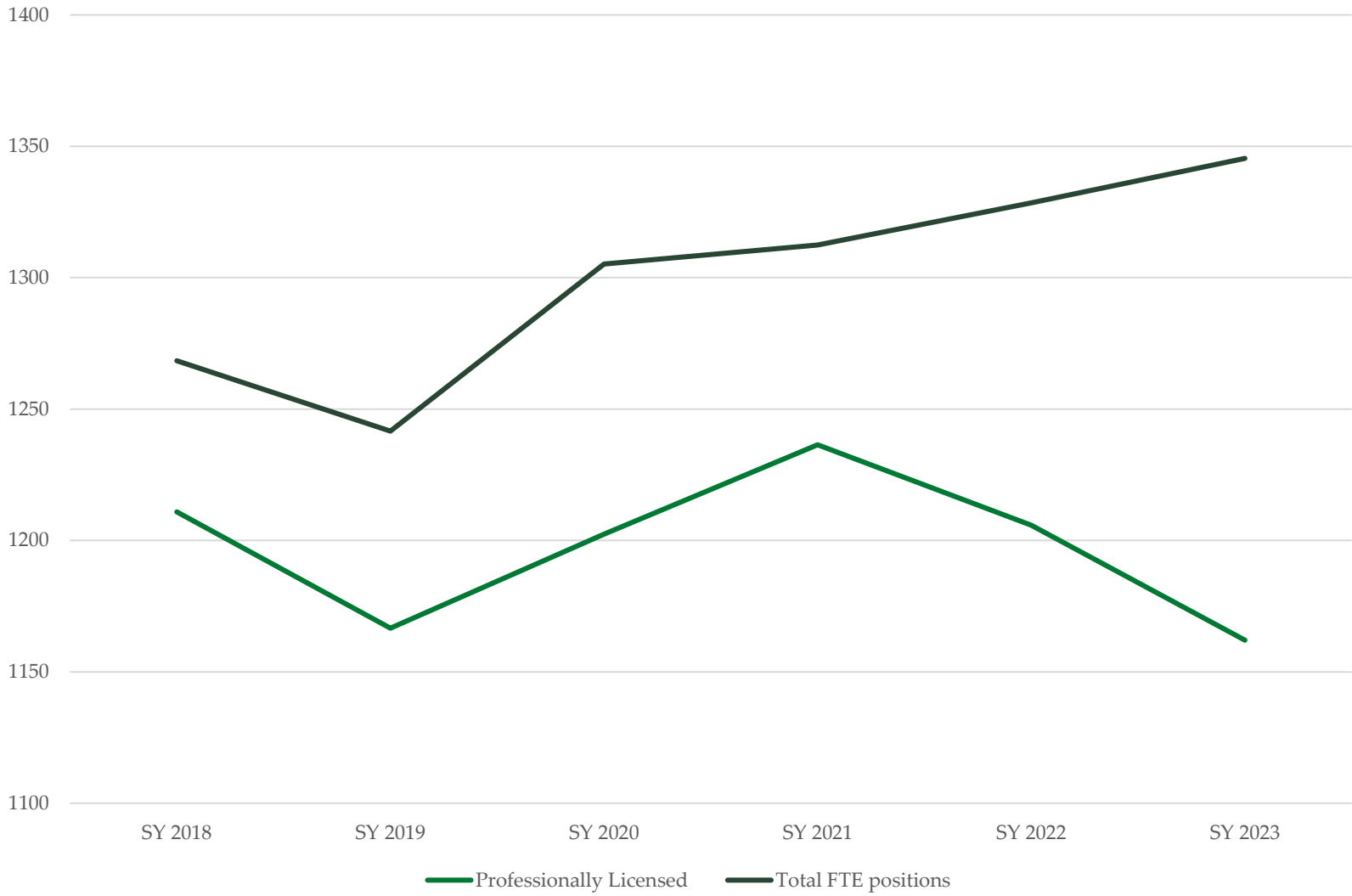


# Reciprocity





# Special Education FTE



# State Investments \$3.45m

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- \$2.5 Million – [Vermont Teacher Loan Forgivable Loan Program](#)
  - VT Legislature, managed by VSAC
  - All funds committed
  - 208 individuals were awarded funds
  - 214 applied after funds exhausted
- \$500,000 - Emerging Pathways Grant Program
  - VT Legislature, managed by AOE EQ division
  - 6 applicants applied, all awarded partial funding. Finalizing grant agreements
- \$200,000 – VREC Apprenticeship project planning
  - Significant program management work across the state with EPPs and Districts
  - 28 Apprentices will participate in Peer Review Pilot this School year
  - Conversations continuing with various IHE's on all models of apprenticeships
- \$250,000 – NEA Peer Review Support Program
  - VT Leg was about to pass \$400,000 from GF, AOE committed ARP-ESSER and bid
  - 176 have been supported through this program over the past 2 years

# Vermont Teacher Loan Forgivable Loan Program

College/University	Candidates	Total Awards
University of Vermont	63	\$ 928,654.50
Vermont State University	48	\$ 529,760.00
Saint Michaels College	40	\$ 518,343.00
Champlain—TAP	7	\$ 68,900.00
Norwich University	3	\$ 48,840.00
Goddard College	2	\$ 24,420.00
Upper Valley Educators Institute	2	\$ 19,790.00
Champlain College	1	\$ 16,280.00
Community College of Vermont	1	\$ 13,000.00
28 Out-of-State Universities	42	\$ 555,350.02

