

Attachment II

Guidelines for Determining Areas of Acute Teacher Shortage (Based on provisions of Government Code, Subchapter G, §824.602)

The board of trustees of a school district will determine by rule whether there are acute areas of teacher shortage in the district. The local board of trustees' determination must be based on guidelines adopted by the commissioner of education. As required by Government Code, Subchapter G, §824.602, these guidelines are established as follows:

- Districts should consider the list of areas of acute teacher shortage as identified by the Texas Education Agency. The following web address shows the current school year subject areas that are identified as areas of acute teacher shortage:

<http://www.tea.state.tx.us/edex/loanforgive.html>

- District should develop procedures that outline how the district actively recruits qualified teachers through a variety of means. Recruiting efforts should include a variety of approaches (e.g., advertisements, participation in job fairs, personnel cooperatives, university recruiting efforts, or other recruitment strategies). The board of trustees may determine local areas of acute teacher shortage in areas where the district has exhausted recruiting efforts and still been unable to employ qualified individuals. Documentation sustaining recruiting efforts should be maintained locally.
- Districts must give preference in the hiring process for a position as a classroom teacher to certified applicants who are not retirees [Section 824.602 (a) (m) (3) of the Government Code]. How preferences will be given is a decision of the district. In reaching that decision, districts should develop criteria that outline the manner in which preference will be given in the hiring process.

If you have questions about these guidelines, please do not hesitate to contact Joseph W. Mezher, Program Director at (512) 463-7285 or by e-mail at joseph.mezher@tea.state.tx.us.