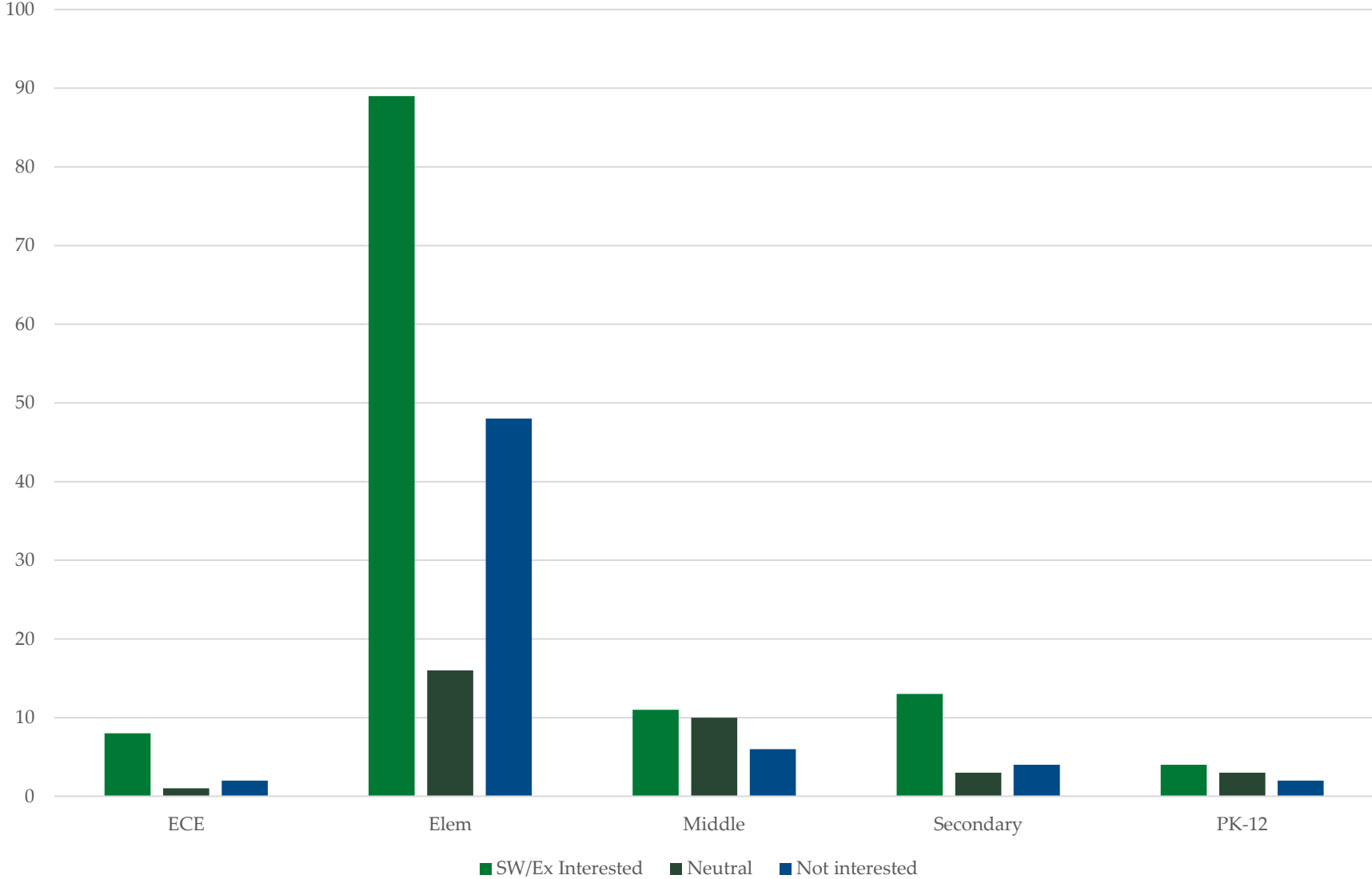
Applicant	Award	Emerging Pathway Grant Programing
VTHEC	\$130,366	<ul style="list-style-type: none"> <li>-Elem Ed Pilot Program</li> <li>-supplementing scholarships for ECE and Spec Ed cohorts</li> <li>-Induction programing for ECE, Spec Ed, and El Ed</li> <li>-District PD partnerships</li> </ul>
VT-NEA	\$125,896	<ul style="list-style-type: none"> <li>-Supports for Peer Review</li> <li>-Support NEK Peer Review Apprenticeship Pilot</li> <li>-Praxis Support with Study.com</li> <li>-Ed Rising partnership for HS and CTE students</li> <li>-Special Ed mentoring</li> <li>-New teacher induction program</li> </ul>
VREC	\$75,503	<ul style="list-style-type: none"> <li>-MA Rural Residency program, discussions with UVM and SNHU</li> </ul>
VTSU	\$71,617	<ul style="list-style-type: none"> <li>-Support Provisional pathway Special Ed pilot program candidates with program and material costs, and continued induction supports</li> </ul>
Spark	\$70,380	<ul style="list-style-type: none"> <li>- Develop a Paraeducator apprenticeship</li> <li>- Supporting temp licensed educators</li> <li>-Coaching and mentorship for individuals interested in teaching</li> </ul>
UVEI	\$26,238	<ul style="list-style-type: none"> <li>-District partnership to provide instructional coaching to provisionally licensed educators seeking licensure</li> </ul>

# 2022 Paraeducator Survey

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- 226 respondents (Sample size of 8.5% off 2675 statewide paras)
- 75% of paraeducators live in their district of employment
- 52% of those paraeducators are somewhat or extremely interested in becoming a licensed teacher
- We estimate:
  - 550+ Paraeducators with BA
  - 350+ with Associate's
  - 650+ with HS diploma/GED
- Of all interested educators, 53% cited “positive experiences” in the classroom as their primary motivator to become a teacher, 38% cited salary increases or cost of living as primary motivation.

# Interest and Instructional Level



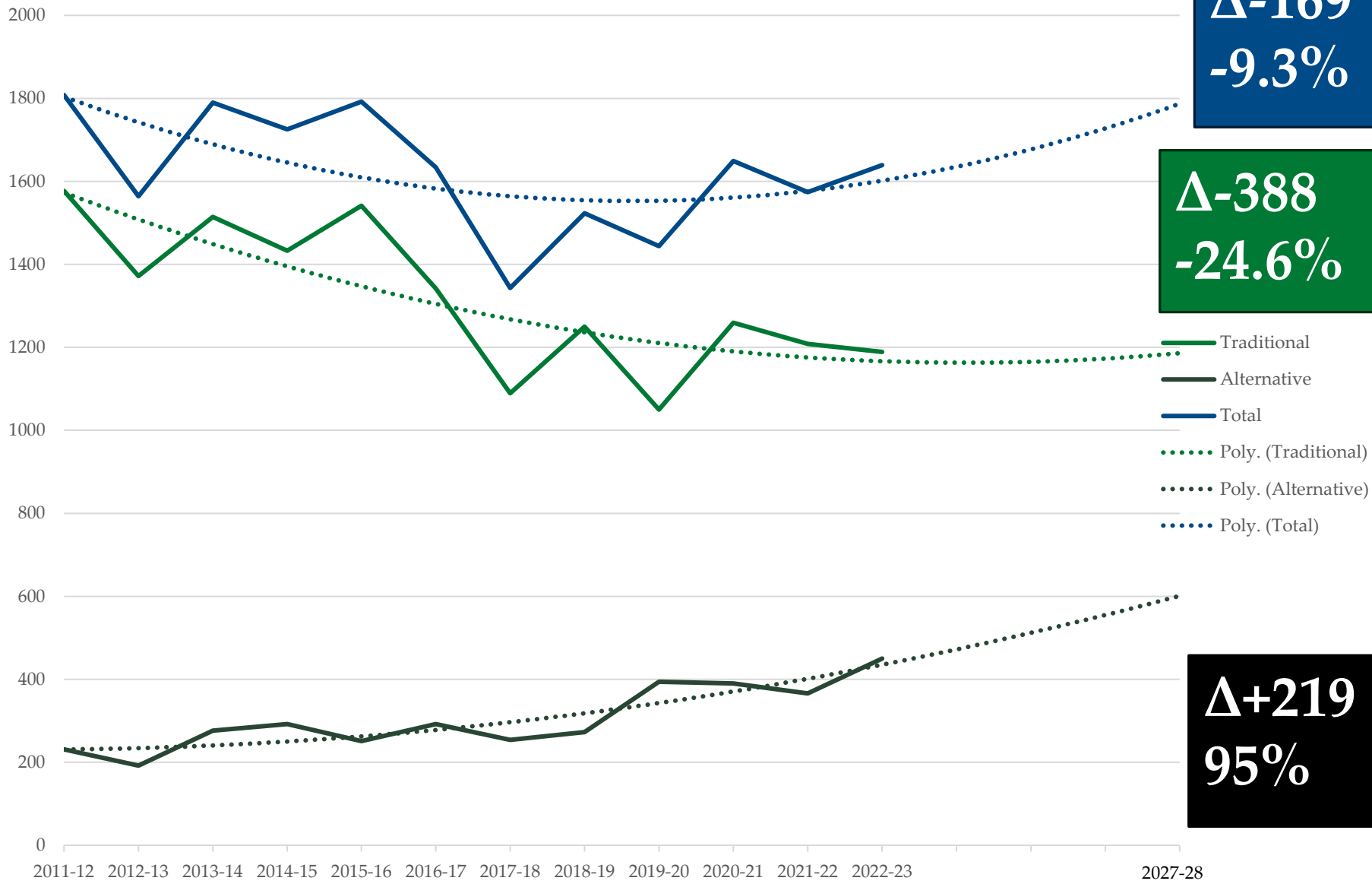
# Barriers for ESPs

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- Average age of respondents 42
- Of those not interested in becoming a teacher:
  - 46% cited student debt or cost/difficulty/length of current licensure pathways as the #1 reason they are not interested.
  - 35% indicated hours of current position were advantageous for other life circumstances
  - 18% are interested in other careers
- Preference for Online vs. in-person was about 50/50

How far would you be willing to travel for coursework?	
Less than 30 minutes	129
Up to an hour	4
More than an hour	55

# VTProgram Enrollment (w/ Polynomial trendline forecast)



**Δ-169**  
**-9.3%**

**Δ-388**  
**-24.6%**

**Δ+219**  
**95%**